

**DISTRICT COUNCIL OF PAINTERS
AND ALLIED TRADES NO. 36**

GLAZIERS LOCAL UNION 86

MASTER LABOR AGREEMENT

AUGUST 1, 2022 THROUGH JULY 31, 2023

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MASTER LABOR AGREEMENT

THIS AGREEMENT is made and entered into this August 1, 2022, by and between _____, hereinafter referred to as "EMPLOYER" and DISTRICT COUNCIL OF PAINTERS AND ALLIED TRADES No. 36, on behalf of GLAZIERS, ARCHITECTURAL METAL AND GLASS WORKERS LOCAL UNION NO. 86, hereinafter referred to as "UNION".

ARTICLE ONE UNION RECOGNITION, JURISDICTION AND COVERAGE

Section 1. The Union has requested that the Employer recognizes it as the Section 9 (a) representative of its employees. The Union has submitted or offered to submit to the Employer evidence that the Union has the support of a majority of the Employer's employees, and the Employer acknowledges and agrees that a majority of its employees have authorized the Union to represent them in collective bargaining. The Employer hereby recognizes the Union as the exclusive collective bargaining representative under Section 9 (a) of the National Labor Relations Act of all full-time and regular part-time employees performing all work described in this Agreement on all present and future job sites within the jurisdiction of the Union.

Section 2. In the event the language above is held not to create a 9(a) relationship, the following language shall apply. If during the life of this Agreement, the Union demonstrates to the Employer it represents the majority of the Employer's workers, the Employer agrees to recognize the Union's majority status, and this Agreement will be considered a Section 9 (a) Agreement for the purpose of the National Labor Relations Act.

Section 3. The Employer recognizes the Union as the sole and Exclusive Collective Bargaining Agent for all Glaziers and Glass Workers working within the territorial jurisdiction of the Union, the State of Arizona, for all inside or outside installation, fabrication, repair or replacement work, all job site work, and production and maintenance work, (except where the maintenance work is being performed under a Collective Bargaining Agreement with another labor organization).

Section 4. The following work of the Glaziers and Glass Workers' Trade, among others, are included in the Union's jurisdiction, including all outside installation and fabrication, and job construction work and inside or outside production, maintenance, and janitorial work (except where the maintenance work is being performed under a Collective Bargaining Agreement with another labor organization).

(a) General glazing shall include but not be limited to: the installation, setting, cutting, preparing, fabricating, distributing, handling or removal of all of the following:

Glass: art glass, prism glass, beveled glass, leaded glass, auto glass, window glass, mirrors of all types, wire glass, ribbed glass, ground glass, colored glass, figured glass, vitrolite glass, carrara glass, all types of opaque glass, glass chalk boards, structural glass, tempered glass, laminated glass,

all types of insulating glass, solar, heat collectors containing glass or glass substitutes, spandrel glass, art painting, fused glass, thick facet glass in concrete, chipped glass, blast resistant glass, photovoltaic glass, protection glass, plate glass, embossing glass, abrasive blasting, glass mosaic, bent glass, solar panels, tinted and coated glass, partition glass, modular glass,

Architectural Metals and Sealants: aluminum, steel, iron, brass, copper, stainless steel, plastics, composite materials, wood, sheet metal, extruded rolled or fabricated metals or any materials that replace the same, rubber, moldings, mastics, sash, stone, gaskets, plastic mirrors, fascia materials, porcelain panels, ornamental lead, putty, thiokol, neoprene, vinyl moldings, silicone, metal and vinyl tubes, mullions, metal facing materials, corrugated or perforated sheets, aluminum panels, muntins, plastic panels, unitized panels, all handrails,

Pre-glazed windows, retrofit windows and windows systems, metal windows, wood windows, vented, fixed windows, and operable windows, installation of metal window stools and sills, and mirrors of all types framed or unframed, curtain wall systems, window wall systems, suspended glass systems, storefront systems, louvers, sun shades, photovoltaic systems, and all other collection systems, solar glass systems, skylights, canopies, verandas, balconies, screens, escalators, stairways, entranceways including automatic doors, patio doors, showcase doors, revolving doors, store front doors, shower doors, locks and hardware, column covers, panels and panel systems interior or exterior, breakmetal, cladding of all types, parapet covers, glass hand rails, handrail systems, all barrier railings including wire cables, decorative metals, the sealing of all architectural metal and glass systems for weatherproofing, structural and esthetic reasons, wall cases, show cases and sideboards, book cases, partition and fixtures, modular glazing systems, the installation of all extruded rolled or fabricated materials, plastic and vinyl, including ETFE Systems and steel material, unitized panel systems, carbon fiber and fiber glass, shower doors, bathtub enclosures, wardrobe doors, storm sash, factory and field assembled materials, the unpacking and racking of glass, packing glass, luminous ceilings, gaskets, all work in connection with field fabrication and/or erection of structural, ornamental and reinforcing steel including cutting, bending, drilling, bolting, burning and welding, layout, measuring, designing, aligning and leveling of all materials through the use of optical instruments, lasers, or global positioning systems (GPS), engraving, drafting, etching, embossing, sandblasting, chipping, bending, cutting of all flat and bent glass, parabolic troughs, all translucent and plastic materials, the erection of solar energy systems and appurtenances and all similarly related materials and or systems.

All work in connection with the hoisting of materials which are to be used by the Glaziers will be rigged, guided, handled and placed by Glaziers, erection, construction, fabrication and installation of all materials to receive glass or glass substitutes.

Any handling, unloading and loading of tools, equipment and materials to be used by Glaziers on the jobsite, the operation of forklifts, boom lifts, scissor lifts, manipulators of all types, hoists, crane signaling, the installation of swing stages, and powered work platforms necessary to perform glazing work shall be done by Glaziers.

(b) All production, maintenance, shipping, and receiving work, including all incidental and supplemental to, but not limited to the employees engaged in service, repairing, rebuilding and

warehouse employees, and employees who are engaged in the cutting, preparing, handling and selecting of glass and/or mirrors, bevelers, silverers, blockers, scratch polishers, sand-blasters, flat glass wheel cutters, miter cutters, engravers, hole drilling machine operations belt sanding, automatic beveling, multigroove edging machines, semi and automatic cutting machines, grinding, polishing, unpacking and racking of glass, glass packing, glass and mirror cleaning, mirror stripping, all operations in the manufacturing, framing and fabrication and assembling of all insulating units, assembling of all glass insulated solar heat collectors containing glass or glass substitutes, mounting of mirrors, manufacture and assembly of sliding glass or mirror doors, the operating of all machines and equipment for these operations, oven operators, glass hangers, glass benders and operators, safety glass fabricators, inspectors, janitors, maintenance mechanics, loading and unloading of trucks and railroad cars.

