

***MASTER
COLLECTIVE BARGAINING
AGREEMENT***

BY AND BETWEEN

PAINTERS DISTRICT COUNCIL NO. 4

CONSTRUCTION EMPLOYERS ASSOCIATION OF
CENTRAL NEW YORK

THE PAINTERS, DECORATORS AND CONTRACTORS
ASSOCIATION OF
ROCHESTER, NEW YORK

AND

INDEPENDENT CONTRACTORS OF:

BINGHAMTON, NEW YORK	ROCHESTER, NEW YORK
ITHACA, NEW YORK	SYRACUSE, NEW YORK
OSWEGO, NEW YORK	WATERTOWN, NEW YORK

5-1-20 to 4-30-22

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TO ALL EMPLOYERS & MEMBERS/EMPLOYEES

As an Employer bidding work in different Territorial Jurisdictions of District Council #4, be sure to review each Regional Wage & Fringe Benefit/Supplement schedules, work week, overtime, mileage provisions and etc.. They do vary in some regions.

As a member/employee working or traveling from region to region, be sure to review each regions schedules.

KEY FOR SUPPLEMENTAL/FRINGE BENEFIT DEFINITIONS

IUPAT	International Union of Painters & Allied Trades
LMP	Labor Management Partnership
FTI	Finishing Trades Institute
CNY	Central New York
STAR	Safety Training Awards Recognition
PAT	Political Action Together
PAP	Personal Account Plan
SUB	Supplemental Unemployment Benefit

AGREEMENT

This Agreement is made and entered into this 1st day of May 2020, By and Between _____, hereinafter referred to as the Employer, and Painters District Council #4 affiliated with the International Union of Painters and Allied Trades (I.U.P.A.T.) hereinafter referred to as the Union.

BASIC PRINCIPLES

It is the intent and purpose of the Parties hereto that this Agreement shall promote and improve the industrial and economic relationship between the Employer and the Union, to eliminate unnecessary strike, lockouts and other interference with production and to set forth the Basic Agreement covering rates of pay, hours of work, and conditions of employment to be observed by the parties hereto.

ARTICLE I RECOGNITION CLAUSE

The Employer acknowledges that the Union has offered to establish its majority status by allowing the employer to examine authorization cards voluntarily executed by the employers eligible employees in the unit described in the CBA. The employer is satisfied that the Union has the support of a majority of the eligible employees in the appropriate unit to represent said employees for the purposes of collective bargaining and, further, the employer waives the opportunity to examine the authorization cards; and therefore, the employer recognizes pursuant to Section 9 (A) of the National Labor Relations Act, the Union as the sole and exclusive bargaining representative of the employees employed in the bargaining unit described.

All work described and covered by Section 6 of the I.U.P.A.T. Constitution, as outlined in Article III, Section 2 of this Agreement.

The employer agrees that the Union has been designated or selected for the purposes of Collective Bargaining by the majority of the employees in an appropriate unit, that said majority support has been demonstrated and that the Union is the exclusive representative of all employees in such a unit for the purposes of Collective Bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment.

Painters District Council #4 recognizes the Construction Employers Association of Central New York. The Painters, Decorators and Contractors Association of Rochester, New York, as the Representative of its members and any individual contractor who designates such organization as their Representative.

ARTICLE II UNION SECURITY CLAUSE

All present employees who are members of the Union on the effective date of this Agreement or on the date of execution of this Agreement, whichever is the later, shall remain members of the Union in good standing as a condition of employment. All present employees who are not members of the Union and all employees who are hired

hereafter shall become and remain members in good standing of the Union as a condition of employment on and after the eighth day following the beginning of their employment, or on and after the eighth day following the effective date of this Agreement or the date of execution of this Agreement, whichever is the later.

A. The Employer recognizes the right of any Union Member to refuse to work with an Employee who has worked for a period more than 8 days and has not joined the Union, or made application as provided herein, and any refusal to work either concerted or otherwise, with such Employee or Employees, shall not constitute a breach of this agreement.

B. The Employer agrees to notify the Union during the first eight hours after any non-member has been hired, providing the name, address and social security number.

C. The Employer agrees to remove from work covered by this Agreement any Employee who has failed to perform his/her obligations to become and remain a Union member as provided for this Agreement. Upon receipt of written notice from the Union stating that such Employee is delinquent, he/she shall be removed and shall not be re-employed by the Employer until he/she performs such obligations as provided for in this Agreement.

ARTICLE III TERRITORIAL AND TRADE/CRAFT JURISDICTION

SECTION 1. The Geographic Jurisdiction covered by this agreement shall be the following counties in the State of New York:

The Counties of Allegany, Broome, Cattaraugus, Cayuga, Chautauqua, Chemung, Chenango, Cortland, Delaware, Erie, Genesee, Herkimer, Jefferson, Lewis, Livingston, Madison, Monroe, Niagara, Oneida, Onondaga, Ontario, Orleans, Oswego, Otsego, Schuyler, Seneca, Steuben, St. Lawrence, Tioga, Tompkins, Wayne, Wyoming and Yates. (33 Total)

SECTION 2. The trade/craft jurisdiction of Painters District Council #4 of the I.U.P.A.T. shall be as per Section 6 of the I.U.P.A.T. Constitution. Painting shall include all of the curriculum as outlined and approved by the NYS DOL Apprenticeship Department (DOT Code 840.381-010) and not limited to the application of any protective or decorative coating (whether liquid or solid). Methods of application shall include, but not be limited to brushing, rolling, spraying and electrostatic coating system; faux finishing, venetian plaster, caulking, wood finishing and wall covering; blasting shall include but not be limited to all removal and disposal. Methods of removal and preparation shall include, but not be limited to, abrasive sponge blasting, abrasive hydro-water blasting, abrasive blasting, hydro-water blasting, vacuum blasting steam cleaning and all chemical (paste) type removers; including preparations for those classes of work, as glass spray coating, all desco type products, all epoxy resin products, all polyester fiberglass materials, incandescent coatings, intumescent coatings, cement enamel products, application of seamless floor coating, and application materials for chorine concrete and/or sealer for all masonry and concrete surfaces, corrosion control, rigging of all work, engineering controls and containment, secondary containment and/or weather enclosure, transporting of paint and equipment to and from the job site, operation of all compressors, sand handling and plant air and handling of such equipment; all related work for the abatement of lead based paint as per government standards. Methods of

abatement shall be, but not limited to encapsulation, enclosure, chemical removal, abrasive removal, hand scraping removal with a heat gun, removal of containment, secondary containment, weather enclosures, and replacement, containment, rigging and engineering control methods. Mold remediation and weather barriers coatings.

Drywall/sheet rock finishing shall include all of the curriculum as outlined and approved by the NYS DOL Apprenticeship Department-DOT Code 842.664.010.

Installation/application of fire caulk/fire spray, and the installation of pre-formed or thermal fiber mineral wool and the use of pneumatic continuous flow of machines.

The building of containment and/or enclosures with what's more commonly known as "shrinkwrap" for the purposes of preparing steel surfaces for all abrasive blasting and hydro-water blasting for painting; knockdown, an industry texture decorative finish shall include, but not be limited to the application of a liquid or solid. Method of application shall include the use of brushes, rollers, spray gun and knocking down with drywall tools.

All Tools, Equipment and Material: The handling, operation, maintenance, storage and transporting; The loading and unloading of any and all materials, tools and equipment will be done by any members and units coming under the International Union's jurisdiction including - brushes, rollers, spray painting equipment, coating applicators, all miscellaneous hand and power driven tools - all robotic, computerized mechanical and manually operated abrasive, water and related blasting equipment; ventilation/dehumidification systems, vacuum recovery units, wet and dry vacuum systems and any and all related safety equipment; ladders, scaffolding, lifts and all other dedicated rigging, including the handling, erecting and dismantling of the operation and maintenance of all types of compressors. All processes and procedures for decontamination of all contaminated areas and any and all related materials including handling, erecting and dismantling of containment structures, secondary containment structures and/or weather barrier structures. Any and all work methods associated with preparations to painting including but not limited to masking, covering, etc. All clean-up of any type debris caused by or in preparation and/or application for all of the above will be performed by members of this International Union.

Definitions of paint, coating and sealer.

NATIONAL ASSOCIATION OF CORROSION ENGINEERING (NACE)

- a. Coating - (1) A liquid, liquefiable, or mastic composition that, after application to a surface, is converted to a solid protective, decorative, or functional adherent film.
- b. Paint – a pigmented liquid or resin applied to a substrate as a thin layer that is converted to an opaque solid film after application. It is commonly used as a decorative or protective coating.

SOCIETY FOR PROTECTIVE COATINGS (SSPC)

- a. Coating – (1) A liquid, liquefiable, or mastic composition that is converted to a solid protective, decorative, or functional adherent film after application as a thin layer [ASTM D 16]; (2) Generic term for paint, lacquer, enamel, etc. [Paint/Coatings Dictionary]

- b. Sealer – A coating that provides a seal against absorption or bleeding. Paint, coating, and sealers are defined by the following recognized national associations:

AMERICAN SOCIETY FOR TESTING AND MATERIALS (ASTM)

- a. Coating- a liquid, liquefiable or mastic composition that is converted to a solid protective, decorative, or functional adherent film after application as a thin layer.
- b. Paint – n, general – a pigmented coating. See coating.

**ARTICLE IV
ADMINISTRATIVE DUES-CHECK-OFF**

(1) Every Employer signatory to this Agreement hereby agrees to check-off from the wages of any employee employed by such Employer during the term of this Agreement administrative dues in the then amount specified in the Union’s by-laws and to remit said amount to the Union in the following manner:

- a. The Union will notify the Employer in writing of the amount of administrative dues specified in the by-laws, and will submit to the Employer a copy of the bylaws or an applicable by-law provision.
- b. For each payroll period, the Employer will deduct from the wages of each employee the amount specified in the by-laws based on the number of hours worked during the said payroll period, and all will accumulate said deductions to the end of the month.
- c. On or before the 15th day of each month, the Employer will remit to the Union the entire amount of administrative dues due and owing as to each employee for the month previous, together with a list of employees covered hereby and the number of hours worked by each during the applicable period.

(2) When a signatory Employer performs a job within the jurisdiction of a Union affiliated with the I.U.P.A.T. other than the Union signatory hereto and the bylaws of that other Union contain a provision for administrative dues or Business Representative “assessment”, the Employer shall check-off from the wages of employees covered by this Agreement and employed on that job administrative dues and Business Representative “assessment” in the amount stated in that other Unions by-laws, and shall remit that amount to that other Union. In that event, that other Union shall be acting as agent of the signatory Union for the purpose of policing and administering this Agreement. In performing the check-off from the wages, the procedure specified in Section (1) a-c will be followed, except that it shall be the responsibility of said other Union to notify the Employer in writing of the amount of administrative dues or Business Representative “assessment” specified in its by-laws, and to submit to the Employer a copy of the by-laws or applicable by-law provision. When the signatory Employer performs a job within the jurisdiction of a Union affiliated with the I.U.P.A.T. other than the Union signatory hereto, and the by-laws of that other Union contain no provision for administrative dues or Business Representative “assessment”, the Employer shall continue to be bound by Section (1).

(3) The obligation of the Employer under section (1) and (2) shall apply only as to employees who have voluntarily signed a valid dues deduction authorization card or I.U.P.A.T. membership application form.

(4) At the time of the employment of any employee, the Union will submit to each such employee for his voluntary signature a dues deduction authorization in triplicate, one copy of which is retained by the Union, one copy retained by the Employee, and the other returned to the Employer. The form is to be supplied to such Employer by the Union.

(5) On or before the 15th day of each month, the Employer will submit to the Union a list of all Employees covered by the Agreement who have not signed dues deduction authorization card, together with the number of hours worked by each such Employee during the month previous.

(6) Any Employer who becomes delinquent in remittance of dues check-off to the Union may, at the Unions discretion, be made to remit the dues check-off on a weekly or by-weekly basis.

ARTICLE V WORK DAY, WORK WEEK, WORK RULES, HOLIDAYS, SHIFTS, AND OVERTIME

SECTION 1. The regular work day shall be 8 working hours with 1/2 hour unpaid lunch.(i.e. an 8-hour shift beginning at 8:00 a.m. shall end at 4:30 p.m. with a 1/2 hour unpaid lunch from 12:00 noon until 12:30 p.m..) The regular work week shall be 40 hours. The work week shall be Monday through Friday inclusive. All work over 8 hours in any one day and over 40 hours in any one week shall be paid at the rate of one and one-half times the regular rate. The Employer may designate a 4 day 10 hour per day schedule at the straight time rate, however, on a 4 day 10 hour schedule, Friday shall be a make-up day. The 4 day 10 hour schedule is only permissible when permitted by law. Once a work schedule is established of either 4 days at 10 hours per day or 5 days at 8 hours per day, the work schedule may not be changed again without notification to the Union.

SECTION 2.A (Region 5) Saturday and Sunday will be paid at the rate of one and one-half(1 1/2) times the applicable straight time rate. However, if the work missed Monday through Friday on exterior work is due to inclement weather, then Saturday and Sunday may be worked at the straight time rate. Saturday is also payable at the straight time rate if the employee misses work, except where a doctor's or hospital's verification of illness is produced Monday through Friday when work was available to the employee. The intent is to challenge the abuse of some employees missing work Monday through Friday intentionally and then going back to work for time and a half pay on Saturday and Sunday. Saturday is not a make-up day when work is missed as a result of a Holiday. Saturday will be payable at the rate of one and one-half (1 1/2) times the straight time rate if the Employee starts the job on a Saturday or after the beginning of the pay period. Sunday will be paid at one and one-half (1 1/2) times the applicable rate under any circumstances, except in Nuclear Power Plants where the other trades are receiving double time then the employees covered by this agreement shall also receive double time.

