



**UPDATED WAGE
SCHEDULE
July 2020**

Painters & Allied Trades District Council 35
and Painting & Finishing Employers Association
of New England, Inc.
and
Glass Employers Association of New England, Inc.

Effective July 1, 2017
Expires June 30, 2021

Updated Wage Schedule

Appendix A & B

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

ZONE 1

**BELMONT, BOSTON, BROOKLINE, CAMBRIDGE, CHELSEA, DEDHAM, EVERETT,
MALDEN, MEDFORD, MILTON, REVERE, SOMERVILLE, WESTWOOD and WINTHROP
ONLY**

EMPLOYER CONTRIBUTIONS

EMPLOYEE DEDUCTIONS

NEW CONSTRUCTION AND POWER PLANTS

	SPRAY								TOTAL TOTAL				
	<u>WAGE</u>	<u>SANDBLAST</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	44.30	45.70	10.25	8.10	8.95	1.20	0.67	0.35	73.82	75.22	3%	0.15	0.70
1/1/2018	44.95	46.35	10.35	8.10	9.20	1.25	0.67	0.40	74.92	76.32	3%	0.15	0.75
7/1/2018	45.30	46.70	10.45	8.15	9.70	1.25	0.67	0.50	76.02	77.42	3%	0.15	0.75
1/1/2019	45.65	47.05	10.60	8.15	10.25	1.25	0.67	0.55	77.12	78.52	3%	0.15	0.75
7/1/2019	45.95	47.35	10.95	8.20	10.50	1.25	0.67	0.70	78.22	79.62	3%	0.15	0.75
1/1/2020	46.25	47.65	11.30	8.20	10.80	1.25	0.67	0.85	79.32	80.72	3%	0.15	0.75
7/1/2020	46.80	48.20	11.40	8.25	11.00	1.45	0.67	0.85	80.42	81.82	3%	0.15	0.80
1/1/2021	47.35	48.75	11.55	8.25	11.20	1.65	0.67	0.85	81.52	82.92	3%	0.15	0.85

REPAINT

	SPRAY								TOTAL TOTAL				
	<u>WAGE</u>	<u>SANDBLAST</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	42.36	43.76	10.25	8.10	8.95	1.20	0.67	0.35	71.88	73.28	3%	0.15	0.70
1/1/2018	43.01	44.41	10.35	8.10	9.20	1.25	0.67	0.40	72.98	74.38	3%	0.15	0.75
7/1/2018	43.36	44.76	10.45	8.15	9.70	1.25	0.67	0.50	74.08	75.48	3%	0.15	0.75
1/1/2019	43.71	45.11	10.60	8.15	10.25	1.25	0.67	0.55	75.18	76.58	3%	0.15	0.75
7/1/2019	44.01	45.41	10.95	8.20	10.50	1.25	0.67	0.70	76.28	77.68	3%	0.15	0.75
1/1/2020	44.31	45.71	11.30	8.20	10.80	1.25	0.67	0.85	77.38	78.78	3%	0.15	0.75
7/1/2020	44.86	46.26	11.40	8.25	11.00	1.45	0.67	0.85	78.48	79.88	3%	0.15	0.80
1/1/2021	45.41	46.81	11.55	8.25	11.20	1.65	0.67	0.85	79.58	80.98	3%	0.15	0.85

BRIDGES & TANK PAINTING**TOTAL**

	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	49.01	10.25	8.10	8.95	1.20	0.67	0.35	78.53	3%	0.15	0.70
1/1/2018	49.66	10.35	8.10	9.20	1.25	0.67	0.40	79.63	3%	0.15	0.75
7/1/2018	50.01	10.45	8.15	9.70	1.25	0.67	0.50	80.73	3%	0.15	0.75
1/1/2019	50.36	10.60	8.15	10.25	1.25	0.67	0.55	81.83	3%	0.15	0.75
7/1/2019	50.66	10.95	8.20	10.50	1.25	0.67	0.70	82.93	3%	0.15	0.75
1/1/2020	50.96	11.30	8.20	10.80	1.25	0.67	0.85	84.03	3%	0.15	0.75
7/1/2020	51.51	11.40	8.25	11.00	1.45	0.67	0.85	85.13	3%	0.15	0.80
1/1/2021	52.06	11.55	8.25	11.20	1.65	0.67	0.85	86.23	3%	0.15	0.85

