

**MEMORANDUM OF AGREEMENT
BETWEEN
EASTERN CONTRACTORS ASSOCIATION, INC.
AND
INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO
DISTRICT COUNCIL 9**

All terms and conditions of the May 30, 2013-April 31, 2021 Painters Trade Agreement between Eastern Contractors Association, Inc. (Employers) and District Council 9 International Union of Painters and Allied Trades, AFL-CIO not modified below shall remain in full force and effect.

1. Term: May 1, 2021 – April 30, 2025, with option for additional three-year extensions at the sole discretion of the Employers. For extension No. 1, the employers will notify the union by 12/31/24 if they choose to exercise this option. For extension No. 2, the employers will notify the union by 12/31/27 if they choose to exercise this option.

2. Increases:

	<u>Zones 1&2</u>	<u>Zone 3</u>
Effective 5/1/2021 -	\$1.40	\$2.00
Effective 5/1/2022 -	\$1.45	\$2.05

All Zones

Effective 5/1/2023 -	\$1.50
Effective 5/1/2024 -	\$1.50

If extension option No. 1 is utilized, the following increases will be implemented:

All Zones

Effective 5/1/2025 -	\$1.55
Effective 5/1/2026 -	\$1.55
Effective 5/1/2027 -	\$1.55

If extension option No. 2 is utilized, the following increases will be implemented:

All Zones

Effective 5/1/2028 -	\$1.60
Effective 5/1/2029 -	\$1.60
Effective 5/1/2030 -	\$1.60

3. Replace **Article II, Sec. 4.2** opening paragraph and item c) with:
Flexible start time will be from 6am to 9am any work period prior to or after 8 hours per day Monday through Friday constitutes night shift work. When multiple shifts or a singular irregular shift is required by the contracting agency or bid specification, such shift work 8 hours for 8 hours pay. This work shall be no more than 8 hours within any 24-hour period and shall carry a job classification of \$1.00 per hour over the applicable rate, with the following exceptions:

c) Shift Work: When multiple shifts or a singular irregular shift is required by the contracting agency or bid specification, such work shall consist of 40 hours divided into 5 work days from Monday to Friday inclusive of 8 hours each, in a twenty-four-hour period at regular wage rate.
4. Add **Article II, Sec. 2.1**
Effective May 1, 2022 and each year thereafter the Pension Fund contribution called for in this agreement shall increase by a minimum of 5% of the total negotiated increase in wages and benefits for that year. Such increase shall be rounded up to the nearest penny. This contribution amount is included in the above increases.

There being no other changes, the above is hereby agreed, this XXXXX day of XXXX, 20XX.

Eastern Contractors Association, Inc.

District Council 9 International Union of Painters
and Allied Trades, AFL-CIO

Jeff Jordan
Chairman, Negotiation Committee

Joseph Azzopardi
Business Manager/Secretary Treasurer

Todd G. Helfrich
President and CEO

Independent Contractor:

Company Name

Signature of Authorized Representative

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