

District Council 16

Northern California Painters Master Agreement FRESNO AREA ADDENDUM / COMMERCIAL INDUSTRIAL WAGE SCHEDULE A Fresno, Kings, Madera and Tulare Counties Effective January 1, 2017

| | | TAXABLE NET WAGE | DC 16 HEALTH & WELFARE | IUPAT PENSION | BAY AREA P & D ANNUITY | DC 16 JATTF | IUPAT FTI | PDCA INDUSTRY FUND | WORK PRESERVATION | IUPAT LMCI | DC 16 STAR | ADMINISTRATIVE DUES CHECK-OFF | WAGE EQUALITY DUES CHECK-OFF | ORGANIZING DUES CHECK-OFF | UNITY ACTION DUES CHECK-OFF | IUPAT PAT-PC | TOTAL PACKAGE |
|--------------------------------|------------|---------------------|---------------------------|------------------|---------------------------|----------------|--------------|-----------------------|----------------------|---------------|---------------|----------------------------------|---------------------------------|------------------------------|--------------------------------|-----------------|------------------|
| PAINTER | | | | | | | | | | | | | | | | | |
| Journeyman | | \$27.94 | \$10.15 | \$4.32 * | \$1.90 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.84) | (\$1.00) | (\$0.15) | (\$0.05) | (\$0.05) | \$45.55 |
| Foreman (3 or more employees) | | \$29.44 | \$10.15 | \$4.32 * | \$1.90 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.88) | (\$1.00) | (\$0.15) | (\$0.05) | (\$0.05) | \$47.05 |
| Foreman (5 or more employees) | | \$29.94 | \$10.15 | \$4.32 * | \$1.90 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.90) | (\$1.00) | (\$0.15) | (\$0.05) | (\$0.05) | \$47.55 |
| Foreman (10 or more employees) | | \$30.44 | \$10.15 | \$4.32 * | \$1.90 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.91) | (\$1.00) | (\$0.15) | (\$0.05) | (\$0.05) | \$48.05 |
| APPRENTICE PAINTER | | | | | | | | | | | | | | | | | |
| Pre-Apprentice 6 Months | 30% or MWS | \$10.50 | \$10.15 | \$0.00 | \$0.00 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.32) | (\$0.30) | (\$0.15) | (\$0.05) | (\$0.05) | \$21.89 |
| First 6 Months | 50% | \$13.97 | \$10.15 | \$2.16 * | \$0.95 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.42) | (\$0.50) | (\$0.15) | (\$0.05) | (\$0.05) | \$28.47 |
| Second 6 Months | 55% | \$15.37 | \$10.15 | \$2.38 * | \$1.05 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.46) | (\$0.55) | (\$0.15) | (\$0.05) | (\$0.05) | \$30.19 |
| Third 6 Months | 60% | \$16.76 | \$10.15 | \$2.59 * | \$1.14 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.50) | (\$0.60) | (\$0.15) | (\$0.05) | (\$0.05) | \$31.88 |
| Fourth 6 Months | 65% | \$18.16 | \$10.15 | \$2.81 * | \$1.24 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.54) | (\$0.65) | (\$0.15) | (\$0.05) | (\$0.05) | \$33.60 |
| Fifth 6 Months | 70% | \$19.56 | \$10.15 | \$3.02 * | \$1.33 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.59) | (\$0.70) | (\$0.15) | (\$0.05) | (\$0.05) | \$35.30 |
| Sixth 6 Months | 75% | \$20.96 | \$10.15 | \$3.24 * | \$1.43 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.63) | (\$0.75) | (\$0.15) | (\$0.05) | (\$0.05) | \$37.02 |
| Seventh 6 Months | 80% | \$22.35 | \$10.15 | \$3.46 * | \$1.52 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.67) | (\$0.80) | (\$0.15) | (\$0.05) | (\$0.05) | \$38.72 |
| Eighth 6 Months | 90% | \$25.15 | \$10.15 | \$3.89 * | \$1.71 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.75) | (\$0.90) | (\$0.15) | (\$0.05) | (\$0.05) | \$42.14 |
| NEW APPLICANT PAINTER | | | | | | | | | | | | | | | | | |
| First Year | 70% | \$19.56 | \$10.15 | \$3.02 * | \$1.33 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.59) | (\$0.70) | (\$0.15) | (\$0.05) | (\$0.05) | \$35.30 |
| Second Year | 80% | \$22.35 | \$10.15 | \$3.46 * | \$1.52 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.67) | (\$0.80) | (\$0.15) | (\$0.05) | (\$0.05) | \$38.72 |
| Third Year | 90% | \$25.15 | \$10.15 | \$3.89 * | \$1.71 | \$0.50 | \$0.08 | \$0.28 | \$0.08 | \$0.05 | \$0.25 | (\$0.75) | (\$0.90) | (\$0.15) | (\$0.05) | (\$0.05) | \$42.14 |

() Administrative Dues Check-Off, Wage Equality Dues Check-Off, Organizing Dues Check-Off, Unity Action Dues Check-Off and IUPAT PAT-PC are deducted from Taxable Net Wage hourly

* \$1.12 of the IUPAT Pension contribution is allocated solely to deficit reuction in no benefits are accrued effective 01/01/12

Premium Pay:

The following Premiums are to be added to the Taxable Net Wage of all classifications when applicable

High Time; Employees working over 30 feet above the ground (excluding work from a lift 60 feet and lower) shall receive a one dollar (\$1.00) per hour premium pay

Spray Work; Employees spray painting shall receive a one dollar (\$1.00) per hour premium pay

Industrial Work; Employees performing Sand Blasting and Lead Abatement shall receive a one dollar and fifty Cent (\$1.50) per hour premium pay

Wall Covering; Employees applying wallcovering shall receive a one dollar (\$1.00) per hour premium pay

Remedial Patching; Employees performing patching (not including normal patch and prep work) shall receive a one dollar and twenty five cent (\$1.25) per hour premium pay