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES: The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS: State prevailing rate jobs shall be done at the posted rate(s) except

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>TOTAL</u>	<u>TOTAL</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
	<u>WAGES</u>	<u>SANDBLAST</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>			
7/1/2017	38.51	39.91	10.25	8.10	8.95	1.20	0.67	0.35	68.03	69.43	3%	0.15	0.70
1/1/2018	39.16	40.56	10.35	8.10	9.20	1.25	0.67	0.40	69.13	70.53	3%	0.15	0.75
7/1/2018	39.51	40.91	10.45	8.15	9.70	1.25	0.67	0.50	70.23	71.63	3%	0.15	0.75
1/1/2019	39.86	41.26	10.60	8.15	10.25	1.25	0.67	0.55	71.33	72.73	3%	0.15	0.75
7/1/2019	40.16	41.56	10.95	8.20	10.50	1.25	0.67	0.70	72.43	73.83	3%	0.15	0.75
1/1/2020	40.46	41.86	11.30	8.20	10.80	1.25	0.67	0.85	73.53	74.93	3%	0.15	0.75
7/1/2020	41.01	42.41	11.40	8.25	11.00	1.45	0.67	0.85	74.63	76.03	3%	0.15	0.80
1/1/2021	41.56	42.96	11.55	8.25	11.20	1.65	0.67	0.85	75.73	77.13	3%	0.15	0.85

REPAINT

	<u>SPRAY</u>								<u>TOTAL</u>	<u>TOTAL</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
	<u>WAGE</u>	<u>SPRAY</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>			
1/1/2017	36.57	37.97	10.25	8.10	8.95	1.20	0.67	0.35	66.09	67.49	3%	0.15	0.70
1/1/2018	37.22	38.62	10.35	8.10	9.20	1.25	0.67	0.40	67.19	68.59	3%	0.15	0.75
7/1/2018	37.57	38.97	10.45	8.15	9.70	1.25	0.67	0.50	68.29	69.69	3%	0.15	0.75
1/1/2019	37.92	39.32	10.60	8.15	10.25	1.25	0.67	0.55	69.39	70.79	3%	0.15	0.75
7/1/2019	38.22	39.62	10.95	8.20	10.50	1.25	0.67	0.70	70.49	71.89	3%	0.15	0.75
1/1/2020	38.52	39.92	11.30	8.20	10.80	1.25	0.67	0.85	71.59	72.99	3%	0.15	0.75
7/1/2020	39.07	40.47	11.40	8.25	11.00	1.45	0.67	0.85	72.69	74.09	3%	0.15	0.80
1/1/2021	39.62	41.02	11.55	8.25	11.20	1.65	0.67	0.85	73.79	75.19	3%	0.15	0.85

BRIDGES & TANK PAINTING

	<u>SPRAY</u>								<u>TOTAL</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>				
7/1/2017	49.01	10.25	8.10	8.95	1.20	0.67	0.35	78.53	3%	0.15	0.70	
1/1/2018	49.66	10.35	8.10	9.20	1.25	0.67	0.40	79.63	3%	0.15	0.75	
7/1/2018	50.01	10.45	8.15	9.70	1.25	0.67	0.50	80.73	3%	0.15	0.75	
1/1/2019	50.36	10.60	8.15	10.25	1.25	0.67	0.55	81.83	3%	0.15	0.75	
7/1/2019	50.66	10.95	8.20	10.50	1.25	0.67	0.70	82.93	3%	0.15	0.75	
1/1/2020	50.96	11.30	8.20	10.80	1.25	0.67	0.85	84.03	3%	0.15	0.75	
7/1/2020	51.51	11.40	8.25	11.00	1.45	0.67	0.85	85.13	3%	0.15	0.80	
1/1/2021	52.06	11.55	8.25	11.20	1.65	0.67	0.85	86.23	3%	0.15	0.85	

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES: The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS: State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9.

