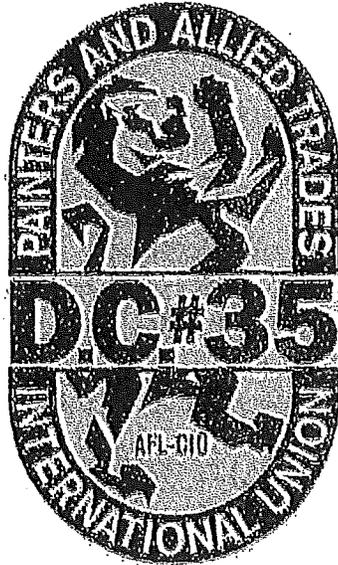


**Agreement Between  
Painters & Allied Trades District Council 35**



**and**

**Painters & Finishing Employers Association  
of New England, Inc.**

**&**

**Glass Employers Association of New England, Inc.**

**Effective July 1, 2013**

**Expires June 30, 2017**

## ARTICLE II TRADE JURISDICTION

### SECTION 1. PAINTING INDUSTRY

#### (A.) General

(A.1.) All preparation and painting of residences, buildings, structures, industrial plants, tanks, vats, pipes, vessels, bridges, tunnels, sumps, pools, barriers, sound barriers, light poles, high tension poles, traffic and parking lines on highways, parking lots, playgrounds, factories, and air line strips; all sign, pictorial, coach, car automobile, carriage, aircraft, machinery, ship and railroad equipment, mural and scenic painting; operation of any equipment and machinery traditionally used including and not limited hereto; air compressors, dust collectors, vacuums, generators, recyclers, coating sprayers, hulls, lifts, staging, rigging and equipment utilized within all trades of this agreement, preparation of all surfaces where adhesive materials are used, installation of pressure sensitive materials, glow in the dark materials, reflective, safety and egress signs, indicators, markings and the like and all drywall, pointing, texturing, taping, bead, corner bead, control joints, trims, finishing application and finishing materials associated with the application of skim coat drywall compound on any surface, waterproofing, acoustical spray, exterior finishing systems, fire proofing, intumescent, caulking, all product applications and all cement coatings. The installing, maintaining and inspection of all rigging in connection with the foregoing trade descriptions and all rigging for inspectional purposes shall be considered part of the trade jurisdiction of employees covered by this Agreement.

(A.2.) The trade jurisdiction shall also include soundproofing or fireproofing, architectural fireproofing including fire stopping, smoke sealing, air barrier and associated systems applied by spray, brush, roller or other paint trade related application methods; or the removal, containment of asbestos, abrasive aggregate, hazardous waste removal, or related soundproofing or fireproofing materials and deleading by all methods.

(A.3.) Also included in the trade jurisdiction are all decorators, finishers, drywall finishers, wallcoverers, hardwood finishers, grainers, glaziers, varnishers, enamellers and gilders. Wallcoverers work shall include the use of all material of whatever kind or quality applied to walls and ceilings, with paste or adhesive; all tacking on of muslin, draperies or other material which is used as wall or ceiling coverings or covered with material pasted on.

Wallcoverers work shall include the scraping off of old paper and all wallcovering materials and the like, preparing of walls, as well as the application of relief, stucco, plaster or decorative work and not limited hereto.

(A.4.) The UNION's trade jurisdiction shall include all Employees who are engaged in applying or removing paints, protective coatings, pigments, extenders, metal primers elastomerics, polyureas, and metal pigments, clear pigments, sealants, binders, thinners and dryers, primers and scalers, oil paints, enamels water colors and emulsions, clear coatings, waxes, stains, mastics, cement enamels, concrete polishing applications and other specialty coatings, plastics, adhesives, coatings and sheet rubber and other linings, oils, varnishes, water colors, and the cleaning and bleaching, or by any method of all interior and exterior walls and surfaces with liquid, steam, sandblast, abrasive blast or any other process.

(B.) Bridges and Tanks:

All employees engaged in the cleaning, preparation, painting, coating and sealing of surfaces on or in bridges, bridge support systems, and tanks, including the performance and related cleanup of liquid, steam, sand, or similar blasting operations, erection of containment systems and except by mutual agreement between the employer and the union, erection and dismantling of all related rigging. (Tanks are defined as steel, concrete or composite materials above ground water, storage tanks.)