Section 5. An Employer's shop or plant, for the purpose of this Agreement, shall be defined as a location of the Employer's work at a shop or branch shop or plant where the Employer conducts the regular business covered by this Agreement, including the existence of inventory and or equipment and a permanent office where regular business is conducted by at least one full time office personnel on the payroll of the signatory employer, and where employees regularly work or report in and out. A construction job site location or a specific job shall not be considered a principal place of business, or an employer's shop, or branch shop, or plant, unless the initial term of the lease for the employer's shop, or branch shop, or plant, is for a period longer than one year, or the employer owns the property where the shop, or branch shop, or plant, is located, then, the location shall be deemed a construction job site and not a principal place of business, or an employer's shop, or branch shop, or plant. An employer's shop, branch shop or plant will have to meet the requirements listed above and be approved by the Union to qualify as a principle place of business as defined in this section.

Section 6. All of terms and conditions of this Agreement shall apply to any new locations or branch facilities of the Employer, concerning the work covered by this agreement.

Section 7. In the event the Employer, or any principal involved with the employer, establishes a branch of its business, or a subsidiary, or merges with, consolidates with, or acquires or establishes a separate business entity within the geographical jurisdiction of the Union, then the terms and conditions of this Agreement shall apply to such branch, subsidiary, merged, consolidated or acquired facility and/or business in the event it performs any work covered by terms of this agreement.

Section 8. In the event the Employer or any person owning an interest in the business of the Employer, including ownership of stock, if the Employer is a corporate entity, or if the Employer creates another entity, including a sole proprietor or partnership, joint venture or corporation, and such other entity performs work and hires employees under the classification of this Agreement, then such other entity shall be included as an Employer under this Agreement and such other entity shall be fully bound and liable for each term and condition of this Agreement to the same extent as though such other entity is signatory to this Agreement. In addition, if said individual or Employer owns an interest in such other entity, including stock ownership, and such individual or Employer has an interest, including stock ownership in the business of the Employer signatory to this

Agreement, such individual or Employer shall be personally bound and liable to all the terms and conditions and benefits of this Agreement if the stock interests are "controlling" when pooled with stock held by immediate relatives.

Section 9. This Contract is binding on all successors and assignees. Prior to consummating the sale of the business, the company will give notice of the sale to the union.

ARTICLE TWO GENERAL CONDITIONS

Section 1. When an employee is required by the performance of his duties to incur parking expenses because of no free parking provided in the immediate vicinity of a job site, or no car pool or pooling is practical, the Employer shall pay for such reasonable parking expense incurred, provided the employee submits a parking check stub establishing the actual cost of parking. Reimbursement for parking expense to be paid no later than the next pay period.

Parking should be provided within five blocks of the jobsite. If no parking is available within the five blocks the employee will be compensated at his regular rate of pay for the time it takes to walk from the place of parking to the jobsite. When satellite parking is utilized the employee shall be compensated at his regular rate of pay for all time spent traveling to and from the satellite parking location.

Section 2. Roll-up times at the end of the shift will be a minimum of fifteen (15) minutes, however, if materials or equipment needs to be transferred from one (1) floor to another, Employees shall be allowed sufficient time to roll-up.

Section 3. Neither party will discriminate against any person with regard to employment or Union membership because of race, religion, color, sex, age, national origin or ancestry. This provision shall apply to hiring, placement for employment, training during Employment, rates of pay, or other forms of compensation and benefits, selection for training, including apprenticeship, layoff or termination and applications for admission to Union membership. All Grievances alleging a violation of this Section shall be furnished to the other party in writing. If no satisfactory settlement is reached by Article Five, Section 3 of the Grievance and Arbitration Procedure, such grievance shall not be subject to the last step in Article Five, Section 3 and all other sections of grievance and arbitration. But may be the basis of a complaint before the Federal or State Agency, which has jurisdiction over the subject matter.

Section 4. The Employer agrees not to require any employee to work overtime on any day where there is a State, Federal, Union election, or a By-Laws or Contract ratification meeting. The Union agrees to notify the employer of such Union elections at least five (5) days in advance of same.

Section 5. No employee shall suffer any loss of pay or reduction of any benefits of any kind by virtue of the signing of this Agreement. Any raise in pay shall be in addition to present employee's

wage rate, not to include any over scale being paid by the Employer at the expiration of the last contract.

Section 6. Drivers of delivery trucks, who are not part of the bargaining unit shall not perform bargaining unit work as defined in this Agreement. The delivery person shall be allowed to place material in its initial place of rest within the building or jobsite.

Section 7. Job Verification: Upon request from the Union the Employer will provide a list of projects for the purpose of Jurisdictional Disputes.

Section 8. Top Workplace Performance

Should any person referred for employment be terminated for cause, his or her referral privileges shall be suspended for two weeks. Should the same individual be terminated for cause a second time within a twenty-four (24) month period, his or her hiring hall privileges shall be suspended for two months. Should the same individual be terminated for cause a third time within a twenty-four (24) month period, his or her referral privileges shall be suspended indefinitely.

A termination shall not be considered as “for cause” for purpose of this provision if the person referred for employment has filed a grievance challenging the propriety of his or her termination, unless and until the grievance is resolved in a manner that affirms the termination for cause. For the purpose of this provision, a decision of the Joint Conference Committee and/or an arbitrator shall be final and binding.

ARTICLE THREE PAY CONDITIONS

Section 1. An employee shall be paid at least once a week, on an hourly basis, and in accordance with the terms of this Agreement. Paychecks shall be distributed by the Employer on a regular established payday, and no more than one week’s pay held back. If an employee is not paid by the end of the shift of the regular payday, the Employer shall pay for all waiting time. Waiting time shall be computed at straight time rate not to exceed eight (8) hours per day.

Section 2. An employee laid off, discharged, or resigns shall be paid in full for his services in accordance with State law. If the Employer requires any employee on a job site to pick up his check at the employer’s place of business, he will be compensated in full for his time at straight time pay and his and mileage at the applicable IRS rate.

An employee who agrees in writing to have the Employer mail his paycheck, waives his right to waiting time pay, unless the check is not received by the employee within five (5) working days.

Section 3.

(a) The Union shall have the right to inspect the paycheck of any employee covered by this Agreement after a paycheck has been returned by the bank.