BERKSHIRE, FRANKLIN, HAMPSHIRE AND HAMDEN COUNTIES OF MASSACHUSETTS

Employer Contributions

Employee Deductions

NEW CONSTRUCTION AND POWER PLANTS

	<u>SPRAY</u>								<u>TOTAL</u>	<u>TOTAL</u>			
	<u>WAGES</u>	<u>SANDBLAST</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	30.98	32.38	10.25	8.10	5.05	1.20	0.67	0.05	56.30	57.70	3%	0.15	0.70
1/1/2018	31.63	33.03	10.35	8.10	5.30	1.25	0.67	0.10	57.40	58.80	3%	0.15	0.75
7/1/2018	31.98	33.38	10.45	8.15	5.80	1.25	0.67	0.20	58.50	59.90	3%	0.15	0.75
1/1/2019	32.33	33.73	10.60	8.15	6.35	1.25	0.67	0.25	59.60	61.00	3%	0.15	0.75
7/1/2019	32.63	34.03	10.95	8.20	6.60	1.25	0.67	0.40	60.70	62.10	3%	0.15	0.75
1/1/2020	32.93	34.33	11.30	8.20	6.90	1.25	0.67	0.55	61.80	63.20	3%	0.15	0.75
7/1/2020	33.48	34.88	11.40	8.25	7.10	1.45	0.67	0.55	62.90	64.30	3%	0.15	0.80
1/1/2021	34.03	35.43	11.55	8.25	7.30	1.65	0.67	0.55	64.00	65.40	3%	0.15	0.85

REPAINT

	<u>WAGE</u>	<u>SPRAY</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>TOTAL</u>	<u>TOTAL</u>			
									<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	28.30	29.70	10.25	8.10	5.05	1.20	0.67	0.05	53.62	55.02	3%	0.15	0.70
1/1/2018	28.95	30.35	10.35	8.10	5.30	1.25	0.67	0.10	54.72	56.12	3%	0.15	0.75
7/1/2018	29.30	30.70	10.45	8.15	5.80	1.25	0.67	0.20	55.82	57.22	3%	0.15	0.75
1/1/2019	29.65	31.05	10.60	8.15	6.35	1.25	0.67	0.25	56.92	58.32	3%	0.15	0.75
7/1/2019	29.95	31.35	10.95	8.20	6.60	1.25	0.67	0.40	58.02	59.42	3%	0.15	0.75
1/1/2020	30.25	31.65	11.30	8.20	6.90	1.25	0.67	0.55	59.12	60.52	3%	0.15	0.75
7/1/2020	30.80	32.20	11.40	8.25	7.10	1.45	0.67	0.55	60.22	61.62	3%	0.15	0.80
1/1/2021	31.35	32.75	11.55	8.25	7.30	1.65	0.67	0.55	61.32	62.72	3%	0.15	0.85

BRIDGES & TANK PAINTING

	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>TOTAL</u>			
								<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	49.01	10.25	8.10	8.95	1.20	0.67	0.35	78.53	3%	0.15	0.70
1/1/2018	49.66	10.35	8.10	9.20	1.25	0.67	0.40	79.63	3%	0.15	0.75
7/1/2018	50.01	10.45	8.15	9.70	1.25	0.67	0.50	80.73	3%	0.15	0.75
1/1/2019	50.36	10.60	8.15	10.25	1.25	0.67	0.55	81.83	3%	0.15	0.75
7/1/2019	50.66	10.95	8.20	10.50	1.25	0.67	0.70	82.93	3%	0.15	0.75
1/1/2020	50.96	11.30	8.20	10.80	1.25	0.67	0.85	84.03	3%	0.15	0.75
7/1/2020	51.51	11.40	8.25	11.00	1.45	0.67	0.85	85.13	3%	0.15	0.80
1/1/2021	52.06	11.55	8.25	11.20	1.65	0.67	0.85	86.23	3%	0.15	0.85

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES

The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS

State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under

**VERMONT-COUNTIES OF BENNINGTON and WINDHAM
 NEW HAMPSHIRE-COUNTIES OF CHESHIRE, HILLSBOROUGH, ROCKINGHAM and STRATFORD
 MAINE-COUNTY OF YORK**