## SECTION 2. GLAZING INDUSTRY

The following traditional work of the Glaziers and Glassworkers' Trade are included in the UNION'S jurisdiction, including interior and exterior installation and job construction work and all other work related to the traditional work of the glaziers and glassworkers. The utilization of all equipment traditionally operated by glaziers and glassworkers including but not limited to: lulls, lifts, glass manipulators, staging and, rigging. The use of all tools and devices by hand, mechanical, hydraulic, electric and electronic devices traditionally used by glaziers and glassworkers and not limited to those specified.

(A.) All windows, curtainwall and general glazing shall include the setting, cutting, preparing, handling or removal of the following and incidental and supplemental to such work; setters of art glass, prism glass, beveled glass, leaded glass, automobile glass, window glass, float glass, store front panels, mirrors of all types, wire glass, ribbed glass, ground glass, colored glass, figured glass, vitrolite glass, carrara, photo voltaic glass within the glazing system, and all other types of opaque glass, glass chalk boards, glass marker

boards, structural glass, tempered and laminated glass, thiokol, neoprene, and all other types of sealant when used in the glazing, fabrication, structural glazing, or sealants within or exposed, all types of glass cements, all types of insulating glass units, solar heat collectors containing glass or glass substitutes, all plastics when used in place of glass, all other similar materials when used in place of moldings, rubber, lead and all types of mastics in wood, iron, aluminum or sheet metal, sash, sky-lights, doors, automatic sliding doors, revolving doors, luminous ceilings, gaskets, plastic mirrors, air barriers, smoke baffles, glass plank glazing systems and all interior glazing systems. The installation of the above materials temporary or permanent, on or for any building in the course of repair, remodel or construction, alteration or green building glazing technologies. The installation of all extruded rolled or fabricated metal tubes, mullions, metal facing materials, muntins, fascia trim, moldings, porcelain panels, terra cotta panels, architectural aluminum or stainless panels, punched windows, strip windows, curtainwall, unitized curtainwall, unitized windows, glazed or unglazed systems, sash, skylights, automatic sliding doors, revolving doors, Profilit glazing systems, all interior glazing systems including aluminum storefront or office front metal fabricated by metal fabricators or glass workers, partitions and demountable glazing systems, including those in any or all of the buildings related to store front and window wall, glass water containment, glass safety systems, glass railings and curtain wall construction.

(B.) All work in connection with field fabrication, including but not limited to welding, erection and construction of all ornamental lead, bronze, brass, copper, stainless steel, aluminum, plastics and substitute materials, and all handrails, glass containment systems and skylight installations, including canopies and walkways, glazed or unglazed.

(C.) Glazing and installation of door and window frames, glazed or unglazed, such as patio sliding or fixed doors, vented or fixed windows, shower doors, bath tub enclosures, screens, storm sash where the glass becomes an integral part of the finished products, the tinting and coating of glass for the reflecting of heat and light, showcase tops, glass shelving of all types and table tops.

(D.) The selecting, cutting, preparing, designing, art painting, fused glass, thick facet glass, in concrete, and cementing of art glass, assembly and installing or removal of all art glass, engraving, drafting, etching, embossing, designing, sandblasting, chipping, glass bending, glass mosaic works, cutting

of all flat and bent glass, glass shade work, and glazing in lead or other metals.

(E.) An Employer's shop or plant, for the purpose of this Agreement, shall be defined as a location of the Employer's work at a shop or branch shop or plant where the Employer conducts the regular business covered by this Agreement, including the existence of inventory and/or equipment and a permanent office where regular business is conducted by at least one full time office personnel on the payroll of the signatory Employer, and where employees regularly work or report in and out. A construction job site location or a specific job shall not be considered a principal place of business, or an Employers shop or branch shop, or plant, unless the initial term of the lease for the Employers, shop, or branch shop, or plant, is for a period longer than one year, or the Employer owns the property where the shop or branch shop or plant is located then the location shall be deemed a construction job site and not a principal place of business, or an Employer's shop or branch shop or plant. An Employer's shop, branch shop or plant will have to meet the requirements listed above and be approved by the UNION to qualify as a principal place of business as defined in this section.