(b) The Union shall have the right to inspect and review at a reasonable time, during working hours, at the Employer's premises, or any location where the Employer's records are maintained, all payroll records and time sheets and all other records, papers, or documents of the Employer which relate to the terms and conditions of this Agreement. In the event the results of such inspection or audit establish that the Employer has violated any wage payment, or Trust Fund contributions, or any term or condition of this Agreement, the Employer shall be liable for the costs of such audit, including legal and accounting fees.

Section 4. The Employer shall have available records setting forth the number of hours worked, and complete individual payroll information for each employee on a quarterly basis and will submit time records on specific jobs when requested, and punched timecards or time sheets filled out and signed by the employee.

Section 5. If an Employer pays an employee by check, draft, or voucher, and such check, draft, or voucher is subsequently refused payment because the Employer has insufficient funds on deposit or no account with the bank or institution, in which case the employee shall receive time and one half (1/2) his rate of pay for each day, unless it's a bank error beyond the control of the employer. The Employer will reimburse the employee for the bad check charge. In addition, the Employer may be required to pay all employees covered by this Agreement for the remainder of this job by Certified Check or Money Order.

ARTICLE FOUR MANAGEMENT RIGHTS

Section 1. Management functions and the exercise thereof shall be unqualified and shall remain exclusively in the Employer and shall include all matters not limited by this agreement, as well as the following to the extent that the following are not limited by the terms of this Agreement.

(a) To hire, promote, assign to shifts, discipline, maintain efficiency, increase or decrease the work load, determine the number of employees to perform the work, demote, suspend, or discharge employees for cause.

(b) To determine the type and nature of work to be performed, to direct the job site work force, to select supervisory employees, the schedule of working hours and work days, processes and means of manufacture, to select material and equipment to be used or installed, to determine the work methods, procedures and techniques of construction, to establish, promulgate, enforce and amend reasonable company policy and safety rules.

(c) The Employer will have the right to impose discipline, including possible termination of employment when the employee doesn't comply with written company policy.

ARTICLE FIVE GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. A grievance is defined as any dispute between the Employer and any Employee covered by this Agreement or the Union and the Employer concerning the application or interpretation of any term or condition of this Agreement.

Section 2. Any grievance or dispute concerning the interpretation or application of this Agreement may be submitted as a grievance, provided such grievance is submitted in writing to the other party within thirty (30) days of the occurrence or discovery of the aggrieved occurrence.

Section 3. When a grievance is submitted to the other party, the following procedure shall be followed:

a. The Employer or his representative shall meet with a representative of the Union and to resolve the dispute. If such representatives are unable to settle the dispute, then, upon request of either party;

b. The grievance shall be referred to an impartial arbitrator for a final and binding decision. In the event the parties cannot agree upon the selection of an arbitrator within two (2) days, the arbitrator shall be selected from a list of five (5) names provided by the Federal Mediation and Conciliation Service.

c. The arbitrator shall render his decision in writing to both parties within thirty (30) days of the hearing.

d. The arbitrator shall have no power to add to, subtract from, or modify any terms of this Agreement or any Agreements made supplementary hereto, but shall only have the authority to interpret the provisions of this Agreement and to determine compliance with this Agreement.

Section 4. All expenses of the arbitration, including the fees of the arbitrator shall be paid by both parties. Should either party request a copy of the transcript of the hearing, the requesting party shall incur the cost of the transcript.

Section 5. The arbitrator shall have no authority to modify, amend, revise, add to, or subtract from any of the terms or conditions of this Agreement.

Section 6. Nothing contained in this Article on grievance and arbitration shall preclude an employee from filing claim for wages or fringe benefits. Provided that when the employee obtains a final determination on the merits of the claim, the employee or the Union may not file a grievance on behalf of the employee for the same claim.

Section 7. In the event of a failure by an Employer to comply with any award or decision of the impartial arbitrator, then the Union may resort to economic and/or legal action, including withholding of service, a strike, picketing and boycotting concerning such claim for wages or fringe benefits. Such rights shall exist in any case where the Union claims that there has been a violation of Agreement by the Employer regarding the failure to pay wages, fringe benefits, or to comply with a decision and award of the impartial arbitrator. In such case, the Union, will give the Employer two (2) business days' notice of its intention to take an economic action.

Section 8. In the event the Union takes economic action concerning the enforcement of the Agreement regarding the Employer's payment of wages or fringe benefits, including contributions to any Trust Funds, or an award of the impartial arbitrator, then the Employer shall be liable to pay the wages and fringe benefits lost by each employee due to the strike called by the Union in order to enforce the Agreement up to a maximum of two (2) weeks. The amount of wages and fringe benefits to be paid to such employees shall be equal to the amount of wages and fringe benefits the employees would have earned if they had not been called off the job up to a maximum of two (2) weeks, based on the Employer's failure to comply with the arbitrator's award.

ARTICLE SIX NO STRIKE OR LOCK-OUT

Section 1. During the life of this Agreement, there shall be no stoppage of work, strike or lockouts except as specifically permitted by the terms of this Agreement. Employees covered by this Agreement shall have the right to respect any legal primary picket line validly established by any bona fide labor organization, and the Union party to this Agreement has the right to withdraw employees covered by this Agreement whenever the Employer party to the Agreement is involved in a legitimate primary labor dispute with any bona fide labor organization.

ARTICLE SEVEN STEWARDS AND BUSINESS REPRESENTATIVES

Section 1. No Business Agent, Special Representative or Steward shall be discriminated against for performing his duties under this Agreement.

Section 2. A Steward shall be a working employee selected by the Union who shall, in addition to his regularly assigned work, be permitted to perform during working hours such of the Steward's duties as must be performed. The Union agrees that such duties shall be performed as expeditiously as possible, and the Employer agrees to allow the Steward a reasonable amount of time without loss of pay for the performance of his duties, including, in addition to his normal duties, obtaining information on safety and sanitation. The Union shall notify the Employer or his representative, in writing, of the appointment of the Steward. The Employer can layoff or discharge a Steward, for cause only, and the Employer shall notify the Union of his intention to do so. The Employer agrees that the employee selected as the Steward shall remain on the job as long as there are four (4) or

more employees, including the Steward, covered by this Agreement. The Employer agrees to notify the Union, in writing, two (2) full working days prior to laying-off the Steward. The Steward shall not be discharged or laid off for the performance of his duties as a Steward.

Section 3. Authorized Representatives of the Union shall be allowed to visit any job or shop of the Employer and such Representatives will not interfere or slow down any work operations. The authorized Union Representative shall notify the Employer, or his designated Representative, when he arrives and leaves the shop of the Employer.