EMPLOYER CONTRIBUTIONS

EMPLOYEE DEDUCTIONS

NEW CONSTRUCTION AND NON-NUCLEAR POWER PLANTS

	<u>WAGES</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	29.87	6.66	8.10	4.00	1.20	0.67	0.05	50.55	3%	0.15	0.70
1/1/2018	30.52	6.76	8.10	4.25	1.25	0.67	0.10	51.65	3%	0.15	0.75
7/1/2018	30.87	6.86	8.15	4.75	1.25	0.67	0.20	52.75	3%	0.15	0.75
1/1/2019	31.22	7.01	8.15	5.30	1.25	0.67	0.25	53.85	3%	0.15	0.75
7/1/2019	31.52	7.36	8.20	5.55	1.25	0.67	0.40	54.95	3%	0.15	0.75
1/1/2020	31.82	7.71	8.20	5.85	1.25	0.67	0.55	56.05	3%	0.15	0.75
7/1/2020	32.37	7.81	8.25	6.05	1.45	0.67	0.55	57.15	3%	0.15	0.80
1/1/2021	32.92	7.96	8.25	6.25	1.65	0.67	0.55	58.25	3%	0.15	0.85

REPAINT

TOTAL

	<u>WAGES</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	27.19	6.66	8.10	4.00	1.20	0.67	0.05	47.87	3%	0.15	0.70
1/1/2018	27.84	6.76	8.10	4.25	1.25	0.67	0.10	48.97	3%	0.15	0.75
7/1/2018	28.19	6.86	8.15	4.75	1.25	0.67	0.20	50.07	3%	0.15	0.75
1/1/2019	28.54	7.01	8.15	5.30	1.25	0.67	0.25	51.17	3%	0.15	0.75
7/1/2019	28.84	7.36	8.20	5.55	1.25	0.67	0.40	52.27	3%	0.15	0.75
1/1/2020	29.14	7.71	8.20	5.85	1.25	0.67	0.55	53.37	3%	0.15	0.75
7/1/2020	29.69	7.81	8.25	6.05	1.45	0.67	0.55	54.47	3%	0.15	0.80
1/1/2021	30.24	7.96	8.25	6.25	1.65	0.67	0.55	55.57	3%	0.15	0.85

BRIDGE

TOTAL

	<u>WAGES</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	35.48	6.66	4.27	3.00	0.68	0.41	0.05	50.55	3%	0.15	0.70
1/1/2018	36.13	6.76	4.27	3.25	0.73	0.41	0.10	51.65	3%	0.15	0.75
7/1/2018	36.48	6.86	4.32	3.75	0.73	0.41	0.20	52.75	3%	0.15	0.75
1/1/2019	36.83	7.01	4.32	4.30	0.73	0.41	0.25	53.85	3%	0.15	0.75
7/1/2019	37.13	7.36	4.37	4.55	0.73	0.41	0.40	54.95	3%	0.15	0.75
1/1/2020	37.43	7.71	4.37	4.85	0.73	0.41	0.55	56.05	3%	0.15	0.75
7/1/2020	37.98	7.81	4.42	5.05	0.93	0.41	0.55	57.15	3%	0.15	0.80
1/1/2021	38.53	7.96	4.42	5.25	1.13	0.41	0.55	58.25	3%	0.15	0.85

NUCLEAR POWER PLANTS

TOTAL TOTAL

	<u>WAGES</u>	<u>Spray</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	30.88	32.28	10.25	8.10	4.60	1.20	0.67	0.05	55.75	57.15	3%	0.15	0.70
1/1/2018	31.53	32.93	10.35	8.10	4.85	1.25	0.67	0.10	56.85	58.25	3%	0.15	0.75
7/1/2018	31.88	33.28	10.45	8.15	5.35	1.25	0.67	0.20	57.95	59.35	3%	0.15	0.75
1/1/2019	32.23	33.63	10.60	8.15	5.90	1.25	0.67	0.25	59.05	60.45	3%	0.15	0.75
7/1/2019	32.53	33.93	10.95	8.20	6.15	1.25	0.67	0.40	60.15	61.55	3%	0.15	0.75
1/1/2020	32.83	34.23	11.30	8.20	6.45	1.25	0.67	0.55	61.25	62.65	3%	0.15	0.75
7/1/2020	33.38	34.78	11.40	8.25	6.65	1.45	0.67	0.55	62.35	63.75	3%	0.15	0.80
1/1/2021	33.93	35.33	11.55	8.25	6.85	1.65	0.67	0.55	63.45	64.85	3%	0.15	0.85

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES

The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS

State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9.

