



Gotham Ready Mix Drivers – Benefits Summary for New Hires

Union Membership – United Service Workers Union, IUJAT, Local 339

Newly hired drivers are eligible for union membership beginning the 1st of the month following thirty (30) days from the date of hire.

Pay Rate – Earn up to \$36.00 per hour!

- \$36.00/hr – Starting rate for ready-mix drivers with a minimum of 4 years of verifiable experience.
- \$35.00/hr – Starting rate for ready-mix drivers with a minimum of 3 years of verifiable experience.
- \$34.00/hr – Starting rate for ready-mix drivers with a minimum of 1 year of verifiable experience.

Please note that pay rates are determined based on ready-mix driver experience, which must be verified by recent previous employers. The pay rate for drivers with less than a year of ready-mix driver experience starts at \$27.00 per hour.

Annual pay increase: 4% of current rate on CBA anniversary date for duration of current CBA term.

Hours – The average workweek consists of 60 to 70 hours.

Paid Holidays – New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.

(Entitled to a floating holiday if employee works on the MLK Jr. holiday.)

Hourly Premiums –

If a driver works more than three (3) hours of work, the driver is paid a minimum of four (4) hours pay.

If a driver works more than five (5) hours of work, the driver is paid a minimum of six (6) hours pay.

If a driver works more than seven (7) hours of work, the driver is paid a minimum of eight (8) hours pay.

Medical & Dental Insurance Coverage –

Newly hired drivers are eligible to enroll in medical and dental insurance coverage beginning the 1st of the month following sixty (60) days from the date of hire.

Gotham pays 100% of medical and dental coverage premiums for employee and any added dependents, such as the employee's spouse and/or child(ren).

“Pay Instead of Benefits” –

Drivers that have outside medical coverage and waive the medical coverage offered to them by the United Welfare Fund, Welfare Division, are eligible to receive “pay instead of benefits”.

Drivers who would have received single medical coverage will receive a \$2,500 contribution to their IUJAT Section 401(k) Plan. Drivers who would have received medical coverage for 2 participants will receive a \$4,500 contribution to their IUJAT Section 401(k) Plan. Drivers who would have received family medical coverage will receive a \$7,000 contribution to their IUJAT Section 401(k) Plan.

IUJAT 401(k) Retirement Plan –

Elective Deferral Contributions: Employees may select a fixed percentage or amount to be deducted from the employee's weekly paycheck as an Elective Deferral Contribution. Elective Deferral Contributions are fully (100%) vested and nonforfeitable.

Matching Contributions: For employees with less than five (5) years of service, Gotham matches the employee's contribution up to \$2,500 per year. For employees with five (5) years of service, Gotham matches the employee's contribution up to \$3,000 per year. For employees with seven (7) years of service, Gotham matches the employee's

contribution up to \$3,500 per year. For employees with ten (10) years of service, Gotham matches the employee's contribution up to \$4,500 per year. (Gotham's contribution not to exceed the amount of employee's elective deferral contributions.)

Security Division –

The United Welfare Fund – Security Division is a unique benefit only available through the United Welfare Fund. This is a collectively bargained benefit in which Gotham makes monthly contributions to members' accounts. The Fund is 100% secure since the Security Division only uses investments 100% backed by the U.S. government. These secure accounts grow over time and are available to vested participants when they separate from their employer.

Paid Time Off (PTO) –

Less than 1 year of employment = 7 PTO days

After 1 year of employment = 12 PTO days

After 2 years of employment = 17 PTO days

After 5 years of employment = 22 PTO days

After 10 years of employment = 27 PTO days

Other paid benefits include Jury Duty, Bereavement, Paid Family Leave, Short-term Disability.

Bonus Incentives

Signing bonuses

Monthly performance bonuses

Appreciation bonuses

Referral bonuses

Annual clean truck bonuses

Annual accident-free bonuses

End-of-year bonuses

Birthday bonuses

NOW HIRING

READY MIX DRIVERS!

Apply Now!

Scan the QR Code below:



or visit:

<https://intelliapp.driverapponline.com/c/gotham>

Currently accepting applications for the following locations:

East Williamsburg, Brooklyn – 200 Morgan Avenue

Hunts Point, Bronx – 341 Halleck Street

Jamaica, Queens – 92-10 182nd Place

****Opening January 2024 – Red Hook, Brooklyn – 240 Lorraine Street****

If you prefer to complete a paper application, please contact Gotham's Human Resources department by email hr@gothamreadymix.com or call (718) 814-4200.



92-10 182nd Pl, Jamaica, NY 11423