2.B (Regions 3, 6 & 7) Saturday and Sunday will be paid at the rate of one and one-half(1 1/2) times the applicable straight time rate. Saturday is also payable at the straight time

rate if the employee misses work, except where a doctor's or hospital's verification of illness is produced Monday through Friday when work was available to the employee. The intent is to challenge the abuse of some employees missing work Monday through Friday intentionally and then going back to work for time and a half pay on Saturday and Sunday. Saturday is not a make-up day when work is missed as a result of a Holiday. Saturday will be payable at the rate of one and one-half (1 1/2) times the straight time rate if the Employee starts the job on a Saturday or after the beginning of the pay period. Sunday will be paid at one and one-half (1 1/2) times the applicable rate under any circumstances, except in Nuclear Power Plants where the other trades are receiving double time then the employees covered by this agreement shall also receive double time.

SECTION 3. Holidays: The following holidays will be paid at the rate of double the employee's straight time rate of pay if worked: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas. A holiday that falls on a Sunday will be celebrated on Monday, a holiday that falls on a Saturday will be celebrated on Friday or as directed by the project schedule.

SECTION 4.

- a. Shift Differential – See regional area applicable wage schedule
- b. For any shift which starts prior to 6:00 a.m. or after 12:00 noon, the employer shall pay all employees a shift differential of \$2.00 per hour above the applicable wage scale. Shift differential shall apply only to projects where building trades standards apply. (ex. PLA's).

SECTION 5. All employees shall be given sufficient personal clean up time. (a minimum of 10 minutes before lunch and quitting time) Personal clean up time is after cleaning and placing materials and equipment where they properly belong. On containment jobs employees will be allowed adequate time to Decon at the Employers expense.

SECTION 6. A non-organized ten-minute coffee break is to be allowed each mid-morning and mid afternoon. This break is to be taken at the assigned place of work. In an effort to maintain productivity, safety, and hygiene on full containment jobs or jobs where employees would need to change clothes or travel an extensive distance to safely take a coffee break, then there shall be no coffee breaks. When the above situation exists then 15 minutes shall be added to the lunch period. While the regular 1/2 hour lunch period is unpaid this 15 minutes shall be paid time. The above system in lieu of coffee break may only be implemented by mutual consent of the Employer and the Union on a job by job basis.

SECTION 7. When the Employer hires a worker to perform work covered by this Agreement, and orders him/her to report at a certain time and place, and then fails to put him/her to work, such Employee, having reported promptly, shall receive two (2) hours pay and no excuse on the part of the Employer will be accepted for not putting him/her to work except weather conditions over which the Employer has no control. (Show-up time)

SECTION 8. Out-of-town Employers or their representatives having a job within the jurisdiction of District Council #4 SHALL BEFORE THE JOB STARTS, meet with the Business Manager/Secretary Treasurer of District Council #4 or his/her designee who shall interpret the Agreement, including hours, wages, overtime pay, payday,

transportation, safety, rest period, and in general reach a mutual understanding of the contents and application of the Agreement. Such Employer will sign a Memorandum of Understanding before the job starts.

SECTION 9. No additional men/women may be added to the work force for night or weekend work from any other employer unless the Union has been notified and cannot supply manpower to perform said work.

SECTION 10. All fringe benefit contributions shall be paid on hours worked. This shall include hours attributable to show up time.

SECTION 11 Foreman pay – See regional area applicable wage schedule

SECTION 12. Industrial Plant Repaint Work ONLY shall be any forty (40) hours per week at 8 hours per day, Monday through Sunday at straight time the basic hourly wage rate plus full fringes as called for in this Agreement. Overtime hours shall be in accordance with Article V, Section 1 of this Agreement.

SECTION 13. The terms and conditions of this Agreement may be modified by the duly elected Business Manager/Secretary Treasurer of the I.U.P.A.T. District Council #4 for the purpose of organizing, holding a job Union, maintaining or entering a particular market segment, and for entering into Maintenance Agreements.

SECTION 14. Mileage – see regional area applicable wage schedule (Reference Article 9 language)

SECTION 15. Per diem – see regional area applicable wage schedule

SECTION 16. Parking – see regional applicable wage schedule

ARTICLE VI
REGIONAL WAGES AND FRINGES/SUPPLEMENTS

Wages and fringes shall be payable in accordance with the following defined regions:

SECTION 1. Territorial Jurisdiction

Region 3. (*Syracuse*) shall be defined as the following counties in the State of New York: All of Cayuga County, all of Herkimer County, in Lewis County the townships of High Market, Lewis, Leyden, Lyonsdale, Osceola, Turin and West Turing, all of Madison County, all of Oneida County, all of Onondaga County, in Ontario County the city and township of Geneva, in Oswego County the townships of Amboy, Constantia, Oneida Lake and Williamstown, and all of Seneca County.

Region 4. (*Binghamton*) shall be defined as the following counties in the State of New York: all of Chenango, Tioga, Broome, Delaware and Otsego Counties.

Region 5. (*Rochester*) shall be defined as the following counties in the State of New York: All of Monroe County, all of Wayne County, all of Ontario County with the exception of the Townships and City of Geneva. All of Yates County. In Livingston County the townships of Geneseo, Conesus, Caledonia, York, Avon, Lima, Leicester, Livonia, Mt. Morris and Groveland.

Region 6. (*Oswego*) shall be defined as the following counties in the State of New York: all of Oswego County except the townships of Amboy, Constantia, Oneida Lake and Williamstown.

Region 7. (*Watertown*) shall be defined as the following counties in the State of New York: All of Jefferson County, in Lewis County the townships of Diana, Croghan, New Bremen, Watson, Greig, Martinsburg, Lowville, Denmark, Harrisburg, Montague and Pinckney. All of St. Lawrence County.

Region 8. (*Ithaca*) shall be defined as the following counties in the State of New York: all of Tompkins and Cortland Counties.

Region 9. (*Elmira*) shall be defined as the following counties in the State of New York: all of Schuyler, and Chemung Counties, Steuben County Townships of Cameron, Bath, Thurston, Bradford, Campbell, Erwin, Lindley, Hornby, City of Corning, Caton, Addison and Rathbone.

SECTION 2. Any employer desiring to bid public sector bridges & tanks shall refer to the Master Agreement By & Between Painters District Council #4 & Industrial Painting Contractors of Upstate New York, Inc.

SECTION 3. REGION 3 (SYRACUSE)

5/1/20

Brush & Roll, \$23.70 hr
lead based paint abatement,
sign painting, parking lot & highway
striping and marking, *wallcovering
Drywall Taping and Finishing

Spray, epoxy & Special Coating (Brush) \$24.20 hr
Roll Spray Application, sandblasting
(operator only), boatswain chair &
swing, structural steel drywall machine
operator

Coal Tar Epoxy \$25.20 hr

Asbestos Encapsulation \$25.90 hr

Foreman applicable rate plus \$1.00 per hour

*When a paperhanger that is a Union member is working by the foot or yard, the contractor shall deduct administrative dues check-off on the gross amount, but any other deductions based on hours will be deducted at a rate of eight (8) hours per day and all fringes will be paid at the rate of eight (8) hours per day.

For any shift which starts prior to 6:00a.m or after 12:00 noon, all employees who work a single irregular work shift on governmental mandated work shall be paid an additional \$2.00 per hour.

Region 3 travel pay shall be in accordance with Article IX Section III with the exception of the following: For all the work done within a 30 mile radius of the city limits of the above cities closest to the employee's home address, no mileage expense shall apply. For all work outside those areas, employees shall be compensation \$0.40 for all miles from the nearest free radius border closest to the employee's home address to and from the jobsite.

Double time shall be paid for Sundays on such jobs only when the general contractor or the owner reimburses our signatory contractors under contract for such job.

In addition to the above wages, the employer agrees to pay for each hour worked the following fringe benefits for each employee in his employ working under the jurisdiction of this Agreement: DC #4 Health & Welfare Trust Fund, CNY Pension Fund, DC #4 FTI of Western & Central New York, I.U.P.A.T. Industry Pension Fund, I.U.P.A.T. L.M.P., I.U.P.A.T. F.T.I., DC #4 Safety Training Awards Recognition, Industry Advancement Fund at the following rates per hours worked:

FRINGE BENEFITS (Employer contributions)

5/1/20

DC #4 Health & Welfare PAP	\$8.25 hr
CNY PAT Pension Fund	\$7.99 hr
I.U.P.A.T. Annuity Fund	\$4.35 hr
I.U.P.A.T. Industry Pension Fund	\$2.76 hr
DC 4 FTI of Western & Central NY	\$0.80 hr
I.U.P.A.T. F.T.I.	\$0.10 hr
I.U.P.A.T. L.M.P.	\$0.05 hr
DC #4 STAR	\$0.15 hr
DC #4 L.M.P.	\$0.05 hr
CEA IAP	<u>\$0.05 hr</u>
TOTAL BENEFITS	\$24.55 hr

(Above benefits based on hours worked)

In addition to the above wages and fringe benefits paid per hour worked, the Employer shall deduct from each Employee in his employ working under the jurisdiction of this Agreement the following Administrative Dues Check-off, Employee Benefit Fund, and Political Action Together (P.A.T.), and Political Action Committee (P.A.C.), DC #4 Organizing Fund and Market Recovery Fund.

(Employee Deductions)

Administrative Dues Check-off (Journeypersons)	5% of gross wages
Administrative Dues Check-off (Apprentices)	3% of gross wages
Employee Benefit Fund	\$0.10/hr.
P.A.T (Political Action Together)	\$0.05/hr.
P.A.C.(Political Action Committee)	\$0 .02/hr.
DC #4 Organizing Fund	\$0.05/hr
Administrative Dues Deduction	\$0.05/hr

The following increases will take place on the dates listed below. The allocation of such increases shall be determined by a majority vote of the membership:

May 1, 2021 \$ 0.65 To be determined by members

Amendment to Article V, Section 6 the mid morning coffee break will be 15 minutes and there will be no mid afternoon coffee break.

Any change to the wage/fringe packages become effective on the first full payroll on or after the effective change date.

Effective January 1, 2022, and each year thereafter, the Pension contribution called for in this Agreement shall increase by a minimum of 5 percent of the total increase in wages and benefits for that year. Such increase will be rounded up to the nearest penny. The Union shall notify the employers of the new Pension rate each year.

REGIONS 3, 4, 6, 7, 8
PENSION BOARD OF TRUSTEES

SECTION 1. The Central New York Painters and Allied Trades Pension and Health Trust Funds shall be supervised by a Board of Trustees. The Construction Employers Association of Central New York shall appoint two (02) trustees and District Council #4 shall appoint two (02) trustees. Rules and regulations pertaining to the operation of the Funds shall be promulgated by the trustees in conformity with all laws governing trust funds and insurance coverage, and shall be equally binding on all employees as well as employers working under this Agreement.

SECTION 2. An employer whose main office is outside of the territorial jurisdiction of the Union shall provide a surety bond in the amount of \$5,000 in favor of the, Central New York Painters and Allied Trades Pension and DC #4 Health Trust Funds to be deposited with the trustees of these Funds before the work is commenced in the territory covered by this Agreement. Cash in the amount of \$5,000 may be deposited in lieu of a bond. The bond or cash shall be held for the purpose of guaranteeing the employer's performance of this Agreement and the payment of the service charges, expenses, fees and costs provided for in this Article. The bond or cash shall be held until the trustees of the Trust Funds have certified that the employer has completed its work in the territory covered by this Agreement and has paid everything required of the employer by this Agreement.

SECTION 3. Any employer, regardless of where his principal office is, shall be obligated upon demand of the trustees or the Union to serve the same bond or deposit of cash as provided above if such employer has been in arrears on their fringe benefit payments to the extent litigation has been commenced fails to make any payment of all delinquent contribution payments and the balance shall remain with the trustees for one year. At the end of that period, the balance may be withdrawn, if all payments that are then due have been made by the employer.

SECTION 4. All payments to the Central New York Painters and Allied Trades Pension and DC #4 Health Trust Funds, shall be paid no later than the 45th day following the end of the month for which hours were worked. The payments shall be delivered together with a list of all of the employer's employees that are covered under this Agreement and the hours paid to each listed employee. If payment has not been received by the Funds on or before the 45th day of the month following the month for which hours were worked, the Fund office shall within five (5) business days thereof notify the Employer by first class mail that the Employer is delinquent and demand that the payments be made within five business days from the date of mailing of the Employer's delinquency may be referred for legal action. A copy of the letter shall be sent to the business agent(s) for the Local Union (s) involved.

If payment has not been received by the Fund within five (5) business days after the date of mailing of the letter to the delinquent Employer, the Trustees, in their sole discretion, may require the delinquent Employer to post a surety bond in an amount to be determined by the Trustees, conditioned upon the payment all monies due and owing to the Funds. Such surety company licensed to do business in the State of New York, for the benefit of the Funds. Such bond shall name the Funds as the obligee. Every delinquent employer who is required to do so shall deliver to the Fund Office a surety bond in the amount and form approved by the Funds.

In the event that a delinquent employer fails to post a surety bond or fails to make payments pursuant to this Collection Policy, the Board of Trustees or any duly authorized representative of the Board, may immediately refer the matter to legal counsel for institution of legal proceedings.