### **ARTICLE III TERRITORIAL JURISDICTION**

#### **SECTION 1. PAINTING INDUSTRY**

All of Massachusetts,

#### **SECTION 2 GLAZING INDUSTRY**

In Massachusetts, Essex, Middlesex, Worcester, Norfolk, Suffolk, Bristol (Easton), and Plymouth counties

## SECTION 7. NEW CONSTRUCTION WORK DEFINED

If 30% or more of the surfaces to be painted are new construction, or work is to be performed in a power plant, new construction rates and conditions will apply.

## ARTICLE VII

### SECTION 1. WAGE SCHEDULE

SEE APPENDIX A FOR PAINTERS.

SEE APPENDIX B FOR GLAZIERS

### SECTION 2. APPRENTICES

1. Apprentices shall be paid an hourly rate of wages in accordance with the following schedule based on the Journeyworkers rate in the zone established by the current labor agreement negotiated by and between the ASSOCIATION and the UNION.

2. The reference to "Journeyworkers rate" set forth in such schedule refers to the rate established in the area for Journeyworkers for particular category of work involved; e.g. "new construction, "repaint", "bridge and tank rate" etc.

3. The parties shall observe and abide by this schedule and pay an hourly rate of wages on the basis of accumulated work hours as follows:

#### ZONE 1

|                           |           |  |
|---------------------------|-----------|--|
| 1st<br>Period             | 0-749     | hours at not less than 50% of the<br>Journeyworkers rate |
| 2nd<br>Period             | 750-1499  | hours at not less than 55% of the<br>Journeyworkers rate |
| 3rd<br>Period             | 1500-2249 | hours at not less than 60% of the<br>Journeyworkers rate |
| 4th<br>Period             | 2250-2999 | hours at not less than 65% of the<br>Journeyworkers rate |
| 5th<br>Period             | 3000-3749 | hours at not less than 70% of the<br>Journeyworkers rate |
| 6 <sup>th</sup><br>Period | 3750-4499 | hours at not less than 75% of the<br>Journeyworkers rate |
| 7th<br>Period             | 4500-5249 | hours at not less than 80% of the<br>Journeyworkers rate |
| 8th<br>Period             | 5250-5999 | hours at not less than 90% of the<br>Journeyworkers rate |
|                           | 6000      | JOURNEYWORKER  |

**ZONE 2**

|                           |           |  |
|---------------------------|-----------|--|
| 1 <sup>st</sup><br>Period | 0-749     | hours at not less than 50% of the<br>Journeyworkers rate |
| 2nd<br>Period             | 750-1499  | hours at not less than 55% of the<br>Journeyworkers rate |
| 3rd<br>Period             | 1500-2249 | hours at not less than 60% of the<br>Journeyworkers rate |
| 4th<br>Period             | 2250-2999 | hours at not less than 65% of the<br>Journeyworkers rate |
| 5th<br>Period             | 3000-3749 | hours at not less than 70% of the<br>Journeyworkers rate |
| 6th<br>Period             | 3750-4499 | hours at not less than 75% of the<br>Journeyworkers rate |
| 7th<br>Period             | 4500-5249 | hours at not less than 80% of the<br>Journeyworkers rate |
| 8th<br>Period             | 5250-5999 | hours at not less than 90% of the<br>Journeyworkers rate |
|                           | 6000      | JOURNEYWORKER  |

**ZONE 3**

|               |           |  |
|---------------|-----------|--|
| 1st<br>Period | 0-749     | hours at not less than 50% of the<br>Journeyworkers rate |
| 2nd<br>Period | 750-1499  | hours at not less than 55% of the<br>Journeyworkers rate |
| 3rd<br>Period | 1500-2249 | hours at not less than 60% of the<br>Journeyworkers rate |
| 4th<br>Period | 2250-2999 | hours at not less than 65% of the<br>Journeyworkers rate |
| 5th<br>Period | 3000-3749 | hours at not less than 70% of the<br>Journeyworkers rate |
| 6th<br>Period | 3750-4499 | hours at not less than 75% of the<br>Journeyworkers rate |
| 7th<br>Period | 4500-5249 | hours at not less than 80% of the<br>Journeyworkers rate |
| 8th<br>Period | 5250-5999 | hours at not less than 90% of the<br>Journeyworkers rate |
|               | 6000      | JOURNEYWORKER  |