ARTICLE EIGHT UNION LABEL

Section 1. The Employer agrees that the Union label, as furnished by the Union, may be displayed on all job sites and may be placed on all work performed by members of the Union, and such Union label shall be in the custody of the Union.

Section 2. The work that is required to carry the Union label shall be subject to mutual agreement between the Employer and the Union.

ARTICLE NINE EMPLOYER'S QUALIFICATIONS

Section 1. The Employer shall carry all required Federal, State, County and City licenses or permits or certificates necessary for the legal operation of the Employer's business as well as compensation insurance against accidental injuries as provided by the laws of Arizona and shall submit proof of coverage to the Union upon request. The Employer shall, in the operation of Employer's business, meet all the requirements of the laws, ordinances and rules and regulations of the Federal, State, County and City governments.

Section 2. The Employer may identify all of his trucks or vehicles that are used on the public highways in the Glass and Glazing Trade with a sign permanently affixed bearing the name of the Company, with lettering on each side of the truck and legible at fifty (50) feet, or at the Employer's option, he may identify his vehicles with decal furnished by the Union bearing the Union's logo.

ARTICLE TEN DISABILITY-INDUSTRIAL INJURIES AND SAFETY

Section 1.

(a) The Employer agrees to pay the regular rate of pay to an employee, or a prospective employee for the time he spends in obtaining medical examinations.

(b) The Employer agrees to pay the regular rate of pay for the balance of the day to an employee who sustains an injury arising out of and occurring in the course and scope of his employment and is sent home by the doctor.

(c) The Employer agrees to pay the regular rate of pay to an employee for any treatment or medical examinations arising out of an industrial injury, up until said employee has received a full and final medical release.

Section 2. The Employer shall not discharge or discriminate against any employee under this Agreement because of any valid industrial injury incurred during employment or based on an employee filing of a valid claim for Workers' Compensation benefits.

Section 3. The Employer will place an employee, released to return to work from an industrial injury, on a restricted basis in an appropriate job, if such work is available, at his regular rate of pay provided the employee submits a written doctor's statement certifying that he is capable of performing the work.

Section 4. The Employer agrees not to discharge, threaten to discharge, or in any other manner discriminate against any employee because the employee has filed or made known his intentions to file an application or complaint with the Workers' Compensation Appeals Board, or because the employee has testified or made known his intentions to testify in any proceeding held by the Workers' Compensation Appeals Board.

Section 5. An employee who is able to perform work in the plant or for the Employer at the job site shall not be discriminated against regarding the employment based on any physical examinations required by the Employer.

Section 6. Any special equipment or clothing, including safety shoes and hard hats, that are required to be used by an employee in the performance of his duties or for safety reasons, shall be furnished by the Employer, or in the alternative, the Employer shall reimburse the employee for the cost of such items. The payment on safety shoes, if required by the Employer, shall be one-half (1/2) the cost of the safety shoes, no more than once per year. The Employer agrees to furnish hard hats and replace them as they wear out. The employee shall replace, at his cost, said hard hat if he loses it.

Section 7. The Employer shall, at all times, provide safe tools, materials, and equipment and safe working conditions. If, at any time, in the opinion of the employee, Union Steward, or Business Representative, there exists imminent danger in reference to such tools, materials, or equipment or working conditions, the employee shall not be required to work with such tools, materials, and equipment or under such conditions unless they are made safe and approved by the Union or its authorized Agent. The Union, its authorized Agent, or the employee shall immediately notify the Employer that an employee is not working for the above reasons. No employee shall be dismissed or otherwise disciplined for refusal to work with such unsafe tools, materials or equipment or under such unsafe working conditions where imminent danger exists.

Section 8. An employee who sustains an industrial injury or illness shall be entitled, as a matter of right, to free choice of physicians, excluding chiropractors, for the purpose of rendering treatment for the purpose of curing or relieving from the effects of said injury or illness, provided that the employee shall immediately notify the Employer of the occurrence of such injury or illness personally or through a second party.

Section 9. An employee is subject to termination for failure to follow and comply with reasonable safety orders or regulations promulgated by the Employer, OSHA, and any other governmental agency. In the event an employee knowingly and willfully violates such safety orders or regulations, and the Employer is fined for such actions, the Union, on the request from the Employer will investigate and may prefer charges against the employee.

Section 10. Each Employer will be required to hold a weekly safety meeting with the employees working on any job site or in the shop. The Employer will be required to provide a sign-in sheet to verify attendance by their employees. These sign-in sheets will be available for inspection by any authorized Agent of the Union.

Section 11. Where probable cause exists, both the Labor and Management support action against the use of alcohol or illegal drugs while involved in the work covered by this Agreement.

ARTICLE ELEVEN VACATION-HOLIDAY

Section 1. - Vacation

All employees who have worked within the jurisdiction of the Union for a twelve (12) month period may take a two (2) week vacation during the second twelve (12) months of employment. The employee may take a third (3rd) week vacation if he so desires. With the consent of the Employer, a fourth (4th) week may be taken. All vacation time shall be without additional compensation.

Section 2. – Holiday

All employees covered by this Agreement will receive eleven (11) holidays without additional compensation. Such holidays are:

New Year's Day	President's Day
Memorial Day	Fourth of July
Labor Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving
Day before Christmas	Christmas Day
New Year's Eve Day	

A holiday that falls on a Sunday shall be deemed to fall on the following Monday. A holiday that falls on Saturday shall be deemed to fall as the holiday on the prior Friday.

On the holidays consisting of the day before Christmas and the day before New Year's Day, the holiday shall be deemed to fall on the day after Christmas or the Day after New Year's whenever such change will result in a four (4) day period, including weekends.

Employees may, at their option, observe Good Friday as an unpaid holiday. Provided the Employer is notified a minimum of two (2) weeks before Good Friday.

ARTICLE TWELVE HEALTH AND WELFARE

Section 1. The Employer agrees to contribute the amount indicated in Appendix A of this agreement per hour for each employee covered by this agreement for all hours worked to the Southwest Service Administrators.

Section 2. The Employer and the Union agree that in the event a National or State Health Insurance Program is adopted that provides similar or substantially equal benefits regarding Health and Welfare benefits as provided for in this Agreement, the Union, upon thirty (30) days notice to the Employer, shall have the right to allocate all or any portion of the amount that the Employer is obligated to pay under this Agreement for Health and Welfare benefits to wages or additional Health and Welfare benefits for the benefit of the employees covered by this Agreement. This shall be interpreted to mean the difference between the amount actually being paid by the Employer and the amount of Employer contributions to the National or State Health Insurance Program, if any.