Contributions to the Funds are due 45 days following the month for which the contributions are required. If payment is received by the funds (a) between 1 and 15 days after the due date, liquidated damages of 1% of the total owed shall be assessed; or (b) between 16 and 30 days after the due date, liquidated damages of 2 ½ % of the total owed shall be assessed; or (c) between 31 and 60 days after the due date, liquidated damages of 2 ½ % if the current prime interest rate, whichever is greater, times the total owed shall be assessed; or (d) if payment is not received by the Funds before the 61st day following the due date, the delinquent Employer shall be required to pay:

- i) The unpaid contributions; and
- ii) Interest on the unpaid contributions; and
- iii) Liquidated damages equal to 10% of the unpaid contributions; and
- iv) Reasonable attorneys' fees and cost of collection.

SECTION 5. In the event the employer fails to make timely payment of his contributions to the Central New York Painters and Allied Trades Pension and DC #4 Health Trust Funds, any employee who is entitled to the benefits of said Funds shall have the right to maintain an action in his individual capacity to enforce his rights and benefits there under. The cost to the employee to collect a claim because of a delinquent employer will be paid by the delinquent employer involved. Such costs will include reasonable attorney's fees and other costs incurred in collecting such claim.

SECTION 6. If payments are not made within the 45th day following the end of the month for which hours were worked, the Union Shall have the right to remove all employees from the job in addition to, and notwithstanding, any other provisions of this Agreement.

SECTION 7. When an employee has made a claim on the form required by the particular Fund, and that employee is denied coverage because of the failure of an employer to make the required contributions, or if the employee commences suit as provided in Section 5 of this article, then the Fund involved shall refuse thereafter to receive a subsequently offered payment of the delinquent contribution by the employer for the said employee covering the particular period of delinquency which has resulted in the failure to cover the said employee. All other contributions shall continue to be due and owing, if not previously paid.

SECTION 8. No employer (either an individual or by its corporate officer or employee) shall be or remain a trustee at any time while delinquent in contributions to any Fund covered by this agreement, once they are properly relieved. Once such employer is declared delinquent, that employer shall not be permitted to be a trustee for one year from the date all amounts owed pursuant to this Agreement are paid in full, notwithstanding any other provisions of this Agreement of any trust agreement which provides for selection of such trustee.

SECTION 9. The employer agrees that upon request of the trustees or Administrator of the Central New York Painters and Allied Trades Pension and DC #4 Health Trust Funds, that such employer will present for inspection to the Administrator's office of said fund, their payroll books. Failure to do so will constitute a violation of this Agreement.

SECTION 10. Mandatory surety bond will be required from all contractors who have been in arrears on their fringe benefits payments to the extent litigation has been commenced.

	<u>Broome, Chenango & Tioga</u> <u>5/1/20</u>	<u>Delaware & Otsego</u> <u>5/1/20</u>
Journeyman Taper/Painter	\$25.93	\$26.93
Brush and Roll Epoxy (Solvent Base Only)	\$27.03	\$28.03
Swing Scaffold, Boatswain chair, spray helper, steam cleaning acid and high pressure water, paperhangers, vinyl hangers, power grinders with respirator, structural steel (buildings)	\$26.53	\$27.53
Spray Painting/ Steeple Jack(Over 100 feet)	\$26.93	\$27.93
Spray Epoxy	\$27.43	\$28.43
Sandblasting	\$26.83	\$27.83

In addition to the above wages, the employer agrees to pay for each hour worked the following fringe benefits for each employee in his employ working under the jurisdiction of this Agreement: DC #4 Health & Welfare Trust Fund, I.U.P.A.T. Industry Pension Fund, I.U.P.A.T. Annuity Fund, I.U.P.A.T. L.M.C.I., I.U.P.A.T. F.T.I., DC #4 FTI of Western & Central New York , DC #4 Safety Training Awards Recognition at the following rates per hours worked:

FRINGE BENEFITS (Employer contributions)	<u>5/1/20</u>
DC #4 Health & Welfare Trust Fund	\$8.05 hr
I.U.P.A.T. Industry Pension Fund	\$7.70 hr
I.U.P.A.T. Annuity Fund	\$4.00 hr
DC #4 F.T.I. of Western & Central NY	\$0.80 hr
DC #4 STAR	\$0.15 hr
DC #4 L.M.P.	\$0.05 hr
I.U.P.A.T. L.M.P.	\$0.05 hr
I.U.P.A.T. F.T.I.	<u>\$0.10 hr</u>
Total Fringe	\$20.90 hr

In addition to the above wages and fringe benefits paid per hour worked, the Employer shall deduct from each Employee in his employ working under the jurisdiction of this Agreement the following Administrative Dues Check-off , Political Action Together(PAT) and DC #4 Organizing Fund.

Dues Check off (Journeyman)	5% of gross wages
Dues Check off (Apprentice)	3% of gross wages
Political Action Together (P.A.T.)	\$ 0.05 per hour
DC #4 Organizing Fund	\$0.05 per hour
Administrative Dues Deduction	\$0.05 per hour

The following increases will take place on the dates listed below. The allocation of each annual raise stated below will be determined by the membership in March of each year.

May 1, 2021

\$0.80 to be determined by members

Overtime

1) Overtime shall be paid as stipulated herein. All work performed before 8:00 a.m. and after 4:30 p.m. on weekdays and all work performed on Saturdays shall be paid one and one-half times the regular rate of pay. All work performed on Sundays and on those holidays listed in Article 5, Section 3, shall be paid at twice the regular rate of pay.

Shift Work

The first shift or day shift is the regular hours as defined in Article V Section 1 and shall receive the regular rate of pay for all hours worked.

The second shift shall have a premium of \$2.25 per hour.

The third shift shall have a premium of \$2.50 per hour.

Premium Pay

a. Spray, brush, or roll epoxy or similar coatings where epoxy itself is a water soluble product and odor and health factors are not involved then premium rates shall not be involved. This provision however shall not affect the payment of the spray premium only.

b. Structural Steel premium rate shall apply to new or old construction where ceilings, walls or the steel itself is to be painted from open trusses which require climbing or crawling without the support of solid scaffolding or scaffolding starting at the floor or ground level. The premium rate shall apply only to employees climbing or crawling.

c. Apprentices will be paid 100% of the difference in premium rates as outlined in the wage schedule.

Parking

Members will walk 1/5 of a mile from the parking lot to the job site. If the parking lot is further than 1/5 of a mile, the contractor will furnish transportation from said parking lot in the A.M to the jobsite and back again at quitting time. Otherwise, the members will leave the job so as to be at the parking area by 3:30pm. If the members are to be transported by the contractor, the truck or bus will leave the parking area no earlier than 6:45am so as to be on the job site before 7:00am.

Tools

All painters shall include as part of their basic sets of tools as defined in Article VIII, one (1) 2 foot to 4 foot extension handle.

Mileage/Travel Pay

a. All employees working in excess of 75 miles away from the contractors office shall be paid \$.25 per mile travel pay. It is the desire that employees will carpool whenever possible.

b. Employees working far enough away from home to warrant an overnight stay shall be provided with reasonable lodging plus \$25.00 per day. Employees will not be required to have more than 2 persons per hotel room.

OSHA 10 Certification

All members employed in Region 4 shall within six months of ratification be required to have OSHA 10 Certification.

Non-Exclusive Referral Procedure

In addition to what's defined in Article XXI, the Employer refuses the applicant(s) referred by the Union, the Employer shall notify the Union of the name of the applicants(s) hired within twenty-four (24) hours of hire.

Foreman Pay

The Foreman shall receive \$1.50 per hour above the applicable rate. The responsibilities expected of the foreman are as follows:

1. Fill out time sheets daily and properly
2. Keep track of project and the production that is being performed by employees
3. Keep track of materials and order on a timely bases as needed
4. OSHA 30 a must have
5. You will be demoted as see fit by your employer if your not performing as a foreman

Effective January 1, 2022, and each year thereafter, the Pension contribution called for in this Agreement shall increase by a minimum of 5 percent of the total increase in wages and benefits for that year. Such increase will be rounded up to the nearest penny. The Union shall notify the employers of the new Pension rate each year.

REGION 5 (ROCHESTER)

5/1/20

Basic Brush & Roll	\$23.72 hr
Drywall Taper	\$25.56 hr
Foreman	\$1.00 (above rate)
Spray	\$24.32 hr
Wallcovering	\$24.02 hr
Sandblasting	\$24.47 hr

In addition to the above wages, the employer agrees to pay for each hour worked the following fringe benefits for each employee in his employ working under the jurisdiction of this Agreement: DC #4 Health Trust Fund, I.U.P.A.T. Industry Pension Fund, I.U.P.A.T. Annuity Fund, Local #150 Promotion Fund, I.U.P.A.T. F.T.I., I.U.P.A.T. L.M.P., D.C. #4 F.T.I. of Western & Central New York and DC #4 Safety Training Awards Recognition.

FRINGE BENEFITS:

Painter Decorator
5/1/20

Health & Welfare:	\$9.41 per hour
IUPAT Pension:	\$6.99 per hour
IUPAT Annuity:	\$5.68 per hour
DC#4 FTI of W & CNY	\$.80 per hour
IUPAT FTI	\$.10 per hour
IUPAT LMP	\$.05 per hour
DC#4 LMP	\$.05 per hour
DC#4 STAR	\$.15 per hour
Promotion Fund:	\$.15 per hour
Total Fringe:	\$23.38 per hour

In addition to the above wages and fringe benefits paid per hour worked, the Employer shall deduct from each Employee in his employ working under the jurisdiction of this Agreement the following: Administrative Dues Check-Off, Political Action Together, DC #4 Organizing Fund and LU #150 Employee Benefit Fund.

Dues Check – Off	5% of gross wages
Political Action Together (PAT)	\$.05/hour
DC#4 Organizing Fund	\$.05/hour

Local #150 Dues	\$9.00/week
*Deductions 5/1/20 – 5/31/20	
Local #150 EBF	\$.58/hour
*Deductions 6/1/20 – 4/31/21	
Local #150 EBF	\$.53/hour
Administrative Dues	\$.05/hour

The above fringe benefits shall be paid on hours worked and not hours paid with the exception of Nuclear Power Plants where benefits shall be paid on hours paid not hours worked. Foreman/lead people on Nuclear Power Plant projects shall receive \$2.00 per hour above the applicable base rate.

The following increases will take place on the dates listed below. The allocation of such increases shall be determined by a vote of the membership:

Painter Decorator

May 1, 2021 \$1.25 To be determined by members

No Strike Language: If during negotiations an impasse is declared, the union and employers agree to mandatory binding arbitration in lieu of the union “striking” and the employers “locking out” of employees.

Amendment of Article V, Section 6: There will be no mid afternoon coffee break.

Amendment to Article XV, E: Employees will be responsible for the job site inspection of equipment prior to using it.

Amendment to Article V, Section 1: This region will continue its past practice of any consecutive 8 hours in a calendar day as the work day and any consecutive 40 hours as the work week.

Effective January 1, 2022, and each year thereafter, the Pension contribution called for in this Agreement shall increase by a minimum of 5 percent of the total increase in wages and benefits for that year. Such increase will be rounded up to the nearest penny. The Union shall notify the employers of the new Pension rate each year.

REGION 6 (OSWEGO)

5/1/20

Brush & Roll, Paperhanging, Vinyl & Tapers, Spray Painting, Sandblasting, Steel, Hazardous work, Working with picks, Bosun's chair, Window jacks, Swing stage, Safety belts, Steam cleaning. Safe-way staging, Chemical or Epoxy coatings/applications, Hydro water blasting, Steeplejack work, Two (02) component block filler, Encapsulation or Abatement of lead or asbestos & Metalizing.

Journeyman \$24.39

Nuclear Power Plant Projects \$27.58
Journeyman

In addition to the above wages, the employer agrees to pay for each hour worked the following fringe benefits for each employee in his employ working under the jurisdiction of this Agreement: DC #4 Health & Welfare Trust Fund, I.U.P.A.T. Industry Pension Fund, C.N.Y.P.A.T. Pension Fund, I.U.P.A.T. Annuity Fund, D.C. #4 F.T.I. of Western & Central NY, I.U.P.A.T. L.M.P., I.U.P.A.T. F.T.I. and DC #4 Safety Training Awards Recognition.

FRINGE BENEFITS:

5/1/20

(Employer Contribution)

D.C. #4Health & Welfare (PAP)	\$8.40
CNYPAT Pension Fund	\$6.99
I.U.P.A.T. Industry Pension Fund	\$4.42
I.U.P.A.T. Annuity	\$3.70
D.C. #4 FTI of W&CNY	\$.80
IUPAT L.M.P.	\$.05
I.U.P.A.T.FTI	\$.10
DC4 STAR	\$.15
DC4 L.M.P.	<u>\$.05</u>
Total Fringe Benefits	\$24.66

The above fringe benefits shall be paid on hours worked and not hours paid with the exception of Nuclear Power Plants where benefits shall be paid on hours paid not hours worked. Foreman/lead people on Nuclear Power Plant projects shall receive \$2.00 per hour above the applicable base rate.

In addition to the above wages and fringe benefits, the Employers shall deduct from each Employee in his employ working under the jurisdiction of this Agreement the following: Administrative Dues Check-Off, Political Action Together, DC #4 Organizing Fund and LU #38 Labor Management Partnership

EMPLOYEE DEDUCTIONS

Dues Check-off Apprentice rate	3% of gross wages
Dues Check-off-Journeyperson rate	5% of gross wages
Political Action Together	\$.05/hr
DC#4 Organizing Fund	\$.05/hr
Local #38 LMP Fund	\$.05/hr
Administrative Dues Deduction	\$.05/hr

The following increases will take place on the dates listed below. The allocation shall be determined by the membership in March of each year.