**ZONE 4**

|        |           |                                   |
|--------|-----------|-----------------------------------|
| 1st    | 0-749     | hours at not less than 50% of the |
| Period |           | Journeyworkers rate               |
| 2nd    | 750-1499  | hours at not less than 55% of the |
| Period |           | Journeyworkers rate               |
| 3rd    | 1500-2249 | hours at not less than 60% of the |
| Period |           | Journeyworkers rate               |
| 4th    | 2250-2999 | hours at not less than 65% of the |
| Period |           | Journeyworkers rate               |
| 5th    | 3000-3749 | hours at not less than 70% of the |
| Period |           | Journeyworkers rate               |
| 6th    | 3750-4499 | hours at not less than 75% of the |
| Period |           | Journeyworkers rate               |
| 7th    | 4500-5249 | hours at not less than 80% of the |
| Period |           | Journeyworkers rate               |
| 8th    | 5250-5999 | hours at not less than 90% of the |
| Period |           | Journeyworkers rate               |
|        | 6000      | JOURNEYWORKER                     |

4. Health Benefits Fund hourly contributions shall be as listed in Appendices A and B for all apprentices. Pension Fund contributions shall begin upon completion of 3000 hours worked or when the apprentice becomes a Journeyworker whichever shall occur first.

5. Annuity Fund contributions shall begin at the completion of the first 749 hours of work at the appropriate percentage of Journeyworkers Annuity rate for the pay period and zone.

(B.) Every Employer who employs one (1) or more Journeyworkers may employ an apprentice.

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**ARTICLE XXV**  
**TERMINATION OF NEW AGREEMENT**

This Agreement, with any amendment thereof and made as provided for herein, shall remain in effect until midnight on June 30, 2017. Failure of either party to notify the other that it desires to make changes in the Agreement as provided for herein shall result in the Agreement continuing from year to year until notice of desired changes is given by either party in accordance with this provision. Either party wishing to make changes in the Agreement may do so by providing written notice to the other not less than sixty (60) days before the expiration date of the Agreement. Both parties to this Agreement agree to meet on the expiration date of the last working day of this Agreement, if no agreement has been reached prior to that date, and to meet no less frequently than every (7) seven days thereafter even though a strike may be in existence.

**For the Painters & Allied Trades District Council 35**

Jeffrey P. Sullivan, Business Manager/Secretary-Treasurer

William Doherty, Asst. to the BMST/Director of Servicing  
Charles E. Fogell, Asst. to the BMST /Exec. Asst.  
Bryan O'Sullivan, President

Joseph Itri, Business Rep.  
Joseph Guarino, Business Rep.  
William Legrand, Business Rep.

Michael Lafferty, Business Rep.  
Vernal Gaylor, Business Rep.  
Paul Canning, Dir. Of Organizing/ Business Rep.

**For the Painting & Finishing Employers Association of New England, Inc.**

Thomas J. Gunning, Executive Director

Howard Soep, Soep Painting  
Matthew Soep, Soep Painting  
Alan Aulson Sr, Aulson Co., Inc.  
Mark Kennedy, John M. Kennedy Co.  
Robert Belisle, John W. Egan Co.

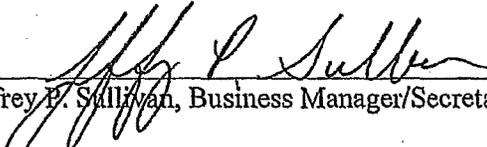
Thomas S. Gunning, III Dir. Ind/Gov Affairs  
Peter Townsend, ML McDonald Co.  
Richard Capolupo, Prime Coatings, Inc.  
Thomas Steeves, McCartney Interiors, Inc.

**For the Glass Employers Association of New England, Inc.**

Sandy Patrician, Ipswich Bay Glass  
Lee Sullivan, A & A Window Products  
Laurence Miller, Salem Glass Co., Inc.