ARTICLE THIRTEEN PENSION BENEFITS

Section 1.

The Employer agrees to contribute the amount indicated in Appendix A of this agreement per hour for each employee covered by this agreement for all hours worked to the Southwest Service Administrators.

ARTICLE FOURTEEN SAFETY TRAINING AWARDS RECOGNITION (STAR) PROGRAM

The STAR Program shall be maintained for the purpose of providing a fully trained and safe work force for the glazing industry. Individual participation by journeymen and apprentices shall meet the minimum requirements per year of supplemental safety training.

The Employer agrees to contribute the amount set forth in accordance with schedule A.

ARTICLE FIFTEEN PAYMENTS TO TRUST FUND

Section 1. The Employer hereby irrevocably designates as its representatives on the Board of Trustees such Trustees as are now serving, or who will in the future serve as Employer Trustees, together with their successors. The Employer further agrees to be bound by all actions taken by the Trustees, both Management and Labor, that may be amended from time to time.

All Contributions shall be made in such time and in such manner as the Union requires. The Union may conduct audits in accordance with all legal methods available.

Section 2. Contributions to the various Glaziers Employee Benefit Plans as required shall be due and payable by the Employer involved on or before the tenth (10th) day of the following month and deemed delinquent after the twentieth (20th) day of the month. If contributions required from an Employer are not paid within the time provided, written notification to the effect shall be given to the Employer by the administrator, trustees or governing body of the trust fund involved and such written notice shall be by certified mail, with “return receipt requested”. If the Employer does not pay his required contributions within seventy-two (72) hours after receipt of such written notification or on the twentieth (20th) day of the month, whichever is later, his contributions shall be deemed delinquent. All contributions are to be paid to the local administrator, currently Southwest Service Administrators located at, 2400 W. Dunlap Suite 205 Phoenix, Arizona.

Section 3. In the event of the failure of the individual Employer to pay the required “fringe benefits” provided by this Agreement, the Union may request to such economic and/or legal remedies as it see fit with respect to such individual Employer. In such circumstance, economic action will not be considered a violation of this Agreement, provided such action is restricted to the individual Employer. The term “fringe benefit” as used herein shall be defined to mean monetary items payable in addition to the regularly hourly wages.

Section 4. All contributions and deductions for individuals working in the jurisdiction of this Agreement will be paid to the local trust fund administrator, currently Southwest Service Administrators located at, 2400 W. Dunlap Suite 205 Phoenix, Arizona. Employees who come to this jurisdiction with an out of area contractor, contributions for health and welfare and pension will be forwarded to their home trust funds. All other contributions and deductions will remain in the jurisdiction of District Council 36. Local 86.

Section 5. Central Collection System Clause

The Employer, shall, with respect to any and all contributions or other amount that may be due and owing to the IUPAT and its related or affiliated Funds or organizations, including, but not limited to, the IUPAT Industry Pension Plan, the IUPAT Industry Annuity Plan, the IUPAT Finishing Trades Institute (IUPAT-FTI), the Painters and Allied Trades Labor Management Cooperation

Initiative, the IUPAT Political Action Together (and any and all other affiliated International organizations as they may be created or established in the future), upon receipt of a written directive to do so by the affiliated Funds and organizations, make all required payments, either directly or through an intermediate body, to the 'Central Collections' Unit of the International Union and its affiliated Funds and organizations. Such contribution shall be submitted on appropriate forms, in such format and with such information as may be agreed to by Central Collections.

ARTICLE SIXTEEN BULLETIN BOARDS

Section 1. The Employer shall supply a bulletin board in a place in the plant for the use of the Union in posting a copy of this Agreement, notices of the Union meetings, Union social functions, elections and their results. Any and all other notices or papers shall be approved by the Union. A copy of such notices will be furnished to the office of the Employer before posting, and will be posted by mutual agreement.

ARTICLE SEVENTEEN FUNERAL LEAVE

Section 1. Glaziers and Glazier Apprentices shall be allowed one (1) day funeral leave with full pay for a death in the immediate family. The immediate family shall be defined as the employee's spouse, children and parents.

ARTICLE EIGHTEEN UNION MEMBERSHIP

Section 1. It shall be a condition of employment that whenever the Employer is primarily engaged in the Building and Construction Industry, all Journeymen Glaziers and Glazier Apprentices who are members of the Union in good standing on the effective date of this Agreement, shall remain members in good standing and those who are not members on the effective date of this Agreement shall, on the eighth (8th) day following the effective date of this Agreement, become and remain members in good standing in the Union. All such Journeymen Glaziers and Glazier Apprentices hired on or after the effective date of this Agreement shall, as a condition of employment, on the eighth (8th) day following the beginning of such employment, become and remain members in good standing in the Union.

Section 2. The Union agrees to accept the above employees into membership providing they qualify under the prevailing rules and regulations.

The Employer understands and agrees that in order for the Union to issue a Journeyman Glazier's Card to any person to do work under the jurisdiction of the Union, at least one of the following conditions must be satisfied by the applicant:

(a) He or she must have documentary evidence that they have served at least four (4) years of Apprenticeship training in the Glazing Trade and satisfactorily met the school requirements set by the Department of Apprenticeship Standards and the local Apprenticeship Committee.

(b) He or she must have documented evidence of having worked as a Glazier in the Glazing Trade at least six (6) years doing work covered by the jurisdiction of the Union. Such proof must be presented to the Union at the time of application to become a member of this Local. The documentary evidence will be subject to verification by the Union. The applicant hereunder may also be required by the Union to satisfactorily demonstrate his/her physical skills and knowledge at the Glazing Trade as determined by the Union.

Section 3. The Employer agrees to notify the Union of any new employee covered by this Agreement no later than twenty-four (24) hours of employment, providing the name, address, and Social Security Number of the new employee.

The Employer further agrees that he will not put to work an employee who is not a member of the Union for longer than eight (8) days without prior approval from the Union.

Section 4. The Employer agrees to deduct from the wages, for all employees covered by the this Agreement, administrative dues in accordance with the District Council Bylaws for each hour worked for, including travel time and overtime commencing from the first (1st) hour of employment, provided that the employee has furnished the Union a written authorization for this deduction.

Section 5. All Employers signatory to this Agreement hereby agree to honor authorizations for check-off of political contributions of each Glazier and Apprentice Glazier once the Employer has been sent a copy of such authorization for its records. At such time that the proper authorization is provided by the Union, the amount of PAT check-off shall be five cents (\$0.05) per hour.