May 1, 2021	\$ 0.71 per hr	To be determined by members
	\$0.04	IUPAT Pension

Foreman to receive \$1.00 per hour over the base rate for a crew of four (04) or more
Foreman to receive \$2.00 per hour over the base rate for a crew of eight (08) or more.
General Foreman to receive 20% above applicable wage rate for a crew of sixteen (16) or more.

Travel time shall be \$.30 per mile round trip in accordance with the Free Zone per Article IX Section 3.

Saturday is payable at the straight time rate if the employee misses work except where a doctor or hospital verification of illness is produced. The intent is to challenge the abuse of some employees missing work Monday through Friday intentionally and then going back to work for time and a half pay on Saturday and Sunday.

For any shift which starts prior to 6:00a.m. or after 12:00 noon, all employees who work a single irregular work shift on governmental mandated work shall be paid an additional \$2.00 per hour.

Amendment of Article V, Section 6: There will be no mid afternoon coffee break

No member shall be required to travel an unreasonable distance to and from work. Employees working far enough away from home to warrant an overnight stay shall be provided with reasonable lodging plus \$30.00 per day by the Employer. Employees will not be required to have more than 2 persons per hotel room.

Parking up to \$10.00 per day with receipt when working outside Local 38 jurisdiction.

Effective January 1, 2022, and each year thereafter, the Pension contribution called for in this Agreement shall increase by a minimum of 5 percent of the total increase in wages

and benefits for that year. Such increase will be rounded up to the nearest penny. The Union shall notify the employers of the new Pension rate each year.

REGION 7 (WATERTOWN)

5/1/20

Basic Brush & Roll, \$24.05
seamless floor application,
Paperhanging, paper removal,
wallcoverings
Lead Based paint removal
Cork & taping
Swing staging, window jacks
Cup spray painting, steam
cleaning & hydro water blasting
Bosuns chair, sandblasting
Airless spray & conventional
Steel spray painting (new or old
construction, non-weather protected)
Steel painting (new or old)*

Any of the above steel painting performed over 75 feet in the air shall be paid \$1.00 per hour above the current steel rate. For each additional 75 feet or fraction thereof, an additional \$1.00 per hour shall be paid.

Foreman receives \$1.25 over the base pay for the work performed.

In addition to the above wages, the employer agrees to pay for each hour worked the following fringe benefits for each employee in his employ working under the jurisdiction of this Agreement: DC #4 Health & Welfare Trust Fund, I.U.P.A.T. Industry Pension Fund, I.U.P.A.T. Annuity Fund, C.N.Y.P.A.T. Pension Fund, D.C. #4 F.T.I. of Western & Central NY, I.U.P.A.T. L.M.C.I., I.U.P.A.T. F.T.I., and DC #4 Safety Training Awards Recognition.

FRINGE BENEFITS:

	<u>5/1/20</u>
DC#4 Health & Welfare Fund (PAP)	\$8.54 hr.
CNYPAT Pension Fund	\$6.29 hr.
I.U.P.A.T. Industry Pension Fund	\$4.42 hr.
I.U.P.A.T. Annuity Fund	\$3.37 hr.
D.C. #4 FTI of Western & Central NY	\$0.80 hr.
D.C. #4 L.M.P.	\$0.05 hr.
D.C. #4 STAR	\$0.15 hr.
I.U.P.A.T. L.M.P.	\$0.05 hr.
I.U.P.A.T. F.T.I.	\$0.10 hr.
Total Fringe Package	\$23.77/hour

In addition to the above wages and fringe benefits paid per hour worked, the Employer shall deduct from each Employee in his employ working under the jurisdiction of this Agreement the following: Administrative Dues Check-Off - Political Action Together, DC #4 Organizing Fund and LU #38 Labor Management Partnership Fund

Deductions

Dues Check-off Journeyperson	5% of gross wages
Political Action Together (PAT)	\$.05/hr.
D.C. #4 Organizing Fund	\$.05/hr.
LU#38 LMP	\$.05/hr.
Administrative Dues Deduction	\$.05/hr.

The following increases will take place on the dates listed below. The allocation of each annual raise stated below will be determined by the membership in March of each year.

May 1, 2021

\$0.71	To be determined by members
\$0.04	IUPAT Pension
\$0.34	To the wages

Each employee shall be allowed one (1) fifteen (15) minute coffee break. Employee shall be allowed one (1) afternoon ten (10) minute break in work area.

Shift differential shall not apply to the Alcoa Plant. For any shift which starts prior to 6:00a.m. or after 12:00 noon, all employees who work a single irregular work shift on governmental mandated work shall be paid an additional \$2.00 per hour.

Travel time shall be \$.25 per mile round trip. Potsdam, New York is an added mileage Free Zone for those members/employees that reside and work within a fifty (50) mile radius of the city limits of Potsdam. No mileage expense shall apply. For all other members/employees that are required to travel for work over a radius of fifty (50) miles from his home, he/she shall receive twelve (\$12.00) per day towards his/her expenses. No member shall be required to travel an unreasonable distance to and from work. Employees working far enough away from home to warrant an overnight stay shall be provided with reasonable lodging plus \$30.00 per day by the Employer. Employees will not be required to have more than 2 persons per hotel room.

Parking up to \$10.00 per day with receipt when working outside Local 38 jurisdiction.

Effective January 1, 2022, and each year thereafter, the Pension contribution called for in this Agreement shall increase by a minimum of 5 percent of the total increase in wages and benefits for that year. Such increase will be rounded up to the nearest penny. The Union shall notify the employers of the new Pension rate each year.

REGION 8 (ITHACA)

5/1/20

Journeyman Taper/Painter	\$25.93 hr
Brush and Roll Epoxy (Solvent Base Only)	\$27.03 hr
Swing Scaffold, Boatswain chair, Spray helper, steam cleaning acid And high pressure water, paperhangers, Vinyl hangers, power grinders with Respirator, structural steel (buildings)	\$26.53 hr
Spray Painting	\$26.93 hr
Spray Epoxy	\$27.43 hr
Sandblasting	\$26.83 hr

In addition to the above wages, the employer agrees to pay for each hour worked the following fringe benefits for each employee in his employ working under the jurisdiction of this Agreement: DC #4 Health & Welfare Trust Fund, IUPAT Industry Pension Fund, IUPAT Annuity Fund, D.C. #4 F.T.I. of Western & Central NY, I.U.P.A.T. L.M.C.I., I.U.P.A.T. F.T.I. and DC #4 Safety Training Awards Recognition at the following rates per hours worked:

FRINGE BENEFITS	<u>5/1/20</u>
DC #4 Health Trust Fund	\$8.05 hr
I.U.P.A.T. Industry Pension Fund	\$7.70 hr
I.U.P.A.T. Annuity Fund	\$4.00 hr
D.C. #4 FTI of Western & Central NY	\$0 80 hr
DC #4 LMP	\$0.05 hr
DC #4 STAR	\$0.15 hr
I.U.P.A.T. F.T.I.	\$0.10 hr
I.U.P.A.T. L.M.P.	\$0.05 hr
Total Fringe	\$20.90 hr

In addition to the above wages and fringe benefits paid per hours worked, the Employer shall deduct from each Employee in his employ working under the jurisdiction of this Agreement the following Administrative Dues Check-off and Political Action Together(PAT), DC #4 Organizing Fund

DUES CHECK-OFF:

- 5% of Gross Wages for Journeyperson
- 3% of Gross Wages for Apprentices
- .05 per hour P.A.T.
- .05 per hour DC #4 Organizing Fund
- .05 Administrative Dues Deduction

The following increases will take place on the dates listed below. The allocation of each annual raise stated below will be determined by the membership in March of each year.

May 1, 2021 \$0.80 To be determined by members

Overtime

1) Overtime shall be paid as stipulated herein. All work performed before 8:00 a.m. and after 4:30 p.m. on weekdays and all work performed on Saturdays shall be paid one and one-half times the regular rate of pay. All work performed on Sundays and on those holidays listed in Article 5, Section 3, shall be paid at twice the regular rate of pay.

Shift Work

The first shift or day shift is the regular hours as defined in Article V Section 1 and shall receive the regular rate of pay for all hours worked.

The second shift shall have a premium of \$2.25 per hour.

The third shift shall have a premium of \$2.50 per hour.

Premium Pay

- a. Spray, brush, or roll epoxy or similar coatings where epoxy itself is a water soluble product and odor and health factors are not involved then premium rates shall not be involved. This provision however shall not affect the payment of the spray premium only.
- b. Structural Steel premium rate shall apply to new or old construction where ceilings, walls or the steel itself is to be painted from open trusses which require climbing or crawling without the support of solid scaffolding or scaffolding starting at the floor or ground level. The premium rate shall apply only to employees climbing or crawling.

c. Apprentices will be paid 100% of the difference in premium rates as outlined in the wage schedule.

Parking

Members will walk 1/5 of a mile from the parking lot to the job site. If the parking lot is further than 1/5 of a mile, the contractor will furnish transportation from said parking lot in the A.M to the jobsite and back again at quitting time. Otherwise, the members will leave the job so as to be at the parking area by 3:30pm. If the members are to be transported by the contractor, the truck or bus will leave the parking area no earlier than 6:45am so as to be on the job site before 7:00am.

Tools

All painters shall include as part of their basic sets of tools as defined in Article VIII, one (1) 2 foot to 4 foot extension handle.

Mileage/Travel Pay

a. All employees working in excess of 75 miles away from the contractors office shall be paid \$.25 per mile travel pay. It is the desire that employees will carpool whenever possible.

b. Employees working far enough away from home to warrant an overnight stay shall be provided with reasonable lodging plus \$25.00 per day. Employees will not be required to have more than 2 persons per hotel room.

OSHA 10 Certification

All members employed in Region 4 shall within six months of ratification be required to have OSHA 10 Certification.

Non-Exclusive Referral Procedure

In addition to what's defined in Article XXI, the Employer refuses the applicant(s) referred by the Union, the Employer shall notify the Union of the name of the applicants(s) hired within twenty-four (24) hours of hire.

Foreman Pay

The Foreman shall receive \$1.50 per hour above the applicable rate. The responsibility expected of the foreman are as follows:

1. Fill out time sheets daily and properly
2. Keep track of project and the production that is being performed by employees
3. Keep track of materials and order on a timely bases as needed
4. OSHA 30 a must have
5. You will be demoted as see fit by your employer if your not performing as a foreman

Effective January 1, 2022, and each year thereafter, the Pension contribution called for in this Agreement shall increase by a minimum of 5 percent of the total increase in wages and benefits for that year. Such increase will be rounded up to the nearest penny. The Union shall notify the employers of the new Pension rate each year.

REGION 9 (ELMIRA)

Effective	<u>5/1/20</u>
Base Wage Rate	\$23.06
* Spray Work	\$24.06
Swing Chair or Swing Scaffold	\$24.06
Steeplejack	\$25.06
Sand Blasting	\$24.06
Acid or High Pressure Wash	\$24.06
Paper/Vinyl Hangers	\$24.31
Structural Steel	\$24.31
Epoxy-brush or roll (solvent base only)	\$24.31
Drywall Machine Operator	\$25.06
Foreman (per hour above base rate)	\$.50

* Spray rate does not apply to application of water-based coatings to walls.

In addition to the above wages, the employer agrees to pay for each hour worked the following fringe benefits for each employee in his employ working under the jurisdiction of this Agreement: DC #4. Health & Welfare Trust Fund, IUPAT Industry Pension Fund, IUPAT Annuity Fund, D.C. #4 F.T.I. of Western & Central NY, I.U.P.A.T. L.M.P, I.U.P.A.T. F.T.I. and DC #4 Safety Training Awards Recognition at the following rates per hours worked:

EMPLOYER CONTRIBUTIONS

	<u>5/1/20</u>
IUPAT Annuity	\$ 2.28/hr

IUPAT Industry Pension Fund	\$ 6.92/hr
Health & Welfare Fund (PAP)	\$ 8.80/hr
D.C. #4 FTI of Western & Central NY	\$.80/hr
IUPAT LMP	\$.05/hr
IUPAT FTI	\$.10/hr
DC#4 LMP	\$.05/hr
DC#4 STAR	\$.15/hr
TOTAL BENEFITS	\$ 19.15/hr

EMPLOYEE DEDUCTIONS

Dues Check Off (Journeyman)	5% of gross wages
Dues Check Off (Apprentice)	3% of gross wages
Political Action Together (PAT)	\$.05/hr
D.C. #4 Organizing Fund	\$.05/hr
Administrative Dues Deduction	\$.05/hr

The following increases will take place on the dates listed below. The allocation of each annual raise stated below will be determined by the membership in March of each year.

May 1, 2021 \$0.80 To be determined by members

Additional, for Region 9, the following items will be inclusive for the duration of this agreement:

Amendment of Article V Section 6: There will be no mid afternoon coffee break.

Effective January 1, 2022, and each year thereafter, the Pension contribution called for in this Agreement shall increase by a minimum of 5 percent of the total increase in wages and benefits for that year. Such increase will be rounded up to the nearest penny. The Union shall notify the employers of the new Pension rate each year.

PAINTER APPRENTICESHIP

SECTION 4. Painter/Decorator Apprentice Percentages, Schedule of Wages and Fringe Benefits/Supplements for Region 5.

A. All painter/decorator/paperhanger apprentices shall be paid a progressively increasing schedule of wages to be set forth by the F.T.I. No apprentice shall be paid less than 50% of a journeyperson rate per hour.

