PAINTERS and ALLIED TRADES DISTRICT COUNCIL NO. 51
COLLECTIVE BARGAINING AGREEMENT JUNE 1, 2016 – MAY 31, 2021

***WAGES & FRINGES IN EFFECT JUNE 1, 2020 TO MAY 31, 2021***

SPECIALTY, COMMERCIAL/MOLD REMEDIATION, RESIDENTIAL/GOVERNMENT HOUSING, DRYWALL FINISHERS, WALLCOVERER
WASHINGTON DC / BALTIMORE AREAS

JURISDICTION: The Washington DC area defined as: City of Washington DC; the following independent cities in the State of Virginia: Alexandria and Arlington; and the following counties in the State of Virginia: Fairfax, Fauquier, Loudon, Prince William, Stafford, and the following counties in the State of Maryland: Prince George’s, Montgomery, Calvert, Charles, St. Mary’s. The Baltimore area defined as: including the City of Baltimore and the following counties: Baltimore, Anne Arundel, Harford, Cecil, Kent, Queen Ann’s Caroline, Talbot, Dorchester, Wicomico, Worcester, Somerset, Washington, Howard, Frederick, Carroll.

FRINGE BENEFITS CONTRIBUTIONS

<table>
<thead>
<tr>
<th>JOURNEYPERSON</th>
<th>1st Year</th>
<th>2nd Year</th>
<th>3rd Year</th>
<th>4th Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>IUPAT DC 51 Health &amp; Welfare Fund</td>
<td>$5.46 per hour</td>
<td>$5.46 per hour</td>
<td>$5.46 per hour</td>
<td>$5.46 per hour</td>
</tr>
<tr>
<td>IUPAT Industry Pension Fund</td>
<td>$4.86 per hour</td>
<td>$0.41 per hour</td>
<td>$0.51 per hour</td>
<td>$0.51 per hour</td>
</tr>
<tr>
<td>DC 51 FTI</td>
<td>$0.75 per hour</td>
<td>$0.75 per hour</td>
<td>$0.75 per hour</td>
<td>$0.75 per hour</td>
</tr>
<tr>
<td>IUPAT FTI</td>
<td>$0.10 per hour</td>
<td>$0.10 per hour</td>
<td>$0.10 per hour</td>
<td>$0.10 per hour</td>
</tr>
<tr>
<td>IUPAT LMP</td>
<td>$0.10 per hour</td>
<td>$0.10 per hour</td>
<td>$0.10 per hour</td>
<td>$0.10 per hour</td>
</tr>
<tr>
<td>DC 51 LMF</td>
<td>$0.05 per hour</td>
<td>$0.05 per hour</td>
<td>$0.05 per hour</td>
<td>$0.05 per hour</td>
</tr>
</tbody>
</table>

DEDUCTED FROM EMPLOYEE’S PAY

- PAT Political Committee: Five cents (.05) per hour
- Organizing Fund: Five cents (.05) per hour
- Check-off Administrative Dues: Dues shall be deducted at the rate of five percent (5%) of all gross wages
- IUPAT Administration: Five cents (.05) per hour

HOURLY WAGES

JOURNEYPERSON PAINTER
- Specialty | $26.10
- Commercial/Mold Remediation | $25.10
- Residential/Government Housing | $22.72

JOURNEYPERSON DRYWALL FINISHER
- Commercial (hand tools) | $25.10
- AMES Tools (while using AMES Tools) | $27.10

JOURNEYPERSON WALLCOVERER
- Commercial | $25.10
- Piece Work: $3.00 Vinyl, $4.00 Fabric, plus 8 hours of Fringe Benefit contributions per shift

APPRENTICE COMMERCIAL PAINTER & DRYWALL FINISHER - Based on Journeyperson wage rate

| First Year | 60% of Journeyperson rate | $15.06 |
| Second Year | 70% of Journeyperson rate | $17.57 |
| Third Year | 80% of Journeyperson rate | $20.08 |
| Fourth Year | 90% of Journeyperson rate | $22.59 |

In Addition
- Foreman (3 men) | $1.00 per hour
- Foreman (4-15 men) | $2.00 per hour
- Foreman (16 or more) | $4.00 per hour
- Height Pay | $1.00 per hour (see Article XXIX, Section 12 for application)