Section 6. The Union agrees to indemnify and hold harmless the Employer against any and all claims, demands, suits, and liability that may arise out of and by reason of this deduction made by the Employer in reliance upon the written authorization furnished to the Employer under the provisions of this Article.

ARTICLE NINETEEN PIECE WORK, REBATES AND SUB-CONTRACTING

Section 1. No piecework shall be permitted on any type of work covered by this Agreement, either inside or outside of the shop. No Employer or Agent of the Union, or employee covered by this Agreement shall give or accept, directly or indirectly, any rebate of wages.

Section 2. The Employers agree that they will not subcontract any work covered by this Agreement to be done at the site of construction, alteration, or other work except to a person, firm, or

corporation properly licensed signatory to an existing current labor agreement with this Union. This Agreement will not limit the Employer's ability to originate contracts for goods or services. It is expressly understood and the Employers agree that beyond the general contractor and/or any of the entities whomever that are signatories to an existing, current labor agreement with this a Union, there will be no subcontracting. The Employer will notify the Union in writing of any work subcontracted under this section.

Companies' signatory to this Agreement who have exclusive territorial representation of specific construction products may install those products under a subcontract agreement from a non-signatory company. The Employer will notify the Union in writing of any work subcontracted under this section.

Section 3. All work covered by this Agreement and customarily performed on the jobsite by employees working under this Agreement shall continue to be performed on the jobsite or in the plant under this Agreement.

Section 4. An Employer signed to this Agreement and contracting work covered by this Agreement, from another Employer that is also signed to this Agreement, must have a written contract with that Employer covering the work and have it available to the Union.

ARTICLE TWENTY CLASSIFICATION, WAGES AND VACATION PAY

Section 1. Shall be paid in accordance with the attached Scheduled A.

Section 2. On a jobsite lasting five (5) or more consecutive days where five (5) or more Journeymen or Apprentices are employed, the Employer must designate one (1) Journeyman as Foreman for each level listed below.

A Foreman, in charge of five (5) to ten (10) employees: a minimum of two dollars (\$2.00) per hour above Journeyman wage scale working under his supervision.

A Foreman, in charge of eleven (11) or more employees: a minimum of fifteen percent (15%) above Journeyman wage scale working under his supervision.

A Foreman shall be allowed to work with the tools of the Trade.

Section 3. A Glazier who is a Certified Welder, will be paid the following premium for a eight (8) hour minimum, whenever performing any welding work.

AWS Certification – a total of two dollars (\$2.00) per hour over scale

ARTICLE TWENTY-ONE APPRENTICES

Section 1. The hiring of apprentices shall be governed by rules and regulations, as amended from time to time, of the Joint Apprenticeship Committee. The Employer shall not seek to hire apprentices from any other source, or contrary to these rules and regulations. Any person employed under this agreement that is not designated as an apprentice under this provision, shall be paid at the journeyman rate set forth in this agreement.

Section 2. Ratio of Apprentices to Journeymen

Each Employer may employ three (3) Apprentice for every one (1) Journeymen. This ratio may be changed by the Glaziers Apprenticeship Committee. Level 3 Apprentices may work without Journeyman supervision on jobsites with hand tools only.

ARTICLE TWENTY-TWO HOURS AND OVERTIME

Section 1. This section is intended only to set forth the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week or the number of days of work during the workweek.

- (a) Eight (8) hours shall constitute a normal workday on Monday, Tuesday, Wednesday, Thursday and Friday, with one-half hours taken for lunch on the employee's time, with a fifteen (15) minute break in each four (4) hour shift, regardless of the time lunch is taken.
- (b) An Employer may implement a Ten (10) hour workday for four (4) consecutive days under the following conditions;
 - 1. Verifiable notification (i.e. email) to be given to the Union prior to starting a specific job or changing shop work hours.
 - 2. All Employees working on the project will be required to comply with the Ten (10) hour day.
 - 3. This option can only be implemented between Monday and Friday. Once the four workdays have been established, the days may not be changed without approval of the Employees and the Union.
 - 4. Any hours worked in excess of Ten (10) hours per day will be paid at time and one-half (1.5) for the first Two (2) hours after Ten (10) hours and at the double (2) time rate after Twelve (12) hours.
 - 5. Any Employee working under the modified work day, and leaving the project to work at a different location, not working the modified day, for the same Employer, will be governed by normal work day hours and overtime provisions of this Agreement.

6. Scheduling of Ten (10) hour days will be by mutual consent between the Employer and Employees.
7. Any Employee working the modified workday for a fifth (5th) consecutive day will be paid at the time and one-half (1.5) rate per hour.
8. Any Employee working the modified workday for a sixth (6th) consecutive day will be paid at the double (2) time rate per hour.
9. All holidays occurring during the course of any Ten (10) hour/Four (4) day work week will counted as day(s) worked for the purpose of defining overtime rates of pay

(c) Overtime for the normal workday shall be paid for at the rate of time and one-half (1.5) for the first two (2) hours of work in excess of eight (8) hours of work and double (2) time for all hours of work, up to the employee's regular starting time the following work day.

(d) Work performed on Saturdays and Sundays will be allowed to begin and end during daylight hours. Work performed on Saturday shall be paid at the rate of time and one-half (1.5) for the first Eight (8) hours and double (2) time for all hours in excess of those Eight (8) hours or work. All work on Sundays and Holidays except as specified in Article Eleven, Section 2, shall be paid at double (2) time. There shall be no pyramiding on overtime rates.

(e) The Union may grant variances to change the hours of the normal work day on job site work provided the request for the variance is in verifiable notification i.e. email. Variance will be for a specific job only.

Section 2. If any employee has to report back to work from home after the regular quitting time, he shall receive a minimum of four (4) hours pay time and one-half (1.5) time rate of pay. On Saturday and Sunday work, on emergency replacement work, an employee shall receive a minimum of two (2) hours at the overtime rate of pay and on new jobs a minimum of four (4) hours at the applicable overtime rate of pay.

When an Employee is required to report back to work for another shift, there shall be a minimum of eight (8) hours between shifts. Whenever there is less than eight (8) hours between shifts, all hours will be treated as overtime hours. Time and one-half (1 1/2x) after eight (8) hours and double time (2x) after ten (10) hours.

Section 3. An employee laid-off or discharged, except for just cause, shall receive a minimum of eight (8) hours pay at straight time. An employee who reports to work shall be paid a minimum of eight (8) hours pay unless the employee voluntarily leaves the job prior to the employee's end of the shift or shows up after the regular scheduled start time. The minimum payment of eight (8) hours straight time pay shall not be paid in the event the employee has been instructed by the Employer not to report to work, no later than 7:00 PM on the previous workday. An Employee reporting to the jobsite dispatched by the Union shall receive a minimum of four (4) hours pay.