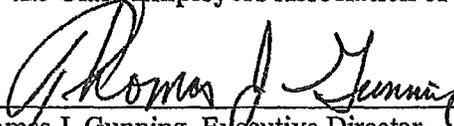
Thomas S. Gunning, III Dir. Ind/Gov Affairs  
Richard Carver, Hub Glass

**For the Painters & Allied Trades District Council 35**

  
\_\_\_\_\_  
Jeffrey P. Sullivan, Business Manager/Secretary-Treasurer

July 1, 2013

**For the Painting & Finishing Employers Association of New England, Inc. and  
For the Glass Employers Association of New England, Inc.**

  
\_\_\_\_\_  
Thomas J. Gunning, Executive Director

July 1, 2013

**APPENDIX A  
ARTICLE VII-WAGES, FUND CONTRIBUTIONS, DUES CHECK-OFF, PAC & ORGANIZING  
Brush/Tapers, Wallcovers**

**ZONE 1**

|   |
|---|
| <b>BELMONT, BOSTON, BROOKLINE, CAMBRIDGE, CHELSEA, DEDHAM, EVERETT, MALDEN,<br/>MEDFORD, MILTON, REVERE, SOMERVILLE, WESTWOOD and WINTHROP ONLY</b> |
|---|

| EMPLOYER CONTRIBUTIONS            |       |           |                  |         |         | EMPLOYEE DEDUCTIONS |                |      |      |     |
|-----------------------------------|-------|-----------|------------------|---------|---------|---------------------|----------------|------|------|-----|
| NEW CONSTRUCTION AND POWER PLANTS |       |           |                  |         |         | TOTAL<br>PKG        | TOTAL<br>SPRAY | DCO  | P/PR | ORG |
|                                   | SPRAY |           | PEN              | H & W   | ANNUITY |                     |                |      |      |     |
|                                   | WAGE  | SANDBLAST |                  |         |         |                     |                |      |      |     |
| 7/1/2013                          | 40.70 | 42.10     | 9.35             | 7.85    | 6.50    | 66.37               | 67.77          |      |      |     |
| 1/1/2014                          | 41.20 | 42.60     | 9.45             | 7.85    | 6.65    | 67.22               | 68.62          |      |      |     |
| 7/1/2014                          | ----- | -----     | To Be Determined |         |         | 68.07               | 69.47          |      |      |     |
| 1/1/2015                          | ----- | -----     | To Be Determined |         |         | 68.97               | 70.37          |      |      |     |
| 7/1/2015                          | ----- | -----     | To Be Determined |         |         | 69.87               | 71.27          |      |      |     |
| 1/1/2016                          | ----- | -----     | To Be Determined |         |         | 70.82               | 72.22          |      |      |     |
| 7/1/2016                          | ----- | -----     | To Be Determined |         |         | 71.77               | 73.17          |      |      |     |
| 1/1/2017                          | ----- | -----     | To Be Determined |         |         | 72.72               | 74.12          |      |      |     |
| <br>                              |       |           |                  |         |         |                     |                |      |      |     |
| REPAINT                           |       |           |                  |         |         | TOTAL<br>PKG        | TOTAL<br>SPRAY | DCO  | P/PR | ORG |
|                                   | SPRAY |           | PEN              | H & W   | ANNUITY |                     |                |      |      |     |
|                                   | WAGE  | SANDBLAST |                  |         |         |                     |                |      |      |     |
| 7/1/2013                          | 38.76 | 40.16     | 9.35             | 7.85    | 6.50    | 64.43               | 65.83          |      |      |     |
| 1/1/2014                          | 39.26 | 40.66     | 9.45             | 7.85    | 6.65    | 65.28               | 66.68          |      |      |     |
| 7/1/2014                          | ----- | -----     | To Be Determined |         |         | 66.13               | 67.53          |      |      |     |
| 1/1/2015                          | ----- | -----     | To Be Determined |         |         | 67.03               | 68.43          |      |      |     |
| 7/1/2015                          | ----- | -----     | To Be Determined |         |         | 67.93               | 69.33          |      |      |     |
| 1/1/2016                          | ----- | -----     | To Be Determined |         |         | 68.88               | 70.28          |      |      |     |
| 7/1/2016                          | ----- | -----     | To Be Determined |         |         | 69.83               | 71.23          |      |      |     |
| 1/1/2017                          | ----- | -----     | To Be Determined |         |         | 70.78               | 72.18          |      |      |     |
| <br>                              |       |           |                  |         |         |                     |                |      |      |     |
| BRIDGES & TANK PAINTING           |       |           |                  |         |         | TOTAL<br>PKG        | DCO            | P/PR | ORG  |     |
|                                   | WAGE  | PEN       | H & W            | ANNUITY |         |                     |                |      |      |     |
| 7/1/2013                          | 45.41 |           | 9.35             | 7.85    | 6.50    | 71.08               |                |      |      |     |
| 1/1/2014                          | 45.91 |           | 9.45             | 7.85    | 6.65    | 71.93               |                |      |      |     |
| 7/1/2014                          | ----- | -----     | To Be Determined |         |         | 72.78               |                |      |      |     |
| 1/1/2015                          | ----- | -----     | To Be Determined |         |         | 73.68               |                |      |      |     |
| 7/1/2015                          | ----- | -----     | To Be Determined |         |         | 74.58               |                |      |      |     |
| 1/1/2016                          | ----- | -----     | To Be Determined |         |         | 75.53               |                |      |      |     |
| 7/1/2016                          | ----- | -----     | To Be Determined |         |         | 76.48               |                |      |      |     |
| 1/1/2017                          | ----- | -----     | To Be Determined |         |         | 77.43               |                |      |      |     |