ZONE 5

MAINE – COUNTIES OF ANDROSCOGGIN, AROOSTOCK, CUMBERLAND, FRANKLIN, HANCOCK, KENNEBEC, KNOX, LINCOLN, OXFORD, PENOBSCOT, PISCATAQUIS, SAGADAHOC, SOMERSET, WALDO, AND WASHINGTON

VERMONT – COUNTIES OF ADDISON, CALEDONIA, CHITTENDEN, ESSEX, FRANKLIN, GRAND ISLE, LAMOILLE, ORANGE, ORLEANS, RUTLAND, WASHINGTON, AND WINDSOR

NEW HAMPSHIRE – ALL COUNTIES OF BELKNAP, CARROLL, COOS, GRAFTON, MERRIMACK, AND SULLIVAN

	EMPLOYER CONTRIBUTIONS							EMPLOYEE DEDUCTIONS				
	<u>Wage</u>	<u>Pen</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
INDUSTRIAL/Paper MILLS/NON-NUCLEAR POWER PLANTS								TOTAL				
7/1/2017	28.95	6.66	4.20	3.00	0.55	0.40	0.05	43.81	3%	0.15	0.70	
1/1/2018	29.60	6.76	4.20	3.25	0.60	0.40	0.10	44.91	3%	0.15	0.75	
7/1/2018	29.95	6.86	4.25	3.75	0.60	0.40	0.20	46.01	3%	0.15	0.75	
1/1/2019	30.30	7.01	4.25	4.30	0.60	0.40	0.25	47.11	3%	0.15	0.75	
7/1/2019	30.60	7.36	4.30	4.55	0.60	0.40	0.40	48.21	3%	0.15	0.75	
1/1/2020	30.90	7.71	4.30	4.85	0.60	0.40	0.55	49.31	3%	0.15	0.75	
7/1/2020	31.45	7.81	4.35	5.05	0.80	0.40	0.55	50.41	3%	0.15	0.80	
1/1/2021	32.00	7.96	4.35	5.25	1.00	0.40	0.55	51.51	3%	0.15	0.85	
COMMERCIAL/NEW CONSTRCTION/REPAINT								TOTAL				
	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	26.95	6.66	4.20	3.00	0.55	0.40	0.05	41.81	3%	0.15	0.70	
1/1/2018	27.60	6.76	4.20	3.25	0.60	0.40	0.10	42.91	3%	0.15	0.75	
7/1/2018	27.95	6.86	4.25	3.75	0.60	0.40	0.20	44.01	3%	0.15	0.75	
1/1/2019	28.30	7.01	4.25	4.30	0.60	0.40	0.25	45.11	3%	0.15	0.75	
7/1/2019	28.60	7.36	4.30	4.55	0.60	0.40	0.40	46.21	3%	0.15	0.75	
1/1/2020	28.90	7.71	4.30	4.85	0.60	0.40	0.55	47.31	3%	0.15	0.75	
7/1/2020	29.45	7.81	4.35	5.05	0.80	0.40	0.55	48.41	3%	0.15	0.80	
1/1/2021	30.00	7.96	4.35	5.25	1.00	0.40	0.55	49.51	3%	0.15	0.85	
BRIDGE & TANK	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	35.48	6.66	4.27	3.00	0.68	0.41	0.05	50.55	3%	0.15	0.70	
1/1/2018	36.13	6.76	4.27	3.25	0.73	0.41	0.10	51.65	3%	0.15	0.75	
7/1/2018	36.48	6.86	4.32	3.75	0.73	0.41	0.20	52.75	3%	0.15	0.75	
1/1/2019	36.83	7.01	4.32	4.30	0.73	0.41	0.25	53.85	3%	0.15	0.75	
7/1/2019	37.13	7.36	4.37	4.55	0.73	0.41	0.40	54.95	3%	0.15	0.75	
1/1/2020	37.43	7.71	4.37	4.85	0.73	0.41	0.55	56.05	3%	0.15	0.75	
7/1/2020	37.98	7.81	4.42	5.05	0.93	0.41	0.55	57.15	3%	0.15	0.80	
1/1/2021	38.53	7.96	4.42	5.25	1.13	0.41	0.55	58.25	3%	0.15	0.85	

