

the previous month, provided the employee(s) in question have signed a valid authorization card authorizing such deduction. The forms shall be provided by the Union.

**Section 2.** The Employer, during the life of this Agreement, and subject to all the provisions of this Section, shall deduct from the wages of those employees in the bargaining unit who execute an assignment and authorization for deduction, all Union initiation fees and dues levied in accordance with the Constitution and By-Laws of the Union. The Union shall indemnify the Employer against any claims or loss arising out of the Employer’s deduction of fees or dues not levied in accordance with the Constitution or By-Laws of the Union and the Union will make refunds directly to the Employer, who in turn, will refund same to employee.

## **ARTICLE 6. WAGES**

**Section 1.** Journeyman base wage rates shall be as follows:

### **Residential and Commercial Building Rate**

| <b>Effective Date</b> | <b>Hourly Rate</b>       | <b>Health &amp; Welfare</b> | <b>IUPAT Industry Pension</b> | <b>IUPAT Industry Annuity</b> | <b>IUPAT FTI</b> | <b>Local 77 Training Fund</b> | <b>IUPAT LMCI</b> | <b>Total Package</b>     |
|-----------------------|--------------------------|-----------------------------|-------------------------------|-------------------------------|------------------|-------------------------------|-------------------|--------------------------|
| 08/01/2019            | A. \$21.65<br>B. \$19.65 | \$4.60                      | \$3.15                        | \$0.38                        | \$0.10           | \$0.10                        | \$0.10            | A. \$30.08<br>B. \$28.08 |

Probationary painters shall be a minimum of eighty percent (80%) of Journeyman hourly wage.

**Section 2.** It is agreed that the wages described in this Agreement are the minimum wages allowed. It shall not be a violation of this Agreement to pay wages in excess of the minimums contained herein.

**Section 3.** It is required that a foreman be appointed and paid the appropriate rate when crew size reach three (3) or more. All foremen shall be chosen by the Employer. Foreman’s rate shall be forty cents (\$0.40) above regular rate for a crew of three (3) or more; fifty cents (\$0.50) for a crew of ten (10) or more. All crew sizes include the foreman.

**Section 4.** Wages earned shall be due and payable no later than Friday by 5pm and shall include all wages earned up to and including Tuesday. Upon failure of the Employer to pay within the stipulated time, all waiting time shall be paid at eight (8) hours straight time per day late. However, in the event of extenuating circumstances, there shall be a grace period of twenty-four (24) hours and the Employer shall notify the Union of such extenuating circumstances.