Section 4.

(a) An employee shall report to the shop or job site unless he is notified to the contrary the previous day.

(b) The eight (8) hour minimum day will not come into affect in the case where no work can be performed due to a loss of power, or breakdown of personnel or material handling equipment. The following hours will be paid: a minimum of two (2) hours if no work can be performed; any hours worked over two (2) and less than four (4) shall be paid at four hours minimum; any hours worked over four (4) and less than six (6) shall be paid at six (6) hours minimum; any hours worked over six (6) shall be paid for eight (8) hours.

(c) If work cannot be performed due to weather conditions, the employee shall receive a minimum of two (2) hours at his regular rate of pay, except if the employee has been instructed by the Employer not to report to work the previous day. The Employer may establish its own policy concerning reporting during bad weather. However, any such policy shall be at least as favorable to the employees and must be agreed to by the Union prior to implementation.

ARTICLE TWENTY-THREE TRAVEL-TIME PAY

Section 1. The rate of pay for travel time shall be based on the employee's straight time hourly wage rate.

Section 2. The rate of pay for travel time for the employee driving a company vehicle, shall be the employee's normal hourly rate, or applicable overtime rate except as provided in Section 3 below.

Section 3. An Employee must report to the job and return to his residence without compensation for traveling expense for travel to any job within a sixty (60) mile radius of the Union Hall.

An Employee must report to the job and return to his residence without compensation for traveling expenses for travel to any job within a sixty (60) mile radius of the location of the union hall. Beyond this area, an Employee will be compensated for such traveling expense at the straight time hourly rate. However, if an Employee is required to drive his own vehicle he shall receive the current IRS mileage rates per road mile for his vehicle.

Mileage shall be determined by the use of "Google Maps".

Section 4. In the event an employee is required by the Employer to travel in his own vehicle from one job site to another or from the job site to the shop, he shall be paid travel time at the employee's normal hourly rate or applicable overtime rate and mileage at the applicable IRS rate.

Section 5.

(a) The Employer shall have the right to direct where an employee shall start and conclude his workday. In the exercise of this right, the Employer may permit the employee to start and conclude the workday at the Employer's place of business. If the Employer provides transportation for employees reporting to the job site, including the driver, from his place of business to the job site, and at the option of the employee he elects to use such transportation instead of reporting to the job site, his work day shall start and conclude at the job site.

ARTICLE TWENTY-FOUR OUT-OF-TOWN EXPENSE

Section 1. On all out-of-town work, when the employee is required to stay overnight, transportation or travel and living expense shall be paid for by the Employer, with a rate established by the General Services Administration (GSA) to cover meals and incidentals for each day. All expenses shall be paid in advance to the employee prior to travel.

In the event a round trip is made in one (1) day, the employee shall be paid continuous time at the applicable rate of pay.

ARTICLE TWENTY-FIVE WORK CONDITIONS, HAZARD PAY AND TOOLS

Section 1. No Employer, who is also a member of the Union, shall be permitted to work overtime, except when accompanied by another Journeyman Glazier who is not an Employer.

Section 2. The Employer agrees that for the purpose of safety and protection of property, the Employer will provide the required amount of men and/or equipment to handle any size of glass or other related materials or products in a safe manner.

Section 3. The Union, on behalf of the Employees, and the Employers, agree to comply with all rules and regulations applicable by federal, state and/or municipal regulations regarding safety and health. The Union agrees that Employees covered by this Agreement will make every attempt to assist the Employer in complying with the above-mentioned regulations.

Section 4. In the event that the general contractor does not supply water on the job site, it will be the responsibility of the Employer.

Section 5 - Hazard Pay. An employee doing work in a boomlift shall receive one dollar and twenty-five cents (\$1.25) per hour for hazardous pay from the third (3rd) floor and up.

An employee doing work on the outside of the building from a swing stage or any suspended contrivance, shall receive one dollar and twenty-five cents (\$1.25) per hour for hazard pay 30 ft. and above from the ground level.

Section 6. The Employer will provide all power tools including power drills, power saws, hole saws, drill bits, countersinks, caulking gun, suction cup, hacksaw blades, extension cords, pop rivet gun, rivnut tool, and hard hats where required. Employees are responsible for the proper use and protection of tools issued by the Employer. All equipment is to be returned to the Employer in good condition, except for normal wear.

Section 7. The Employer shall provide, on each job site and in the plant, a secure place where his employees may keep their tools. If an employee's tools are lost by reason of fire, flood or theft, the Employer shall be liable for the loss of such tools and the Employer agrees to replace or reimburse with tools of equal quality. The Employer shall be liable only if the employee has done the following:

- (a) The employee must provide the Employer with a complete inventory of all tools.
- (b) The employee's tools must be stored in the place provided by the Employer.
- (c) If the employee is traveling, he must keep the tools in the vehicle and locked when not driving.
- (d) On any claimed theft of the employee's tools, the employee must file an appropriate police report as soon as the loss is discovered by the employee.

ARTICLE TWENTY-SIX APPRENTICESHIP AND JOURNEYMAN RE-TRAINING TRUST FUND

Section 1. The Employer agrees to pay the amount set forth in the schedule A to the Glazier Apprenticeship Trust Fund covered by this Agreement for all hours worked or paid for. For the purpose of providing an Apprenticeship and Journeyman Re-Training Program. For a new employee, in such classifications, the contribution shall commence from his date of employment.

ARTICLE TWENTY-SEVEN OTHER EXISTING AGREEMENTS

The Union shall be free to enter into any agreement with any employer that it deems to be in the best interest of the industry, as long as it does not result in a competitive disadvantage to any employer signatory to this agreement. Where the Union does sign an agreement with any employer having provisions, terms and conditions that the overall economic effect of which are more favorable to any employer signatory to this agreement, the employer may adopt the more favorable terms of the other agreement only as applied to the specific type of work processes being

performed, or the specific product or components being fabricated, applied or installed. In adopting the more favorable terms the employer must adopt and comply with all of the terms of the agreement granting the more favorable terms. The adoption of any more favorable terms and conditions shall be limited in the geographical area where the more favorable terms have been granted.

If any employer or agent has a specific inquiry as to the existence of any terms which are more favorable he may make a written request to the union stating the exact type of work which he intends to perform and requesting if there are any better terms available. This provision shall not apply to service, replacement work or agreements negotiated for the purpose of organizing.

