

Changes to proposal – November 2015 (from June 2015 offer)

- Total package increase of \$5.55 per hour for Journeyman Painters from ratification (Nov.30) until February 29, 2020. Annual wage increases to occur on July 1st.
- Abolishes the \$2.27 per hour H&W deduction by July 2016. This represents a “across the board” increase for everyone, not just a percentage for P-scales & Apprentices.
- \$2.27 per hour within the first 9 months of the contract.
- No Pre-Apprentice - changed to Utility Worker. Utility Workers shall not exceed 25% of the employer’s workforce and will not do any painting.
- 4 year apprenticeship changed to a 3 year apprenticeship. Members that have graduated from a state-certified apprenticeship program will be considered Journeymen.
- Western WA Pension increase of \$ 0.15 per hour plus restoration of \$0.15 per hour, bringing total to WW Pension contributions to \$2.60 per hr.
- Foreman premium increase from \$1.50 to \$2.00 per hour.
- Industrial premium increase from \$0.50 to \$1.00 per hour.
- Simplification of testing requirements and lowering of top score from 90% to 86% to classify as a Journey worker.
- A member can test first and then complete class requirements later.
- Most all safety classes replaced by OSHA 30 which is available on-line from our International Union.
- Termination of Long Painting’s Memorandum of Understanding (MOU) for their private healthcare plan; Long Painting’s H & Welfare (H&W) will go into the Union’s Employee Painters Trust fund.
- Travel pay increases - from \$15 to \$25 (75-100 miles) and from \$35 to \$50 (for over 100 miles).
- Language change - any monetary changes to the CBA by the Industry Board will require a vote by the membership for approval (4.6.1).
- Grievances - Members may request representation from the union at any time (9.5.1).