This is to advise you that the Wage and Fringe Benefits effective October 1, 2020, for the Southwest Missouri Contracts are as follows:

<table>
<thead>
<tr>
<th>HOURLY RATE</th>
<th>IUPAT PENSION</th>
<th>H&amp;W</th>
<th>JATC</th>
<th>FTI</th>
<th>LMP</th>
<th>STAR</th>
<th>WFF</th>
<th>TOTAL PACKAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.59</td>
<td>8.72</td>
<td>7.20</td>
<td>.20</td>
<td>.10</td>
<td>.10</td>
<td>.05</td>
<td>.01</td>
<td>38.97</td>
</tr>
</tbody>
</table>

Effective 3-1-2021 $1.00 will be added at the discretion of the Union.
Effective 10-1-2021 $.85 will be added at the discretion of the Union.
Effective 4-1-2022 $.85 will be added at the discretion of the Union.
Effective 10-1-2022 $.85 will be added at the discretion of the Union.
Effective 4-1-2022 $.85 will be added at the discretion of the Union.

PREMIUMS: FOREMAN $1.00 ABOVE JOURNEYMAN SCALE

*3.5% to be deducted from gross wages, effective January 1st, 2021, 3.5% will be deducted from Total Package, in place of dues check off.

APPRENTICE SCALE

| 1ST SIX MONTHS | 60% BENEFITS | $13.55 |
| 2ND SIX MONTHS | 65% BENEFITS | $14.68 |
| 3RD SIX MONTHS | 70% BENEFITS | $15.81 |
| 4TH SIX MONTHS | 75% BENEFITS | $16.94 |
| 5TH SIX MONTHS | 80% BENEFITS | $18.07 |
| 6TH SIX MONTHS | 85% BENEFITS | $19.20 |
| 7TH SIX MONTHS | 90% BENEFITS | $20.33 |
| 8TH SIX MONTHS | 95% BENEFITS | $21.46 |

APPRENTICES MUST WORK A TOTAL OF 800 HOURS TO MOVE UP ONE PAY SCALE

Effective 6-1-20 there is an additional EMPLOYEE deduction of $.05 per hour, that will go towards IUPAT Administration. Effective 6-1-22 the deduction will be $.10.
ONETOON

C/TYi

Frank Carpenter Jessica Podhola James Woodson

of the

International Union of Painters and Allied Trades

AFL-CIO

of Greater Kansas City and

Garcia June Whitney
1ST SIX MONTHS 2ND SIX
MONTHS 3RD SIX MONTHS 4TH
SIX MONTHS 5TH SIX MONTHS
6TH SIX MONTHS 7TH SIX
MONTHS 8TH SIX MONTHS
60% BENEFITS $13.55 65%

BenEFITS $14.68 70%

BenEFITS $15.81 75%

BenEFITS $16.94 80%

BenEFITS $18.07 85%

BenEFITS $19.20 90%

BenEFITS $20.33 95%

BenEFITS $21.46

Linda Noble Sheri Helms

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(816)358-2440 Fax (816)358-5430

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