If Employers employ members of any other Union who work under another Collective Bargaining Agreement for Bargaining Unit Work which is covered in this Agreement, the Employer agrees to extend any wage, benefit or condition which may be more favorable to the members of IUPAT Local Union 86.

ARTICLE TWENTY-EIGHT WORK PRESERVATION

Section 1. To protect and preserve, for the employees covered by this agreement, all work they have performed and all work covered by this agreement, and to prevent any device or subterfuge to avoid the protection and preservation of such work, it is agreed as follows: If the Employer performs on-site construction work of the type covered by this agreement, under its own name or the name of another, as a corporation, company, partnership, or other business entity, including a joint venture, wherein the Employer through its officers, directors, partners, owners, or stockholders, exercises directly or indirectly (through family members or otherwise), management, control, or majority ownership, the terms and condition of this agreement shall be applicable to all such work.

Section 2. All charges of violations of Section 1, of this Article shall be considered as a dispute and shall be processed in accordance with the provisions of this agreement on the handling of grievances and the final and binding resolution of disputes. As a remedy for violations of this Article, an Arbitrator shall be able, at the request of the Union, to require an Employer to pay to affected employees covered by this agreement, including registered applicants for employment, the equivalent of wages those employees have lost because of the violations. An Arbitrator shall be able also to provide any other appropriate remedies, whether provided by law or this agreement. The Union shall enforce a decision of the Arbitrator under this Article only through arbitral, judicial, or governmental (for example, the National Labor Relations Board) channels.

Section 3. If, after an Employer has violated this Article, the Union and/or the Trustees of one or more Joint Trust Funds to which this agreement requires contributions institute legal action to enforce an award by an Arbitrator remedying such violation, or defend an action that seeks to vacate such award, the Employer shall pay an accountants' and/or attorneys' fees incurred by the Union and/or the Joint Trust Funds, plus costs of the litigation that have resulted from such legal action.

This section does not affect other remedies, whether provided by law or this Article that may be available to the Union and/or the Joint Trust Funds.

ARTICLE TWENTY-NINE WORK IN OTHER JURISDICTIONS

Section 1. The contractor or the employer party to this agreement, when engaged in work outside the geographical jurisdiction of the Union party to this agreement, shall employ not less than fifty percent (50%) of the workers employed on such work from the residents of the area where the work is performed or from among persons who are employed the greater percentage of their time in such area.

Section 2. The Employer party hereto shall, when engaged in work outside the geographic jurisdiction of the Union party to the agreement, comply with all of the lawful clauses of the collective bargaining agreement in effect in said other geographic jurisdiction and executed by the employers of the industry and the affiliated Local Unions in that jurisdiction, including but not limited to, the wages, hours, working conditions, fringe benefits, and procedure for settlement of grievances set forth therein; provided however, that where no affiliated Union has a current effective agreement covering such out-of-area work, the employer shall perform such work in accordance with this agreement; and provided further that as to employees employed by such employer from within the geographic jurisdiction of the Union party to this agreement and who are brought into an outside jurisdiction, such employee shall be entitled to receive the wages and conditions effective in either the home or outside jurisdiction whichever are more favorable to such employees. In situations covered by the last proviso fringe benefit contributions on behalf of such employees shall be made solely to their home funds in accordance with their governing documents, and the difference between the wages and benefit contributions required by the away funds and the home funds, if any, shall be paid to the employees as additional wages. This provision is enforceable by the District Council or Local Union in whose jurisdiction the work is being performed, both through the procedure for settlement of grievances set forth in its applicable collective bargaining agreement and through the courts, and is also enforceable by the Union party to this agreement, both through the procedure for settlement of grievances set forth in this agreement and with the courts.

ARTICLE THIRTY VALIDITY OF AGREEMENT

Should any portion of this Agreement or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such portion of this Agreement shall not invalidate the remaining portions hereof, and they shall remain in full force and effect.

Understanding that this is a startup Agreement both parties agree that they may enter into discussions and or negotiations to add to, delete, modify or alter the terms of this Agreement. Any

modification of the Agreement shall require mutual agreement between the parties and must be reduced to a signed writing.

ARTICLE THIRTY-ONE DURATION

Section 1. THIS AGREEMENT shall become effective on August 1, 2022, and shall remain in effect through July 31, 2023, and from year to year thereafter. Either party may terminate or re-open this Agreement for amendments by giving notice to the other party sixty (60) days prior to July 31, 2023 or sixty (60) days prior to any subsequent year period.

**PAINTERS AND ALLIED TRADES DISTRICT COUNCIL NO. 36,
on behalf of
GLAZIERS, ARCHITECTURAL METAL AND GLASS WORKERS
LOCAL UNION NO. 86
MASTER LABOR AGREEMENT
AUGUST 1, 2022 THROUGH JULY 31, 2023**

UNION:

Signed this _____ Day of _____ 20_____

Union Officer: _____

Title: _____

EMPLOYER: _____

(Company name)

By: _____

(Printed name of signing party)

By: _____

(Signature)

(Date)

Title: _____

Address: _____

City, & State _____ Zip Code: _____

Telephone: (____) _____ FAX Number: (____) _____

Email _____

State Contractor's License Number: _____

Workers' Compensation Insurance Carrier: _____

Federal ID Number: _____

State ID Number: _____

Schedule A
Wage and Benefits Schedules

Effective August 1, 2022 through July 31, 2023

CLASSIFICATION	WAGES*	H&W	LU 86 Pension	LMCI	Appren.	STAR	PAT	401(k) ^A	Total Package	IUPAT Admin Dues**
Journeyman	\$26.80	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.50	\$34.65	\$0.10
Apprentice										
Level:										
1st	\$15.00	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.00	\$22.35	\$0.10
2nd	\$16.50	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.00	\$23.85	\$0.10
3rd	\$18.00	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.00	\$25.35	\$0.10
4th	\$19.50	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.00	\$26.85	\$0.10
5th	\$21.00	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.00	\$28.35	\$0.10
6th	\$22.50	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.00	\$29.85	\$0.10
7th	\$24.00	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.00	\$31.35	\$0.10
8th	\$25.50	\$5.00	\$0.25	\$0.10	\$0.50	\$0.45	\$0.05	\$1.00	\$32.85	\$0.10

*Administrative Dues will be three point six percent (3.6%) of the gross taxable wages for each hours compensated for including PAT

** IUPAT Administrative Dues – deducted from the members wages

^AContribution to the 401(k) will be made to the Glaziers Joint Trust, Bin #920075, P.O. Box 29425, Phoenix, AZ 85038-9425