1A	000-750	65% of the journeypersons rate for the 1st 750 hours
1B	751-1500	65% of the journeypersons rate for the 2nd 750 hours
2A	1501-2250	75% of the journeypersons rate for the 3rd 750 hours
2B	2251-3000	75% of the journeypersons rate for the 4th 750 hours
3A	3001-3750	80% of the journeypersons rate for the 5th 750 hours
3B	3751-4500	80% of the journeypersons rate for the 6th 750 hours
4A	4501-5250	90% of the journeypersons rate for the 7th 750 hours
4B	5251-6000	90% of the journeypersons rate for the 8th 750 hours

Journeyperson after 6,000 hours plus meeting other criteria.

The above increase will occur when the apprentice works a minimum of 750 hours during each period. In addition to the 750 hours all apprentices must comply with all other F.T.I. requirements in order to advance.

B. For all four (4) years each apprentice will attend classroom related instruction as mandated by the N.Y.S.D.O.L., Div. of Apprenticeship, set forth by the F.T.I. J.A.T.C.

RATIOS OF WORKFORCE will be 1 to 1(1 apprentice to 1 journey level person), then 1 to 3 (1 apprentice to 3 journey level person) per job. These ratios are in compliance with the N.Y.S.D.O.L. Div. of Apprenticeship.

All fringe benefits based on hours worked, not paid.

A. Painter/Decorator Apprentice Fringe Benefits

REGION 5 (Rochester)

Program Code	OJT HOURS	% of Journey Rate	Rate Per Hour	Fringe Benefits			Total Fringes
				Pension	Apprentice	PAP	
1A	000 - 750	65%	\$15.42	\$0.42	\$0.95	\$1.00	\$2.37
1B	751 - 1500	65%	\$15.42	\$0.42	\$0.95	\$1.00	\$2.37
2A	1501 - 2250	75%	\$17.79	\$0.42	\$0.95	\$3.00	\$4.37
2B	2251 - 3000	75%	\$17.79	\$0.42	\$0.95	\$3.00	\$4.37
3A	3001 - 3750	80%	\$18.98	\$0.42	\$0.95	\$3.00	\$4.37
3B	3751 - 4500	80%	\$18.98	\$0.42	\$0.95	\$3.00	\$4.37
4A	4501 - 5250	90%	\$21.35	\$0.42	\$0.95	\$4.00	\$5.37
4B	5251 - 6000	90%	\$21.35	\$0.42	\$0.95	\$4.00	\$5.37

Deductions: 3% of Gross Wages DC #4 dues check-off
 \$0.15 per hour Employee Benefit Fund
 \$0.05 per hour P.A.T.
 \$0.05 per hour DC #4 Organizing Fund
 \$0.05 per hour Administrative Dues Effective 6-1-20
 \$9.00 per week Local Union Dues from start

TAPER APPRENTICESHIP

Taper Apprentice Percentages, schedule of Wages & Fringe/Supplement.

REGION 3 (Syracuse), REGION 4 (Binghamton), REGION 6 (Oswego),
 REGION 7 (Watertown), REGION 8 (Ithaca), REGION 9 (Elmira)

A. All taper apprentices shall be paid a progressively increasing schedule of wages to be set forth by the F.T.I. No apprentice shall be paid less than 60% of a journeyperson rate per hour.

1A	000-750	60%	of the journeypersons Painter/Taper/ rate for the 1 st 750 hours
1B	751-1500	60%	of the journeypersons Painter/Taper/ rate for the 2 nd 750 hours
2A	1501-2250	70%	of the journeypersons Painter/Taper/ rate for the 3 rd 750 hours
2B	2251-3000	70%	of the journeypersons Painter/Taper/ rate for the 4 th 750 hours
3A	3001-3750	75%	of the journeypersons Painter/Taper/ rate for the 5 th 750 hours
3B	3751-4500	85%	of the journeypersons Painter/Taper/ rate for the 6 th 750 hours

Journeyperson after 4,500 hours plus meeting other criteria.

The above increases will occur when the apprentice works a minimum of 750 hours during each period. In addition to the 750 hours, all apprentices must comply with all other F.T.I. requirements in order to advance.

B. For all three (03) years, each apprentice will attend classroom related instruction as mandated by the N.Y.S.D.O.L., Div. of Apprenticeship, set forth by the F.T.I. J.A.T.C..

The employer agrees to pay the above fringe benefits on hours worked and not hours paid with the exception of apprentices working at the Nuclear Power Plants Region 7 Watertown.

C. Taper Apprentice Fringe Benefits

REGION 3 (Syracuse) PAINTER

<u>Program</u> Code	<u>OJT</u> HOURS	<u>% of</u> <u>Journey</u> Rate	<u>Rate</u> <u>Per</u> Hour	<u>Fringe Benefits</u>			<u>Total</u> Fringes
				Pension	Apprentice	PAP	
1A	0000 - 750	60%	\$14.22	\$0.42	\$0.95	\$4.05	\$5.42
1B	751 - 1500	60%	\$14.22	\$0.42	\$0.95	\$4.05	\$5.42
2A	1501 - 2250	70%	\$16.59	\$0.42	\$0.95	\$4.05	\$5.42
2B	2251 - 3000	70%	\$16.59	\$0.42	\$0.95	\$4.05	\$5.42
3A	3001 - 3750	80%	\$18.96	\$1.74	\$0.95	\$4.05	\$6.74
3B	3751 - 4500	80%	\$18.96	\$1.74	\$0.95	\$4.05	\$6.74
4A	4501 - 5250	90%	\$21.33	\$2.90	\$0.95	\$4.05	\$7.90
4B	5251 - 6000	90%	\$21.33	\$2.90	\$0.95	\$4.05	\$7.90

Deductions:

3% of Gross Wages	DC#4 dues checkoff
\$0.10 Per Hour	EBF
\$0.05 Per Hour	P.A.T.
\$0.02 Per Hour	P.A.C.
\$0.05 Per Hour	Administrative Dues - Effective 6/1/20
\$0.05 Per Hour	DC#4 Organizing Fund

REGION 3 (Syracuse) TAPER

<u>Program Code</u>	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>			<u>Total Fringes</u>
				<u>Pension</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	0 - 750	60%	\$14.22	\$0.42	\$0.95	\$4.05	\$5.42
1B	751 - 1500	60%	\$14.22	\$0.42	\$0.95	\$4.05	\$5.42
2A	1501 - 2250	70%	\$16.59	\$0.42	\$0.95	\$4.05	\$5.42
2B	2251 - 3000	70%	\$16.59	\$1.74	\$0.95	\$4.05	\$6.74
3A	3000 - 3750	75%	\$17.78	\$1.74	\$0.95	\$4.05	\$6.74
3B	3751 - 4500	85%	\$20.15	\$2.90	\$0.95	\$4.05	\$7.90

Deductions:

3% of Gross Wages	DC#4 dues checkoff
\$0.10 Per Hour	EBF
\$0.05 Per Hour	P.A.T.
\$0.05 Per Hour	Administrative Dues - Effective 6/1/20
\$0.02 Per Hour	P.A.C.
\$0.05 Per Hour	DC#4 Organizing Fund

REGION 4 (Binghamton – Delaware & Otsego County) PAINTER

<u>Program Code</u>	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>				<u>Total Fringes</u>
				<u>Pension</u>	<u>Annuity</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	000 - 750	60%	\$16.16	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
1B	751 - 1500	60%	\$16.16	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2A	1501 - 2250	70%	\$18.85	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2B	2251 - 3000	70%	\$18.85	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
3A	3001 - 3750	80%	\$21.54	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3B	3751 - 4500	80%	\$21.54	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
4A	4501 - 5250	90%	\$24.24	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67
4B	5251 - 6000	90%	\$24.24	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67

Deductions:

3% of Gross Wages - DC#4 Dues Checkoff
\$0.05 DC#4 Organizing Fund
\$0.05 Per Hour Administrative Dues - Effective 6/1/20
\$0.05 Per Hour - P.A.T.

REGION 4 (Binghamton – Delaware & Otsego County) TAPER

<u>Program</u>	<u>% of</u>	<u>Rate</u>	<u>Fringe Benefits</u>	<u>Total</u>
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<u>Code</u>	<u>OJT HOURS</u>	<u>Journey Rate</u>	<u>Per Hour</u>					<u>Fringes</u>
				<u>Pension</u>	<u>Annuity</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	0 - 750	60%	\$16.16	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
1B	751 - 1500	60%	\$16.16	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2A	1501 - 2250	70%	\$18.85	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2B	2251 - 3000	70%	\$18.85	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3A	3001 - 3750	75%	\$20.20	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3B	3751 - 4500	85%	\$22.89	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67

Deductions:

3% of Gross Wages - DC#4 Dues Checkoff
\$0.05 DC#4 Organizing Fund
\$0.05 Per Hour Administrative Dues - Effective 6/1/20
\$0.05 Per Hour - P.A.T.

REGION 4 (Binghamton – Chenango, Tioga & Broome County) PAINTER

<u>Program Code</u>	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>				<u>Total Fringes</u>
				<u>Pension</u>	<u>Annuity</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	0000 - 750	60%	\$15.56	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
1B	751 - 1500	60%	\$15.56	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2A	1501 - 2250	70%	\$18.15	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2B	2251 - 3000	70%	\$18.15	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
3A	3001 - 3750	80%	\$20.74	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3B	3751 - 4500	80%	\$20.74	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
4A	4501 - 5250	90%	\$23.34	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67
4B	5251 - 6000	90%	\$23.34	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67

Deductions:

3% of Gross Wages - Dues Checkoff
\$0.05 DC#4 Organizing
\$0.05 Per Hour Administrative Dues - Effective 6/1/20
\$0.05 Per Hour - P.A.T.

REGION 4 (Binghamton – Chenango, Tioga & Broome County) TAPER

<u>Program Code</u>	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>				<u>Total Fringes</u>
				<u>Pension</u>	<u>Annuity</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	0 - 750	60%	\$15.56	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
1B	751 - 1500	60%	\$14.26	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2A	1501 - 2250	70%	\$18.15	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2B	2251 - 3000	70%	\$18.15	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3A	3001 - 3750	75%	\$19.45	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3B	3751 - 4500	85%	\$22.04	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67

Deductions:

3% of Gross Wages - Dues Checkoff
\$0.05 DC#4 Organizing
\$0.05 Per Hour Administrative Dues - Effective 6/1/20
\$0.05 Per Hour - P.A.T.

REGION 6 (Oswego) REGION 7 (Watertown) PAINTER

<u>Program Code</u>	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>			<u>Total Fringes</u>
				<u>Pensions</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	000 - 750	65%	\$15.85	\$0.46	\$0.95	\$4.50	\$5.91
1B	751 - 1500	65%	\$15.85	\$0.46	\$0.95	\$4.50	\$5.91
2A	1501 - 2250	75%	\$18.29	\$0.46	\$0.95	\$4.50	\$5.91
2B	2251 - 3000	75%	\$18.29	\$0.46	\$0.95	\$4.50	\$5.91
3A	3001 - 3750	80%	\$19.51	\$1.91	\$0.95	\$4.50	\$7.36
3B	3751 - 4500	80%	\$19.51	\$1.91	\$0.95	\$4.50	\$7.36
4A	4501 - 5250	90%	\$21.95	\$3.07	\$0.95	\$4.50	\$8.52
4B	5251 - 6000	90%	\$21.95	\$3.07	\$0.95	\$4.50	\$8.52

Deductions:

3% of Gross Wages	DC#4 dues checkoff
\$0.05 Per Hour	P.A.T.
\$0.05 Per Hour	LU#38 LMP Fund
\$0.05 Per Hour	Administrative Dues - Effective 6/1/20
\$0.05 Per Hour	DC#4 Organizing Fund

REGION 6 (Oswego) REGION 7 (Watertown) TAPER

<u>Program</u> Code	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>			<u>Total</u>
				<u>Pensions</u>	<u>Apprentice</u>	<u>PAP</u>	<u>Fringes</u>
1A	000 - 750	60%	\$14.63	\$0.46	\$0.95	\$4.50	\$5.91
1B	750 - 1500	60%	\$14.63	\$0.46	\$0.95	\$4.50	\$5.91
2A	1501 - 2250	70%	\$17.07	\$0.46	\$0.95	\$4.50	\$5.91
2B	2251 - 3000	70%	\$17.07	\$1.91	\$0.95	\$4.50	\$7.36
3A	3001 - 3750	75%	\$18.29	\$1.91	\$0.95	\$4.50	\$7.36
3B	3751 - 4500	85%	\$20.73	\$3.07	\$0.95	\$4.50	\$8.52

Deductions:

3% of Gross Wages	DC#4 dues checkoff
\$0.05 Per Hour	P.A.T.
\$0.05 Per Hour	LU#38 LMP Fund
\$0.05 Per Hour	Administrative Dues - Effective 6/1/20
\$0.05 Per Hour	DC#4 Organizing Fund

REGION 8 (Ithaca) PAINTER

<u>Program</u> Code	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>				<u>Total</u>
				<u>Pension</u>	<u>Annuity</u>	<u>Apprentice</u>	<u>PAP</u>	<u>Fringes</u>
1A	0000 - 750	60%	\$15.56	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
1B	751 - 1500	60%	\$15.56	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2A	1501 - 2250	70%	\$18.15	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2B	2251 - 3000	70%	\$18.15	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
3A	3001 - 3750	80%	\$20.74	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3B	3751 - 4500	80%	\$20.74	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
4A	4501 - 5250	90%	\$23.34	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67
4B	5251 - 6000	90%	\$23.34	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67

Deductions:

3% of Gross Wages - DC#4 Dues Checkoff
\$0.05 Per Hour - DC#4 Organizing Fund
\$0.05 Per Hour Administrative Dues - Effective 6/1/20
\$0.05 Per Hour - P.A.T.