NUCLEAR POWER PLANTS

	<u>WAGE</u>	<u>SPRAY</u>	<u>PEN</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>TOTAL</u> <u>PKG</u>	<u>TOTAL</u> <u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	30.88	32.28	10.25	8.10	4.60	1.20	0.67	0.05	55.75	57.15	3%	0.15	0.70
1/1/2018	31.53	32.93	10.35	8.10	4.85	1.25	0.67	0.10	56.85	58.25	3%	0.15	0.75
7/1/2018	31.88	33.28	10.45	8.15	5.35	1.25	0.67	0.20	57.95	59.35	3%	0.15	0.75
1/1/2019	32.23	33.63	10.60	8.15	5.90	1.25	0.67	0.25	59.05	60.45	3%	0.15	0.75
7/1/2019	32.53	33.93	10.95	8.20	6.15	1.25	0.67	0.40	60.15	61.55	3%	0.15	0.75
1/1/2020	32.83	34.23	11.30	8.20	6.45	1.25	0.67	0.55	61.25	62.65	3%	0.15	0.75
7/1/2020	33.38	34.78	11.40	8.25	6.65	1.45	0.67	0.55	62.35	63.75	3%	0.15	0.80
1/1/2021	33.93	35.33	11.55	8.25	6.85	1.65	0.67	0.55	63.45	64.85	3%	0.15	0.85

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES

The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS

State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9.

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

Glaziers

ZONE 1

**BELMONT, BOSTON, BROOKLINE, CAMBRIDGE, CHELSEA, DEDHAM,
EVERETT, MALDEN, MEDFORD, MILTON, REVERE, SOMERVILLE, WESTWOOD
and WINTHROP ONLY**

EMPLOYER CONTRIBUTIONS

NEW CONSTRUCTION

	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	44.30	10.25	8.10	8.95	1.20	0.67	0.35	73.82	3%	0.15	0.70
1/1/2018	44.95	10.35	8.10	9.20	1.25	0.67	0.40	74.92	3%	0.15	0.75
7/1/2018	45.30	10.45	8.15	9.70	1.25	0.67	0.50	76.02	3%	0.15	0.75
1/1/2019	45.65	10.60	8.15	10.25	1.25	0.67	0.55	77.12	3%	0.15	0.75
7/1/2019	45.95	10.95	8.20	10.50	1.25	0.67	0.70	78.22	3%	0.15	0.75
1/1/2020	46.25	11.30	8.20	10.80	1.25	0.67	0.85	79.32	3%	0.15	0.75
7/1/2020	46.80	11.40	8.25	11.00	1.45	0.67	0.85	80.42	3%	0.15	0.80
1/1/2021	47.35	11.55	8.25	11.20	1.65	0.67	0.85	81.52	3%	0.15	0.85