**ZONE 2**

**ALL OTHER CITIES & TOWNS in ESSEX, MIDDLESEX, SUFFOLK, NORFOLK, PLYMOUTH, BRISTOL,  
BARNSTABLE, DUKES, NANTUCKET AND WORCESTER COUNTIES**

**EMPLOYER CONTRIBUTIONS**

**EMPLOYEE DEDUCTIONS**

**NEW CONSTRUCTION AND POWER PLANTS**

|          | <u>SPRAY</u> |                  |                  |                  |                |
|----------|--------------|------------------|------------------|------------------|----------------|
|          | <u>WAGES</u> | <u>SANDBLAST</u> | <u>PEN</u>       | <u>H &amp; W</u> | <u>ANNUITY</u> |
| 7/1/2013 | 34.91        | 36.31            | 9.35             | 7.85             | 6.50           |
| 1/1/2014 | 35.41        | 36.81            | 9.45             | 7.85             | 6.65           |
| 7/1/2014 | -----        | -----            | To Be Determined | -----            | -----          |
| 1/1/2015 | -----        | -----            | To Be Determined | -----            | -----          |
| 7/1/2015 | -----        | -----            | To Be Determined | -----            | -----          |
| 1/1/2016 | -----        | -----            | To Be Determined | -----            | -----          |
| 7/1/2016 | -----        | -----            | To Be Determined | -----            | -----          |
| 1/1/2017 | -----        | -----            | To Be Determined | -----            | -----          |

| <u>TOTAL</u> | <u>TOTAL</u> |
|--------------|--------------|
| <u>PKG</u>   | <u>SPRAY</u> |
| 60.58        | 61.98        |
| 61.43        | 62.83        |
| 62.28        | 63.68        |
| 63.18        | 64.58        |
| 64.08        | 65.48        |
| 65.03        | 66.43        |
| 65.98        | 67.38        |
| 66.93        | 68.33        |

**REPAINT**

|          | <u>WAGE</u> | <u>SPRAY</u> | <u>PEN</u>       | <u>H &amp; W</u> | <u>ANNUITY</u> |
|----------|-------------|--------------|------------------|------------------|----------------|
| 7/1/2013 | 32.97       | 34.37        | 9.35             | 7.85             | 6.50           |
| 1/1/2014 | 33.47       | 34.87        | 9.45             | 7.85             | 6.65           |
| 7/1/2014 | -----       | -----        | To Be Determined | -----            | -----          |
| 1/1/2015 | -----       | -----        | To Be Determined | -----            | -----          |
| 7/1/2015 | -----       | -----        | To Be Determined | -----            | -----          |
| 1/1/2016 | -----       | -----        | To Be Determined | -----            | -----          |
| 7/1/2016 | -----       | -----        | To Be Determined | -----            | -----          |
| 1/1/2017 | -----       | -----        | To Be Determined | -----            | -----          |

| <u>TOTAL</u> | <u>TOTAL</u> |
|--------------|--------------|
| <u>PKG</u>   | <u>SPRAY</u> |
| 58.64        | 60.04        |
| 59.49        | 60.89        |
| 60.34        | 61.74        |
| 61.24        | 62.64        |
| 62.14        | 63.54        |
| 63.09        | 64.49        |
| 64.04        | 65.44        |
| 64.99        | 66.39        |