REGION 8 (Ithaca) TAPER

<u>Program Code</u>	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>				<u>Total Fringes</u>
				<u>Pension</u>	<u>Annuity</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	0 - 750	60%	\$15.56	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
1B	751 - 1500	60%	\$15.56	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2A	1501 - 2250	70%	\$18.15	\$0.31	\$0.00	\$0.95	\$4.10	\$5.36
2B	2251 - 3000	70%	\$18.15	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3A	3001 - 3750	75%	\$19.45	\$1.27	\$0.10	\$0.95	\$4.10	\$6.42
3B	3751 - 4500	85%	\$22.04	\$2.02	\$0.60	\$0.95	\$4.10	\$7.67

Deductions:

3% of Gross Wages - DC#4 Dues Checkoff
\$0.05 Per Hour - DC#4 Organizing Fund
\$0.05 Per Hour Administrative Dues - Effective 6/1/20
\$0.05 Per Hour - P.A.T.

REGION 9 (Elmira) PAINTER

<u>Program Code</u>	<u>OJT HOURS</u>	<u>% of Journey Rate</u>	<u>Rate Per Hour</u>	<u>Fringe Benefits</u>			<u>Total Fringes</u>
				<u>Pension</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	0000 - 750	60%	\$13.84	\$0.41	\$0.95	\$1.10	\$2.46
1B	751 - 1500	60%	\$13.84	\$0.41	\$0.95	\$1.10	\$2.46
2A	1501 - 2250	70%	\$16.14	\$0.41	\$0.95	\$4.10	\$5.46
2B	2251 - 3000	70%	\$16.14	\$0.41	\$0.95	\$4.10	\$5.46
3A	3001 - 3750	80%	\$18.45	\$0.41	\$0.95	\$5.10	\$6.46
3B	3751 - 4500	80%	\$18.45	\$0.41	\$0.95	\$5.10	\$6.46
4A	4501 - 5250	90%	\$20.75	\$0.41	\$0.95	\$5.10	\$6.46
4B	5251 - 6000	90%	\$20.75	\$0.41	\$0.95	\$5.10	\$6.46

Deductions:

3% of Gross Wages - DC#4 Dues Checkoff
\$0.05 Per Hour - DC#4 Organizing Fund
\$0.05 Per Hour Administrative Dues - Effective 6/1/20
\$0.05 Per Hour - P.A.T.

REGION 9 (Elmira) TAPER

<u>Program</u> <u>Code</u>	<u>OJT</u> <u>HOURS</u>	<u>% of</u> <u>Journey</u> <u>Rate</u>	<u>Rate</u> <u>Per</u> <u>Hour</u>	<u>Fringe Benefits</u>			<u>Total</u> <u>Fringes</u>
				<u>Pension</u>	<u>Apprentice</u>	<u>PAP</u>	
1A	0 - 750	60%	\$13.84	\$0.41	\$0.95	\$1.10	\$2.46
1B	751 - 1500	60%	\$13.84	\$0.41	\$0.95	\$4.10	\$5.46
2A	1501 - 2250	70%	\$16.14	\$0.41	\$0.95	\$4.10	\$5.46
2B	2251 - 3000	70%	\$16.14	\$0.41	\$0.95	\$5.10	\$6.46
3A	3001 - 3750	75%	\$17.30	\$0.41	\$0.95	\$5.10	\$6.46
3B	3751 - 4500	85%	\$19.60	\$0.41	\$0.95	\$5.10	\$6.46

Deductions:

3% of Gross Wages - DC#4 Dues Checkoff
\$0.05 Per Hour - DC#4 Organizing Fund
\$0.05 Per Hour Administrative Dues - Effective 6/1/20
\$0.05 Per Hour - P.A.T.

SECTION 5. IUPAT Pension Funding Improvement Plan

Region 3 Syracuse

The IUPAT Pension Funding Improvement Plan (FIP) requires increased contributions, to the IUPAT Pension Fund, over the next five years (2017 – 2021). The increase needs to be equal to 50% over the contribution rate in effect on January 1, 2012, which was \$ 2.00 for (Journeyman) and \$0.14 (1st & 2nd yr apprentices) \$0.68 (3rd & 4th yr apprentices) The FIP therefore requires that the IUPAT Pension have an hourly contribution of \$3.00 for (Journeyman) and \$0.21 (1st & 2nd yr apprentices) and \$1.02 for (3rd & 4th yr apprentices) by December 31, 2021. The beneficiaries will earn a 2% accrual on the increases. If the goal isn't met by December 31, 2021, a default schedule will be put in place that will require a 9.5% increase in contributions and participants will receive no benefit accrual for such contributions.

To that end the following is agreed upon:

The parties agree that no later than December 31, 2021, the contribution rate to the IUPAT Industry Pension Fund for each hour, or portion thereof, worked shall be increased to a minimum of \$ 3.00 (Journeyman), \$0.21 (1st & 2nd yr Apprentices) \$ 1.02 (3rd & 4th yr Apprentices)

Region 4 Binghamton

The IUPAT Pension Funding Improvement Plan (FIP) requires increased contributions, to the IUPAT Pension Fund, over the next five years (2017 – 2021). The increase needs

to be equal to 50% over the contribution rate in effect on January 1, 2012, which was \$5.13 (Journeyman) and \$0.14 (1st & 2nd Year Apprentices) \$0.78 (3rd Year Apprentice) \$1.28 (4th Year apprentice). The FIP therefore requires that the IUPAT Pension have an hourly contribution of \$7.70 (Journeyman) and \$0.21 (1st & 2nd Year Apprentices) \$1.17 (3rd year apprentice) \$1.92 (4th year apprentice) by December 31, 2021. The beneficiaries will earn a 2% accrual on the increases. If the goal isn't met by December 31, 2021, a default schedule will be put in place that will require a 9.5% increase in contributions and participants will receive no benefit accrual for such contributions.

To that end the following is agreed upon:

The parties agree that no later than January 1, 2021, the contribution rate to the IUPAT Industry Pension Fund for each hour, or portion thereof, worked shall be increased to a minimum of \$7.70(Journeyman) \$0.21 (1st & 2nd Year Apprentices) \$1.17 (3rd year apprentice) \$1.92 (4th year apprentice).

Region 5 Rochester (Painters)

The IUPAT Pension Funding Improvement Plan (FIP) requires increased contributions, to the IUPAT Pension Fund, over the next five years (2017 – 2021). The increase needs to be equal to 50% over the contribution rate in effect on January 1, 2012, which was \$4.66 (Journeyman) and \$0.27 (Apprentices). The FIP therefore requires that the IUPAT Pension have an hourly contribution of \$6.99 (Journeyman) and \$0.42 (Apprentices) by December 31, 2021. The beneficiaries will earn a 2% accrual on the increases. If the goal isn't met by December 31, 2021, a default schedule will be put in place that will require a 9.5% increase in contributions and participants will receive no benefit accrual for such contributions.

To that end the following is agreed upon:

The parties agree that no later than January 1, 2021, the contribution rate to the IUPAT Industry Pension Fund for each hour, or portion thereof, worked shall be increased to a minimum of \$6.99 (Journeyman) and \$0.42 (Apprentices)

Region 8 Ithaca

The IUPAT Pension Funding Improvement Plan (FIP) requires increased contributions, to the IUPAT Pension Fund, over the next five years (2017 – 2021). The increase needs to be equal to 50% over the contribution rate in effect on January 1, 2012, which was \$4.33 (Journeyman) and \$0.14 (1st & 2nd Year Apprentices) \$0.78 (3rd Year Apprentice) \$1.28 (4th Year apprentice). The FIP therefore requires that the IUPAT Pension have an hourly contribution of \$6.50 (Journeyman) and \$0.21 (1st & 2nd Year Apprentices) \$1.17

(3rd year apprentice) \$1.92 (4th year apprentice) by December 31, 2021. The beneficiaries will earn a 2% accrual on the increases. If the goal isn't met by December 31, 2021, a default schedule will be put in place that will require a 9.5% increase in contributions and participants will receive no benefit accrual for such contributions.

To that end the following is agreed upon:

The parties agree that no later than January 1, 2021, the contribution rate to the IUPAT Industry Pension Fund for each hour, or portion thereof, worked shall be increased to a minimum of \$6.50 (Journeyman) and \$0.21 (1st & 2nd Year Apprentices) \$1.17 (3rd year apprentice) \$1.92 (4th year apprentice).

Region 9 Elmira

The IUPAT Pension Funding Improvement Plan (FIP) requires increased contributions, to the IUPAT Pension Fund, over the next five years (2017 – 2021). The increase needs to be equal to 50% over the contribution rate in effect on January 1, 2012, which was \$4.59 (Journeyman) and \$0.14 (Apprentices). The FIP therefore requires that the IUPAT Pension have an hourly contribution of \$6.89 (Journeyman) and \$0.41 (Apprentices) by December 31, 2021. The beneficiaries will earn a 2% accrual on the increases. If the goal isn't met by December 31, 2021, a default schedule will be put in place that will require a 9.5% increase in contributions and participants will receive no benefit accrual for such contributions.

To that end the following is agreed upon:

The parties agree that no later than January 1, 2021, the contribution rate to the IUPAT Industry Pension Fund for each hour, or portion thereof, worked shall be increased to a minimum of \$6.89 (Journeyman) and \$0.41 (Apprentices).

ARTICLE VII
POLITICAL ACTION TOGETHER FUND

Employers agree to deduct from employees wages five cents (\$.05) per hour to be contributed to the Political Action Together Fund of The International Union of Painters and Allied Trades. Employers party to this Agreement hereby agree to honor authorizations for Check-off of political contributions for all employees who are Union members in the following form:

Political Contribution Check-Off Authorization

This is to authorize any of the various Employers who are signatory to an Agreement with the International Union of Painters and Allied Trades, including any renewal thereof, an by whom I may be employed under and during the terms of such Agreement or any renewal thereof, to deduct from my wages on a (\$.05 per hour worked) and to forward that amount to the Political Action Together Committee.

This authorization is signed freely and voluntarily and not out of any fear of reprisal and on the understanding that the Political Action Together Committee will use the money to make political contributions and expenditures in connection with federal, state and local election and that this voluntary authorization may be revoked at any time by notifying the employers and the P.A.T. Political Committee, and are not deductible as charitable contributions for Federal income tax purposes.

DATE

SIGNATURE

SS #

ARTICLE VIII TOOLS

SECTION 1. The use of tools is unrestricted but they shall be used in compliance with the appropriate State and Federal regulations. Equipment operators and spray painters shall be given 15 minutes to clean the equipment and themselves prior to lunch and prior to quitting time.

SECTION 2. The Employer will supply all tools necessary to perform the work covered by the Agreement except for dusters, putty knives and miscellaneous hand tools on commercial painting work

SECTION 3 Employers shall provide at the job site for wall covering applicator (paperhanger) all tables, pasting machines, razor blades, sponges, and any other equipment or materials needed to perform such work. The wall covering applicator (paperhanger) shall be responsible for supplying the basic hand tools only.

SECTION 4. Drywall finishers shall supply their own set of basic drywall knives, pan, and misc. hand tools. All other drywall tools, material, and equipment shall be provided by the employer.

SECTION 5 The employer will supply everything on all steel or industrial jobs.

ARTICLE IX OUT OF GEOGRAPHIC JURISDICTION WORK

SECTION 1. The Contractor or the employer party to this Agreement, when engaged in work outside the geographical jurisdiction of the Union Party to this Agreement shall employ not less than 50% of the men employed on such work from the residents of the area where the work is performed or from among persons who are employed the greater percentage of their time in such area; any other shall be employed only from the Contractor's home area.

SECTION 2. The Employer party hereto shall, when engaged in work outside the geographic jurisdiction of the Union Party to this Agreement, comply with all of the lawful clauses of the Collective Bargaining Agreement in effect in said other geographic jurisdiction and executed by the Employers of the industry and the affiliated Local Union in that jurisdiction, including but not limited to, the wages, hours, working conditions, fringe benefits, and procedure for settlement of grievances set forth therein; provided however, that where no affiliated Union has a current effective Agreement covering such out of area work, the Employer shall perform such work in accordance with this Agreement; and provided further that as to employees employed by such Employer from within the geographic jurisdiction of the Union party to this Agreement and who are brought into an outside jurisdiction, such employee shall be entitled to receive the wages and conditions effective in either the home or outside jurisdiction, whichever are more favorable to such employees. In situations covered by the last provision, fringe benefit contributions on behalf of such employees shall be made solely to their home funds in accordance with their governing documents, and the difference between the wages and benefit contributions required by the "away funds" and the "home funds", if any, shall be paid to the employees as additional wages. This provision is enforceable by the Local Union or District Council in whose jurisdiction the work is being performed, both

through the procedure for settlement of grievances set forth in its applicable Collective Bargaining Agreement and through the courts, and is also enforceable by the Union Party to this Agreement both through the procedure for settlement of grievances set forth in this Agreement and through the courts.

SECTION 3.

