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 – $29.00 - $36.00 per hour **

**Please note that pay rates are determined based on ready-mix driver experience, which must be verified by recent previous employers.

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

Hours – Work is Monday through Saturday; Hours Vary; Overtime Eligible

Paid Holidays – New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.
(Entitled to a floating holiday if the 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 on the 1st of the month following sixty (60) days from the date of hire. Gotham pays 100% of medical and dental coverage premiums for the employee and any added dependents, such as the employee's spouse and/or child(ren).

"Pay Instead of Benefits" –

Drivers who 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 non-forfeitable.

Matching Contributions: For employees with less than five (5) years of service, Gotham matches the employees' contribution up to $2,500 per year. For employees with five (5) years of service, Gotham matches the employees' 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 the 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 account grows over time and is available once vested participants 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, and Short-term Disability.

Bonus Incentives

Appreciation bonuses
Annual clean truck bonuses
Annual accident-free bonuses
End-of-year bonuses
Birthday bonuses