ZONE 2

**ALL OTHER CITIES & TOWNS in ESSEX, MIDDLESEX, SUFFOLK, NORFOLK, PLYMOUTH,
BRISTOL (EASTON), AND WORCESTER COUNTIES**

NEW CONSTRUCTION

EMPLOYER CONTRIBUTIONS EMPLOYEE DEDUCTIONS

	<u>WAGES</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	38.51	10.25	8.10	8.95	1.20	0.67	0.35	68.03	3%	0.15	0.70
1/1/2018	39.16	10.35	8.10	9.20	1.25	0.67	0.40	69.13	3%	0.15	0.75
7/1/2018	39.51	10.45	8.15	9.70	1.25	0.67	0.50	70.23	3%	0.15	0.75
1/1/2019	39.86	10.60	8.15	10.25	1.25	0.67	0.55	71.33	3%	0.15	0.75
7/1/2019	40.16	10.95	8.20	10.50	1.25	0.67	0.70	72.43	3%	0.15	0.75
1/1/2020	40.46	11.30	8.20	10.80	1.25	0.67	0.85	73.53	3%	0.15	0.75
7/1/2020	41.01	11.40	8.25	11.00	1.45	0.67	0.85	74.63	3%	0.15	0.80
1/1/2021	41.56	11.55	8.25	11.20	1.65	0.67	0.85	75.73	3%	0.15	0.85

ZONE 4

**VERMONT-COUNTIES OF BENNINGTON and WINDHAM
NEW HAMPSHIRE-COUNTIES OF CHESHIRE, HILLSBOROUGH, ROCKINGHAM
and STRATFORD
MAINE-COUNTY OF YORK**

NEW CONSTRUCTION

	TOTAL										
	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	29.87	6.66	8.10	4.00	1.20	0.67	0.05	50.55	3%	0.15	0.70
1/1/2018	30.52	6.76	8.10	4.25	1.25	0.67	0.10	51.65	3%	0.15	0.75
7/1/2018	30.87	6.86	8.15	4.75	1.25	0.67	0.20	52.75	3%	0.15	0.75
1/1/2019	31.22	7.01	8.15	5.30	1.25	0.67	0.25	53.85	3%	0.15	0.75
7/1/2019	31.52	7.36	8.20	5.55	1.25	0.67	0.40	54.95	3%	0.15	0.75
1/1/2020	31.82	7.71	8.20	5.85	1.25	0.67	0.55	56.05	3%	0.15	0.75
7/1/2020	32.37	7.81	8.25	6.05	1.45	0.67	0.55	57.15	3%	0.15	0.80
1/1/2021	32.92	7.96	8.25	6.25	1.65	0.67	0.55	58.25	3%	0.15	0.85

ZONE 5

**MAINE - COUNTIES OF ANDROSCOGGIN, AROOSTOCK, CUMBERLAND, FRANKLIN,
HANCOCK, KENNEBEC, KNOX, LINCOLN, OXFORD, PENOBSCOT, PISCATAQUIS,
SAGADAHOC, SOMERSET, WALDO, AND WASHINGTON**

**VERMONT - COUNTIES OF ADDISON, CALEDONIA, CHITTENDEN, ESSEX, FRANKLIN,
GRAND ISLE, LAMOILLE, ORANGE, ORLEANS, RUTLAND, WASHINGTON, AND
WINDSOR**

**NEW HAMPSHIRE - ALL COUNTIES OF BELKNAP, CARROLL, COOS, GRAFTON,
MERRIMACK, AND SULLIVAN**

NEW CONSTRUCTION

	TOTAL										
	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	26.95	6.66	4.20	3.00	0.55	0.40	0.05	41.81	3%	0.15	0.70
1/1/2018	27.60	6.76	4.20	3.25	0.60	0.40	0.10	42.91	3%	0.15	0.75
7/1/2018	27.95	6.86	4.25	3.75	0.60	0.40	0.20	44.01	3%	0.15	0.75
1/1/2019	28.30	7.01	4.25	4.30	0.60	0.40	0.25	45.11	3%	0.15	0.75
7/1/2019	28.60	7.36	4.30	4.55	0.60	0.40	0.40	46.21	3%	0.15	0.75
1/1/2020	28.90	7.71	4.30	4.85	0.60	0.40	0.55	47.31	3%	0.15	0.75
7/1/2020	29.45	7.81	4.35	5.05	0.80	0.40	0.55	48.41	3%	0.15	0.80
1/1/2021	30.00	7.96	4.35	5.25	1.00	0.40	0.55	49.51	3%	0.15	0.85

Allocation to Fringes: The Union shall have the option to divert monies from Wages to any of the other Funds provided for in this Agreement. State Prevailing Rate Jobs: State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9 Swing Stage: Glaziers utilizing swing stage shall be paid \$1.00 per hour above specified rates when performing such work involving swing staging.