Mileage Free Zones

Buffalo	Binghamton
Elmira	Ithaca
Oneonta	Oswego
Rochester	Syracuse
Utica	Watertown

For all the work done within a 30 mile radius of the city limits of the above cities, no mileage expense shall apply. For all work outside those areas employees shall be compensated as per regional area applicable wage schedule for all miles from the nearest free radius border, to and from the jobsite. At the beginning of jobs where mileage will be or may not be in effect the Business Manager/Secretary Treasurer and the Employer will agree on the number of miles employers are to compensate for. When an Employer provides a vehicle for his/her Employee, no compensation for mileage is required.

No member shall be required to travel an unreasonable distance to and from work. Employees working far enough away from home to warrant an overnight stay shall be provided with reasonable lodging. Employees will not be required to have more than 2 persons per hotel room. See regional area wage schedule

Regions 3, 4, 6 & 7 have there own cents per mile. Refer to regional area applicable wage schedule determine the cents per mile.

Regions 4, 6 & 7 have there own per diem. Refer to regional area applicable wage schedule to determine the per diem for over night stays.

SECTION 4. Employees working within the jurisdiction of District Council #4 shall be paid the higher of either their home regional wage rate and benefits or the regional wage rate and fringe benefits where the work is being performed. All fringe benefits shall be paid to each employees home Local Union fringe benefit funds.

**ARTICLE X
PAYMENT OF WAGES**

Employees shall be paid on the job weekly, not later than the close of the regular work day and not more than three days wages may be held at any time. Any Employee not receiving pay on the job site by the end of the regular work week shall be entitled to receive waiting time at the rate of straight time until such wages are received. Any Employee not receiving pay on the job site and required to go to the Employer's shop or office to receive pay shall be allowed sufficient time to travel to the Employer's shop or office, at the Employer's expense.

All wages shall be paid in cash or company check and shall be accompanied by a statement of gross earnings and any deductions legally made. Such statement shall show the Employer's name, the Employee's name, the hourly rate of pay, the dates and hours

worked, all deductions made and the net amount due to the Employee. Wage payments shall conform with all applicable federal and state laws.

Employees who quit need not be paid until the regular pay day. In the case of discharge or lay off, the Employer has one (1) business day after the lay off or discharge to mail the check to the Employee. If the paycheck envelope is not postmarked within the one(1) business day of the lay off, the Employee shall be entitled to waiting time as stated above.

ARTICLE XI TRUST FUNDS

SECTION 1. Contributions to the International Painters and Allied Trades Industry Pension Fund, The Finishing Trades Institute and the Painters and Allied Trades Labor Management Partnership.

1. For the duration of this Agreement, and any renewals or extensions thereof, the Employer agrees to make payments to the International Painters and Allied Trades Industry Pension Fund (“the Industry Pension Fund”), the Finishing Trades Institute (“FTI”) and the Painters and Allied Trades Labor Management Partnership (LMP) for each employee covered by this Agreement as follows:

a. For each hour or portion of an hour for which an employee receives pay, the Employer shall make a contribution as per Article VI of this Agreement to the Industry Pension Fund, FTI and to the LMP. (Contributions must be made for each hour paid by the Employer, except that, when overtime rates apply, a contribution need be made for only the actual hour(s) worked)

b. Contributions shall be paid on behalf of any employee starting with the employee’s first hour of employment in a job classification covered by this Agreement. This includes but is not limited to, apprentices, journeypersons, trainees and probationary employees.

c. The payments to the Pension, Apprenticeship and LMP Funds described above shall be made separately to each respective Fund or as otherwise set forth in written instructions that the Employer shall receive from the Administrator(s) of each respective fund. The Employer hereby understands, accepts and agrees to be bound by all provisions set forth in the Agreement and Declaration of Trust that has been adopted by the parties to each of the respective Funds identified above, including all amendments and modifications made thereto, and the Employer hereby agrees to be bound by and to said Agreements and Declaration of Trust as though it had actually signed the same.

d. The Employer shall, with respect to any and all contributions or other amounts that may be due and owing to the IUPAT and its related or affiliated Funds or organizations, including but not limited to, the International Painters and Allied Trades Industry Pension Fund, the Finishing Trades Institute, the Painters and Allied Trades Labor Management Partnership, the IUPAT Political Action Together (and any and all other affiliated International organizations as may be created or established in the future), upon receipt of a written directive to do so by the affiliated Funds and organizations, make all required payments, either directly or through an intermediate body, to the “Central Collections” Unit of the International Union and its affiliated Funds and

organizations. Such contributions shall be submitted on appropriate forms, in such format and with such information as may be required by Central Collections.

2. a. The Employer and Union hereby irrevocably designates as its representatives on the Board of Trustee of the International Painters and Allied Trades Industry Pension Fund, the FTI and the LMP such Trustees as are now serving, and who will in the future serve, as Employer and Union Trustees, together with their successors, as provided for in the aforesaid trust indentures.

b. The parties hereby further agree to be bound by all actions taken by the Trustees of the International Painters and Allied Trades Industry Pension Fund, the FTI and the LMP Funds pursuant to the said Agreements and Declarations of Trust.

3. All contributions to the Funds described in paragraph 1 hereof shall be made at such time and in such manner as the Trustees of each respective Fund may require, and the Trustees shall have the authority to have certified public accountant audit the payroll, wage and other relevant records of the Employer for the purpose of determining the accuracy of contributions to each respective Fund.

4. If an Employer fails to make contributions to any of the Funds described in paragraph 1 hereof within twenty (20) days after the date required by the Trustees, such failure shall be deemed a violation of this Agreement and the Union shall have the right to take whatever steps are necessary to secure compliance with this Agreement, any provisions hereof to the contrary notwithstanding, and the Employer shall be liable for all costs of collecting the payments due, together with the attorneys' fees and such penalties as may be assessed by the Trustees of each respective Fund. The Employer's liability for payment under this provision shall not be subject to or covered by any "no strike" clause which may be provided or set forth elsewhere in this Agreement and such provisions shall not apply in the event of a violation of this clause.

5. Each of the respective Funds described in paragraph 1 hereof shall, at all times conform with the requirements of the Internal Revenue Code and other applicable laws and regulations so as to enable the Employer, at all times, to treat contributions to them as a deduction for income tax purposes.

SECTION 2. Contributions to District Council #4 Personal Account Plan (PAP), Supplemental Unemployment Fund (SUB) and FTI of Western & Central New York (Supplements)

1. Personal Account Plan (PAP) .
Effective May 1, 2020 and for the duration of this Agreement the Employer shall remit to District Council #4 Trust Funds the amount specified in Article VI for each hour worked to an Employee covered by this Agreement for the Personal Account Plan. (PAP)

District Council #4 FTI of Western & Central New York
Effective May 1, 2020 and for the duration of this Agreement, the Employer shall remit to District Council #4 Trust Funds the amount specified in Article VI per hour worked by an Employee covered by this Agreement for the District Council #4 FTI of Western & Central New York

2. Procedure for the Remittance of Funds and Administrative Dues Check-Off

On or before the 15th day of the month following the close of the preceding month's payroll, on a form to be provided by the Union, each Employer will list all of his Employees covered under this Agreement, and the amount of the total deductions withheld from the Employee's wages, pursuant to such authorizations, to the entity designated on the bottom of the Employer's Form. (Example: April is due by the 15th of May) All payments to the District Council No. 4 Trust Funds shall be paid no later than the 15th day following the end of the month for which payments are due. If payments are not made within the fifteen (15) days from the last day of the month, then the Union shall have the right to remove all Employees of the Employer signatory to this Agreement in any jurisdiction of District Council No. 4 from the job notwithstanding any other provision of this Agreement, including the no-strike clauses. Any Employer who fails to make payments within the 15 days shall also pay a service charge of 1 percent of the amount due, together with the costs incurred by the Trustees in collecting such delinquent accounts, including but not limited to, reasonable attorney's fees and court costs and disbursements in addition to the service charge of 1 percent.

3. Employer agrees that a failure to report names of all employees to District Council No. 4 Trust Funds for any of the outlined Trust Funds shall constitute a violation of this Agreement. For each failure to report, the Employer shall be liable to each Trust Fund an amount not to exceed \$250.00.

4. The Union and Employer hereby irrevocably designates as its representatives on the Board of Trustees of the Personal Account Plan (PAP), Supplemental Unemployment Fund (SUB), FTI of Western & Central New York such Trustees as are now serving, or who will in the future serve, as Union and Employer Trustees, together with their successors, as provided for in the aforesaid trust indentures. The parties hereby further agree to be bound by all actions taken by the Trustees of the PAP, SUB, FTI of Western & Central New York pursuant to the said Agreements and Declarations of Trust.

Trust Fund Administrator(s) shall furnish monthly a list of the Employers delinquent to the Trust Funds to Trustees of the Trust Funds.

ARTICLE XII EMPLOYER REQUIREMENTS (BONDING)

SECTION 1. The Employer may, at the discretion of the Union, be required to post a surety bond with the Union in the amount of \$25,000.00 guaranteeing payment of any wages and/or payment of any contributions to any approved fringe benefit plan which the Employer is required to contribute to by this Agreement. The Union will provide the Employer with the proper bonding forms. For Bridge Contractors see Article VI Sec. 2.

Also, the employer may, at the discretion of the Union, be required to pay fringe benefits as outlined in Article 6 on a weekly basis. IN SUPPORT OF THOSE EMPLOYERS MAKING FRINGE BENEFIT PAYMENTS ON A TIMELY SCHEDULE AS OUTLINED IN ARTICLE 6, OTHER EMPLOYERS WORKING IN THE DC#4 AREA AS OUTLINED IN ARTICLE III, HAVING NO PREVIOUS HISTORY OF PAYING FRINGE BENEFITS AND/OR CAN NOT PRESENT A SURETY BOND, SHALL BE REQUIRED TO PAY THE FRINGE BENEFITS ON A WEEKLY BASIS. FAILURE TO MEET A WEEKLY PAYMENT SCHEDULE GIVES THE UNION THE RIGHT TO REMOVE ALL EMPLOYEES.

SECTION 2. All Employees shall be protected under the provisions of the Workmen's Compensation Law of New York State, the Disability Law and the Unemployment Insurance Law.

SECTION 3. All out-of-state Employers agree to sign a New York State application for voluntary DBL (Form DB13S) and a voluntary application for coverage under Section 561 of the New York State Unemployment Insurance Law before work commences.

ARTICLE XIII JOINT TRADE BOARD AND GRIEVANCE PROCEDURE

1. The parties shall establish and maintain a Joint Trade Board composed of ten members, five appointed by the Union and five appointed by the Employers Association. Four members, two appointed by each party, shall constitute a quorum. Decisions shall be made by majority vote, provided that Union appointees and Employer appointees shall have equal voting strength with respect to such vote. Members of the Joint Trade Board shall choose a chairman and secretary, to serve such terms as may be agreed upon by the Board, provided that one such officer shall be a Union appointee and one an Employer appointee.

2. The Joint Trade Board is empowered to hear and decide all grievances and disputes which arise between the parties as to the interpretation or application of this Agreement; to award or assess remedies, damages and penalties for violations of this Agreement; to issue interpretative rulings or other rules and regulations as it deems necessary to give force and effect to the purpose and intent of this Agreement; to investigate all grievances and disputes submitted to it, including the conduct of audits of Employer records; to recommend amendments to or changes in this Agreement, but only upon request of both parties; to appoint such persons or committees as may be necessary to aid the Board in the performance of its duties; and to demand of employers who repeatedly violate this Agreement the posting of a cash or surety bond to assure future compliance.

3. All grievances and disputes shall be submitted to the Secretary in written form, with copies furnished to the opposing party. The Employer Representative and the Union Representative will first meet to discuss the dispute and attempt to resolve it prior to the filing the dispute with the Board for resolution.

4. The Joint Trade Board shall meet as needed, but special meetings may be called by the Chairman or Secretary when a prompt hearing and decision is required in any given dispute.

5. No Union representative shall sit as a Board member in any case involving himself or herself or his or her Employer, directly or indirectly; and no Employer representative shall sit as a Board member in any case involving himself or herself or any of his or her employees, directly or indirectly.

6. Decisions, awards, or orders of the Board shall be final and binding.

7. The Board shall maintain full and complete records and minutes of its proceedings, which records and minutes may be inspected at reasonable times by the parties to this Agreement.

8. The Joint Trade Board, as such, shall not accept or receive any payments or contributions from employers. Each party to this Agreement shall reimburse its representatives on the Board for actual expenses. Expenses and fees of arbitration shall be shared equally by the parties.
9. If the Joint Trade Board deadlocks or otherwise fails to decide any grievance or dispute, either party may, within 30 days following said deadlock or failure, refer the grievance or dispute to arbitration by filing a written request with the secretary of the Board, with copy served on the opposing party. On receipt of such notice, the Joint Trade Board shall choose an arbitrator. If the Board cannot agree on an arbitrator, it shall promptly request a list of arbitrators from the Federal Mediation and Conciliation.
10. With respect to any individual employer that fails to comply with a final and binding decision issued at any level of this grievance procedure, the Union may terminate this Agreement by 48 hours written notice to such Employer.
11. There shall be no strike or lockout on any job over any grievance or dispute while it is being processed through this grievance procedure and until the said procedure has been exhausted. However, and notwithstanding any contrary provision of this Agreement, the Union may remove employees from any job(s) of an individual Employer who fails or refuses to pay the wages and fringe benefits, or to meet the schedule of hours, provided for and required by this Agreement, or refuses to stand trial under these procedures, or fails to comply with a final and binding decision issued at any level of this grievance procedure. When the Union removes employees from the job pursuant to this Section, the individual Employer involved shall pay all employees so removed an amount equivalent to one (1) day's pay at the employee's regular straight time rate, for the in-convenience and time-loss occasioned by his conduct. Nothing stated in this Section shall preclude the Employer from resorting to the grievance procedure with respect to any action or sanction taken or imposed by the Union hereunder.
12. Notwithstanding Section 11, a final and binding decision, rendered as part of the grievance procedure, regarding the subcontracting clause of this Agreement shall be enforced solely through administrative or judicial proceedings.
13. The remedies and sanctions specified in Section 10 and 11 are in addition to other remedies and sanctions that may be permitted by other provisions of this Agreement or by operation of law.