**BRIDGES & TANK PAINTING**

|          | <u>WAGE</u> | <u>PEN</u> | <u>H &amp; W</u> | <u>ANNUITY</u> |
|----------|-------------|------------|------------------|----------------|
| 7/1/2013 | 45.41       | 9.35       | 7.85             | 6.50           |
| 1/1/2014 | 45.91       | 9.45       | 7.85             | 6.65           |
| 7/1/2014 | -----       | -----      | To Be Determined | -----          |
| 1/1/2015 | -----       | -----      | To Be Determined | -----          |
| 7/1/2015 | -----       | -----      | To Be Determined | -----          |
| 1/1/2016 | -----       | -----      | To Be Determined | -----          |
| 7/1/2016 | -----       | -----      | To Be Determined | -----          |
| 1/1/2017 | -----       | -----      | To Be Determined | -----          |

| <u>TOTAL</u> |
|--------------|
| <u>PKG</u>   |
| 71.08        |
| 71.93        |
| 72.78        |
| 73.68        |
| 74.58        |
| 75.53        |
| 76.48        |
| 77.43        |

**ZONE 3**

**BERKSHIRE, FRANKLIN, HAMPSHIRE AND HAMDEN COUNTIES OF MASSACHUSETTS**

**Employer Contributions**

**Employee Deductions**

**NEW CONSTRUCTION AND POWER PLANTS**

|          | <b>SPRAY</b> |                  |                  |                  |                | <b>TOTAL</b> | <b>TOTAL</b> |
|----------|--------------|------------------|------------------|------------------|----------------|--------------|--------------|
|          | <b>WAGES</b> | <b>SANDBLAST</b> | <b>PEN</b>       | <b>H &amp; W</b> | <b>ANNUITY</b> | <b>PKG</b>   | <b>SPRAY</b> |
| 7/1/2013 | 27.78        | 29.18            | 9.35             | 7.85             | 2.70           | 49.35        | 50.75        |
| 1/1/2014 | 28.23        | 29.18            | 9.45             | 7.85             | 2.85           | 50.15        | 51.55        |
| 7/1/2014 | -----        | -----            | To Be Determined | -----            | -----          | 50.90        | 52.30        |
| 1/1/2015 | -----        | -----            | To Be Determined | -----            | -----          | 51.75        | 53.15        |
| 7/1/2015 | -----        | -----            | To Be Determined | -----            | -----          | 52.55        | 53.95        |
| 1/1/2016 | -----        | -----            | To Be Determined | -----            | -----          | 53.45        | 54.85        |
| 7/1/2016 | -----        | -----            | To Be Determined | -----            | -----          | 54.30        | 55.70        |
| 1/1/2017 | -----        | -----            | To Be Determined | -----            | -----          | 55.20        | 56.60        |

**REPAINT**

|          | <b>SPRAY</b> |              |                  |                  |                | <b>TOTAL</b> | <b>TOTAL</b> |
|----------|--------------|--------------|------------------|------------------|----------------|--------------|--------------|
|          | <b>WAGE</b>  | <b>SPRAY</b> | <b>PEN</b>       | <b>H &amp; W</b> | <b>ANNUITY</b> | <b>PKG</b>   | <b>SPRAY</b> |
| 7/1/2013 | 25.10        | 26.50        | 9.35             | 7.85             | 2.70           | 46.67        | 48.07        |
| 1/1/2014 | 25.55        | 26.95        | 9.45             | 7.85             | 2.85           | 47.47        | 48.87        |
| 7/1/2014 | -----        | -----        | To Be Determined | -----            | -----          | 48.22        | 49.62        |
| 1/1/2015 | -----        | -----        | To Be Determined | -----            | -----          | 49.07        | 50.47        |
| 7/1/2015 | -----        | -----        | To Be Determined | -----            | -----          | 49.87        | 51.27        |
| 7/1/2016 | -----        | -----        | To Be Determined | -----            | -----          | 50.77        | 51.17        |
| 1/1/2017 | -----        | -----        | To Be Determined | -----            | -----          | 51.62        | 53.02        |
|          |              |              |                  |                  |                | 52.52        | 53.92        |

