

Contractors:

Below is a summary overview by article of the significant contract changes for IUPAT DC 91, Area E that were voted in and ratified Monday (05/10) evening. These terms and rates were set to go into effect 05/11/2021.

Once the full CBA has been modified to reflect all changed language, you will receive a copy for review and signature. In the meantime, this document will give you the new rates and new site classifications. Please feel free to reach out to any member of the discussion committee for any questions or concerns.

ARTICLE III: Jurisdiction

Added language: Contractors' signatory to District Council 91, but not signed to the Area E Agreement, as a courtesy, must check in with the local Union Representative prior to the start date of any project within the geographical jurisdiction of Area E. Failure to do so may result in a grievance being filed by the Union to the Local Joint Trade Board.

ARTICLE XIII: Journeyman Wages

CONTRACT PERIOD – May 11, 2021 THROUGH MARCH 31, 2024

WAGE RATES: May 11, 2021 THROUGH MARCH 31, 2022 LISTED BELOW:

| <u>JOURNEYMAN WAGE RATES</u> | <u>COMMERCIAL</u> | <u>INDUSTRIAL</u> |
|--|--------------------------|--------------------------|
| Drywall Finishers & Plasterers | \$27.55 | \$28.70 |
| Brush, Roller & Paperhangers | \$27.30 | \$28.45 |
| Spray, Sandblast, Power Tools, Waterblast & Steam Cleaning, SCBA, Brush & Roller of Mastics, Creosotes, Kwinch Koate and Coal Tar Epoxy | \$28.30 | \$29.45 |
| Spray of Mastics, Creosotes, Kwinch Koate and Coal Tar | \$29.55 | \$30.70 |
| <u>BRIDGE</u> | \$35.00 | |

Added language and rate: A bridge is defined as any structure used for motorized traffic that is elevated crossing waterways, streets, railroad tracks etc. and required 100% containment.

FOREMAN

Added language and rate: Any journeyman in charge of five (5) or more employees on a job shall receive one dollar (\$1.00) per hour above the highest rate being paid on the project covered by this agreement.

Revised Language: COMMERCIAL (DOES NOT APPLY TO INDUSTRIAL)

| | |
|------------------------------|------------------------------|
| Working Height over 40 Feet | \$.75/hour above base wage |
| Working Height over 75 Feet | \$ 1.50/hour above base wage |
| Working Height over 100 Feet | \$ 2.50/hour above base wage |

FRINGE BENEFITS

| | |
|--------------------|---------|
| Health & Welfare | \$ 7.01 |
| IUPAT Pension Fund | \$ 8.45 |
| FTI of DC91 | \$ 0.59 |
| IUPAT – FTI | \$ 0.10 |
| IUPAT - LMCI | \$ 0.10 |
| Drug Testing | \$ 0.06 |

| | | |
|-------------------------|----------------------------|---------|
| ARSC (Safety) | To include in FTI of DC 91 | \$ 0.06 |
| TWIC | To include in FTI of DC 91 | \$ 0.03 |
| STAR Program of DC 91 | | \$ 0.10 |
| IUPAT Annuity | | \$ 1.73 |
| FCA of Southern Indiana | | \$.03 |

INCREASES

The following increases shall be allocated as defined by year below:

APRIL 1, 2022 to March 31, 2023

| | | | |
|--------------------|------------------|--------------|-------------------|
| IUPAT Pension Fund | Health & Welfare | FTI of DC 91 | To Be Determined* |
| + \$0.10 | + \$0.05 | + \$0.10 | \$0.85 |

APRIL 1, 2023 to March 31, 2024

| | | | |
|--------------------|------------------|--------------|-------------------|
| IUPAT Pension Fund | Health & Welfare | FTI of DC 91 | To Be Determined* |
| + \$0.10 | + \$0.05 | + \$0.10 | \$0.85 |

*To Be Determined amount is to be allocated at the discretion of the membership and may change any and/or all of the fund increases detailed above.

Revised percentages: RATE OF APPRENTICES:

| WAGES (Percentage of journeyman job classification rate) | Wage Percentage | Contribution Rate |
|---|------------------------|--------------------------|
| Less than 750 Hours Worked | 60% | \$ 0.72 |
| More than 750, but less than 1500 Hours Worked | 65% | \$ 1.18 |
| More than 1500, but less than 2250 Hours Worked | 70% | \$ 1.69 |
| More than 2250, but less than 3000 Hours Worked | 75% | \$ 2.20 |
| More than 3000, but less than 3750 Hours Worked | 80% | \$ 2.70 |
| More than 3750, but less than 4500 Hours Worked | 85% | \$ 3.21 |
| More than 4500, but less than 5250 Hours Worked | 90% | \$ 3.72 |
| More than 5250, but less than 6000 Hours Worked | 95% | \$ 4.23 |

Revised language: Section 3. Industrial Type Work includes all locks and dams, all steam generating and power plants, **refineries, water treatment and other utility facilities** including their miscellaneous yard structures. High time rates do not apply for the type of work listed in this Section. Administrative offices, **retail facilities** and warehouses for the above work shall be done under the Commercial wage rates of the Article.

ARTICLE XV: Payment of Wages

Added language: Section 6. The Employer shall furnish timecards to all Employees, who in turn shall record all time, regular and overtime, worked in each pay period. Timecards shall be turned in at the end of each pay period. Employers will not be held in violation of this Agreement for late payment of wages if the employee fails to submit timecards by the day and time established by the Employer. Employees are to have prior written notice of said policy. A copy of the time reporting policy shall be furnished to the Union. Other approved reporting systems will be acceptable.

ARTICLE XVI: Work Day and Work Week: Overtime and Shift Premiums

This article had minor changes to each section to clear up discrepancies over when OT should begin versus night/shift premium.

Revised language (New Rate): Section 7. NIGHT SHIFT PAY shall be an additional two dollars (\$2.00) per hour above the applicable job classification rate. This premium shall be for any shift which starts prior to 6:00 AM or after 4:00 PM, unless hours are being set as per Section 2 of this Article. Any Employee working over eight (8) hours on night shift shall receive time and one-half (1½) of the total night shift rate for overtime.

Added language: Section 11. Anything less than an eight (8) hour break between shifts or partial shifts shall constitute a resumption of work hours when work resumes, for the calculation of overtime.

ARTICLE XVII: Breaks and Clean-Up Time

Added language: Section 1, d. On Projects or workdays of twelve (12) hours or more, an additional thirty (30) minute unpaid dinner break will be allowed.

ARTICLE XVIII: Holidays

Added language: For weeks shortened due to holidays listed in this Article, at the discretion of the Employer and with mutual consent of the Employee, the regular work day may consist of ten (10) hours labor on the job and the regular weekly work schedule may consist of four (4) ten (10) hour days. The Employer will not be required to notify the Union for implementing a four (4) ten (10) schedule on these weeks only.

ARTICLE XX: Travel Pay

Revised language: Per diem increased from \$25.00/day to \$35.00/day

Added language (for working outside Area E): Section 3 (c) All employees driving a personal vehicle shall be paid the current standard IRS mileage rate starting from the shop or their house, whichever is closer to the jobsite per google digital mapping system.

ARTICLE XXIV: Steward(s)

Added language: Each contractor may also be appointed one shop steward.

ARTICLE XXIX: Journeyman Upgrade Training

Added language: ARSC was added to the list of required training.

There were a few other “housekeeping” type changes made to the CBA to reflect various changes made through the years, for example: the addition of the IUPAT Administrative Dues last June. We did not include all such changes to this document. These changes, however, will be reflected in the final CBA for your review and signatures.