ARTICLE XIV MANAGEMENT RIGHTS

SECTION 1. Except as expressly otherwise provided in this Agreement, the Employer shall have full right to direct the process of the work and exercise all function and control including, but not limited to, the selection of the kind of materials, supplies or equipment used in the prosecution of the work, the determination of the competency and qualifications of his/her Employees and the right to discharge any Employee for any just, sufficient cause.

SECTION 2. The Employer shall have the right to institute, maintain, and require observance of a fair and consistent Drug & Alcohol Policy.

The goals of the parties is to provide a safe and rational work place where the employees can attain productive standards which are consistent with that expected for the negotiated wage and which are consistent with maintaining the viability of the unionized Painting & Allied Trades contracting industry. The contractor has the right to require an employee who has incurred an injury requiring medical attention to undergo drug testing within a reasonable period of time after the injury provided that the employee is physically capable of undergoing the testing. Any employee who refuses to undergo drug testing shall be subject to immediate termination.

Any contractor who is required by contract to provide pre-hire drug testing for its employees shall utilize the services of a service provider selected by District Council #4. Examples are Union Occupational Health Clinic, Health Works or any other accredited service. All costs shall be the responsibility of the employer.

ARTICLE XV HEALTH & SAFETY

A. The Employer shall provide for the safety and health of his Employees by complying with all Federal, State and Municipal Laws and Ordinances.

B. The Employer, where men are working shall furnish pure drinking water in sufficient quantity.

C. The parties to this agreement shall, as soon as practical, form a committee to study and implement the STAR program. Upon approval by the parties for implementation of the STAR program, this agreement shall be deemed modified to include such provisions without the necessity of formal amendment. (Safety Training Awards Recognition).

D. The Union recognizes and encourages its members to recognize their responsibility to work safely and adhere to all applicable safety laws.

ARTICLE XVI JOURNEYPERSON UPGRADE TRAINING CLAUSE

In accordance with Section 231 of the International Constitution, it is the intent of both parties to ensure a highly trained workforce. Therefore, these programs shall be offered by the District Council's Finishing Trades Institute for advanced or upgrading journeyman training as well as safety classes for all journeymen working under this agreement.

ARTICLE XVII SUBCONTRACTING

SECTION 1. The Employer shall not contract out or subcontract any jobsite work covered by this Agreement to any subcontractor or other person unless that subcontractor or other person is party to a collective bargaining agreement with this Union or another Union Affiliated with the I.U.P.A.T..

SECTION 2. In the event the Employer subcontract any job-site work covered by this Agreement, the Employer shall be a guarantor of performance by the subcontractor of all terms and conditions of said subcontractor's agreement with the Union or, in the absence

of such agreement, of all terms and conditions of this Agreement. In that event, the Employer shall be liable to the Union for any act or omission of the subcontractor which in any way departs from or is inconsistent with the terms and conditions of said subcontractor's agreement with the Union, or, in the absence of such an Agreement, with terms of this Agreement.

ARTICLE XVIII STRUCK WORK AND PICKET LINE

SECTION 1. Employees covered by this Agreement shall have the right to respect any legal picket line validly established by any bona fide labor organization, and the Union party to this Agreement has the right to withdraw Employees covered by this Agreement whenever the Employer party to the Agreement is involved in a legitimate labor dispute with any bona fide labor organization.

SECTION 2. It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action, in the event an Employee refuses to enter upon any property involved in labor dispute, or refuses to go through or work behind any picket line, including the picket line of the Union party to this Agreement, and including picket lines at the Employer's own place of business or jobs.

SECTION 3. It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action, if any Employee refuses to perform any service which his Employer undertakes to perform for an Employer or per whose Employees are on strike, and which service, but for such strike, would be performed by the Employees of the Employer or person on strike.

ARTICLE XIX JUST CAUSE AND TOP WORKPLACE PERFORMANCE PLAN

SECTION 1. The Employer may lay off for lack of work and discharge any employee for just cause. Should any member referred for employment be terminated for cause, his or her referral privileges shall be suspended for two weeks. Should the same individual be terminated for cause a second time within a twenty-four (24) month period, his or her hiring hall referral privileges shall be suspended for two months. Should the same individual be terminated for cause a third time within a twenty-four (24) month period, his or her referral privileges shall be suspended indefinitely. A termination shall not be considered as "for cause" for purpose of this provision if the person referred for employment has filed a grievance challenging the propriety of his or her termination, unless and until the grievance is resolved in a manner that affirms the termination cause. For the purpose of this provision, a decision of the Joint Trade Board and/or an arbitrator shall be final and binding.

The provisions in subsections of the IUPAT Constitution, Section 230 (a) and (b) notwithstanding, a Termination Review Committee, composed of the members of the Joint Trade Board may, upon written request of the applicant, vacate or reduce the period of suspension should the Committee determine, following inquiry or investigation, in its sole and complete discretion, that equity requires such action.

ARTICLE XX

SUPREMACY

SECTION 1. The Employer agrees not to enter into any Agreement or contract with his employees who are performing work covered by this Agreement, individually or collectively, which in any way conflicts, with the terms and provisions of this Agreement. Any such Agreement shall be null and void.

ARTICLE XXI PRESERVATION OF WORK

SECTION 1. To protect and preserve, for the Employees covered by this Agreement, and all work covered by this Agreement, and to prevent any device or subterfuge to avoid the protection and preservation of such work, it is agreed as follows: If the Employer performs onsite construction work of the type covered by this Agreement under its own name or the name of another, as a corporation, company, partnership, or other business entity, including a joint venture, wherein the employer through its officers, directors, partners, owners, or stockholders, exercise directly) through family members or otherwise), management, control, or majority ownership, the terms and conditions of this Agreement shall be applicable to all such work.

SECTION 2. All charges of violations of Section 1 of this Article shall be considered as a dispute and shall be processed in accordance with the provisions of this Agreement on the handling of grievances and the final binding resolution of disputes. As a remedy for violations of this Article, the Joint Trade Board or Arbitrator shall be able, at the request of the Union, to require an Employer to pay (1) to affected Employees covered by this Agreement, including registered applicants for employment, the equivalent of wages those Employees have lost because of the violations, and (2) into the affected Joint Trust Funds to which this Agreement requires contributions any delinquent that resulted by the violations. The Joint Trade Board or Arbitrator shall be able also to provide any other appropriate remedies, whether provided by law or this Agreement. The Union shall enforce a decision of the Joint Trade Board or Arbitrator under this Article only through arbitral, judicial, or governmental (for example, The National Labor Relations Board) channels.

SECTION 3. If, after the Employer has violated this Article, the Union and/or the Trustees of one or more Joint Trust Funds to which this Agreement requires contributions institute legal action to enforce an award by an Arbitrator or the Joint Trade Board remedying such violations, or defend an action that seeks to vacate such award, the Employer shall pay any accountants' and/or attorneys' fees incurred by the Unions and/or The Joint Trust Funds, plus cost of litigation, that have resulted from such legal action. This Section does not affect other remedies, whether provided by law or this Article, that may be available to the Union and/or The Joint Trust Funds.

ARTICLE XXII NON-EXCLUSIVE REFERRAL PROCEDURE

SECTION 1. It is the intent of the parties to establish a non-exclusive referral procedure for the hiring of Union members. The procedure shall operate as follows:

a. The Employer shall have the right to hire job applicants from any source, without regard to the applicant's membership (or lack thereof) in the Union.

b. The Employer shall have the right to secure suitable, qualified job applicants from the Union. Referrals by the Union shall only include members in good standing whose referral privileges are not then under suspension. The Employer may reject any referral made hereunder.

c. The Employer may request any Union member by name and such request shall be granted provided the requested employees are available and willing to accept the employment.

d. If the Employer refuses the applicant(s) referred by the Union, the Employer shall notify the Union of the name of the applicant(s) hired.

ARTICLE XXIII STEWARDS

A. On all painting or taping jobs which require three (3) or more Painters and/or Tapers, one of the three shall be the Union Steward, who shall be sent out by the Business Manager of I.U.P.A.T. District Council No. 4. Where the Union can not supply a qualified journey level worker, the Union shall then appoint a steward from the workforce of that job.

B. The Business Manager shall discuss with the Contractor the person who he intends to send out and will give consideration to reasonable objections.

C. Under no circumstances will the District Council send out a person who the Contractor had discharged for just cause.

D. The Employer may remove the Steward for just cause, subject to the arbitration procedure set forth in this Agreement.

E. It is specifically understood that the Steward shall have no authority to threaten or encourage work stoppages or work slowdowns. To threaten, encourage or cause such action shall be grounds for discharge.

F. The Steward shall be the second-last person to be laid-off on all jobs. On any job where the Steward has been laid-off under this Section, if the same job is resumed, he/she shall be the first person recalled to work after the Foreman. The steward must be qualified.

G. Notwithstanding any other provisions of this Agreement, there shall be a Steward on all spray jobs irrespective of the number of persons working.

H. It shall be the Steward's duty to examine the working cards of all persons working in the shop or on any job and he/she shall, where persons are working on new construction, see to it that pure drinking water in sufficient quantity is supplied. He/she shall report to the Business Manager of the Union any violation of the Working Agreement or Working Rules, in writing and by telephone.

I. No Contractor may perform any of the services of Employees covered under this Agreement, exceeding normal working hours unless there is a Steward on the job.

J. With the full understanding that all employers shall enjoy and benefit from the utilization of full portability of its employees, a phone call or letter to the Business Representative of the geographic region shall be made prior to starting the job. The Union shall provide a list of all representatives of each region.

ARTICLE XXIV PAST PRACTICE CLAUSE

The Employer agrees that all conditions of employment in the Employer's operation relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at no less than the highest standards in effect at the time of the signing of this Agreement, and the conditions of employment shall be improved wherever specific provision for improvement are made elsewhere in this Agreement.

ARTICLE XXV NO DISCRIMINATION CLAUSE

Any Employee member of the Union acting in any official capacity whatsoever shall not be discriminated against for his or her acts as such officer of the Union nor shall there be any discrimination against any Employee because of Union membership or activities. Nor shall any Employee be discriminated against due to sex, race, color, creed, national origin, age, disability or sexual preference. No Employee fulfilling requirements of District Council #4 bylaws may be discriminated against for so doing. All Employee members will be qualified to perform all aspects of the trade.

ARTICLE XXVI ACCRETION CLAUSE

This Agreement shall apply to all present and subsequently acquired operations of the Employer and to all accretions to the bargaining unit, including but not limited to, newly established or acquired operations.

ARTICLE XXVII SUCCESSOR CLAUSE

This Agreement and any supplements or amendments thereto, hereinafter referred to collectively as "agreement", shall be binding upon the parties hereto, their successors, administrators, executors and assigns.

It is the intent of this Agreement that in the event the Employer's business is, in whole or in part, sold, leased, transferred, or taken over by sale, transfer, lease, assignment, receivership, or bankruptcy proceedings, such business and operation shall continue to be subject to the terms and conditions of this Agreement for the life thereof.

It is understood by this provision that the parties hereto shall not use any leasing or other transfer device to a third party to evade this Agreement. The Employer shall give notice of existence of this Agreement and this provision to any purchaser, transferee, lessee, assignee, etc., of the business and operation covered by this Agreement or any part thereof. Such notice shall be in writing with a copy to the Union, at the time the seller, transferor, or lessor executes a contract or transaction, not including financial details.

**ARTICLE XXVIII
GENERAL SAVINGS CLAUSE**

If any Article or Section of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

In the event that any Article or Section is held invalid or enforcement of or compliance with any Article or Section has been restrained, as above set forth, the affected parties shall meet at the request of the Union, for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement within sixty(60) days after the beginning of the period of invalidity or restraint, either party shall be permitted all legal or economic recourse in support of its demands notwithstanding any provision in this Agreement to the contrary.

**ARTICLE XXIX
DURATION CLAUSE**

1. This Agreement shall be in full force and effect from May 1st, 2020 to and including April 30th, 2022 and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by wither party upon the other not less than sixty (60) and not more than ninety (90) days prior to April 30th, 2022 or April 30th of any subsequent year.

2. Where no such cancellation or termination notice is served and the parties desire to continue said Agreement, but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a written notice not less than sixty (60) and not more than ninety (90) days prior to April 30th, 2022, or April 30th of any subsequent contract year, advising that such party desires to revise or change terms or conditions of such Agreement. The respective parties shall be permitted all legal or economic recourse to support their requests for revisions if the parties fail to agree thereon. Nothing herein shall preclude the parties from making revisions or changes in this Agreement, by mutual consent, at any time during its term.

The undersigned Employer and I.U.P.A.T. District Council #4 agree to be bound by this Master Collective Bargaining Agreement Dated May 1st, 2020 through and including April 30th, 2022.

Name of Employer/Contractor

Employer Signature

Title

Print Name

Date

Address

City

State

Zip

(_____) _____
Phone

(_____) _____
Fax

Federal Tax I.D. Number

Worker's Compensation Ins. Co

Worker's Comp. Ins. Policy No.

Expiration date of Worker's Comp. Policy

Painters District Council #4

Signature

Title

Date