**BRIDGE & TANK PAINTING**

|          | <b>SPRAY</b> |              |                  |                  |                | <b>TOTAL</b> |
|----------|--------------|--------------|------------------|------------------|----------------|--------------|
|          | <b>WAGE</b>  | <b>SPRAY</b> | <b>PEN</b>       | <b>H &amp; W</b> | <b>ANNUITY</b> | <b>PKG</b>   |
| 7/1/2013 | 45.41        |              | 0.15             | 0.05             | 0.10           | 71.08        |
| 1/1/2014 | 45.91        |              | 0.25             | 0.05             | 0.25           | 71.93        |
| 7/1/2014 | -----        | -----        | To Be Determined | -----            | -----          | 72.78        |
| 1/1/2015 | -----        | -----        | To Be Determined | -----            | -----          | 73.68        |
| 7/1/2015 | -----        | -----        | To Be Determined | -----            | -----          | 74.58        |
| 1/1/2016 | -----        | -----        | To Be Determined | -----            | -----          | 75.53        |
| 7/1/2016 | -----        | -----        | To Be Determined | -----            | -----          | 76.48        |
| 1/1/2017 | -----        | -----        | To Be Determined | -----            | -----          | 77.43        |

**APPENDIX B  
ARTICLE VII-WAGES, FUND CONTRIBUTIONS, DUES CHECK-OFF, PAC &  
ORGANIZING**

**Glaziers**

**ZONE 1**

|  |
|--|
| <b>BELMONT, BOSTON, BROOKLINE, CAMBRIDGE, CHELSEA, DEDHAM,<br/>EVERETT, MALDEN, MEDFORD, MILTON, REVERE, SOMERVILLE,</b> |
|--|

**EMPLOYER CONTRIBUTIONS**

**NEW CONSTRUCTION**

|          | <u>WAGE</u> | <u>PEN</u>       | <u>H &amp; W</u> | <u>ANNUITY</u> | <u>TOTAL</u><br><u>PKG</u> |
|----------|-------------|------------------|------------------|----------------|----------------------------|
| 7/1/2013 | 40.70       | 9.35             | 7.85             | 6.50           | 66.37                      |
| 1/1/2014 | 41.20       | 9.45             | 7.85             | 6.65           | 67.22                      |
| 7/1/2014 | -----       | To Be Determined | -----            | -----          | 68.07                      |
| 1/1/2015 | -----       | To Be Determined | -----            | -----          | 68.97                      |
| 7/1/2015 | -----       | To Be Determined | -----            | -----          | 69.87                      |
| 1/1/2016 | -----       | To Be Determined | -----            | -----          | 70.82                      |
| 7/1/2016 | -----       | To Be Determined | -----            | -----          | 71.77                      |
| 1/1/2017 | -----       | To Be Determined | -----            | -----          | 72.72                      |

**ZONE 2**

|   |
|---|
| <b>ALL OTHER CITIES &amp; TOWNS in ESSEX, MIDDLESEX, SUFFOLK, NORFOLK,<br/>PLYMOUTH, BRISTOL (EASTON), AND WORCESTER COUNTIES</b> |
|---|

**NEW CONSTRUCTION**

**EMPLOYER CONTRIBUTIONS**

**EMPLOYEE DEDUCTIONS**

|          | <u>WAGES</u> | <u>PEN</u>       | <u>H &amp; W</u> | <u>ANNUITY</u> | <u>TOTAL</u><br><u>PKG</u> |
|----------|--------------|------------------|------------------|----------------|----------------------------|
| 7/1/2013 | 34.91        | 9.35             | 7.85             | 6.50           | 60.58                      |
| 1/1/2014 | 35.41        | 9.45             | 7.85             | 6.65           | 61.43                      |
| 7/1/2014 | -----        | To Be Determined | -----            | -----          | 62.28                      |
| 1/1/2015 | -----        | To Be Determined | -----            | -----          | 63.18                      |
| 7/1/2015 | -----        | To Be Determined | -----            | -----          | 64.08                      |
| 1/1/2016 | -----        | To Be Determined | -----            | -----          | 65.03                      |
| 7/1/2016 | -----        | To Be Determined | -----            | -----          | 65.98                      |
| 1/1/2017 | -----        | To Be Determined | -----            | -----          | 66.93                      |