

DRYWALL TAPERS LABOR AGREEMENT

Between

And

**INTERNATIONAL UNION OF PAINTERS AND ALLIED
TRADES
DISTRICT COUNCIL NO. 36
LOCAL UNION NO. 86**

MAY 1, 2025 TO APRIL 30, 2026

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THIS AGREEMENT, made and entered into this 1st day of May, 2025 by and between signatory _____ (hereinafter referred to as the “Company”, “Employer”, or the “Contractor”) and **THE UNION OF PAINTERS AND ALLIED TRADES DISTRICT COUNCIL 36 LOCAL UNION No. 86**, affiliated with the American Federation of Labor, CIO (hereinafter referred to as the “Union”).

W I T N E S S E T H

WHEREAS, the Contractor is engaged in drywall construction work in the State of Arizona; and

WHEREAS, it is the desire of the parties to establish uniform rates of pay, hours of employment and working conditions for the Drywall Taper employees by the Contractor; and

WHEREAS, it is understood the contractors signatory to this agreement are at a monetary disadvantage compared to non-signatory contractors. To offset this discrepancy, and create a reasonable level of competition between signatory and non-signatory contractors, it is understood that the highest standards of work ethics will be adhered. The parties acknowledge policies regarding starting times, break and lunch times, and quitting times will be strictly observed and enforced. The parties acknowledge that they are required to perform to the highest standards of quality and quantity of work and further that through professionalism and efficiency, every effort will be made to provide a competitive advantage for signatory contractors.

WHEREAS, it is the desire of the parties hereto to provide, establish and put into practice effective methods for the settlement of misunderstandings, disputes or grievances between the parties hereto to the end that the Contractor is assured continuity of operation and the employees are assured continuity of employment, and industrial peace is maintained and the business of industry efficiently increased; and

WHEREAS, this Agreement is for the benefit of the Contractor and if it is to be effective and workable, then the Contractor must share in the management participation. The parties mutually agree as follows:

ARTICLE I - AREA COVERED BY THIS AGREEMENT

A. This Agreement shall apply to and cover all Drywall Taper employees of the Contractor employed to perform work within the craft jurisdiction of the Union, such territorial jurisdiction shall be the State of Arizona.

1. Job Registration -The Contractor may report to the office of Local Union No. 86 any job he has bid and lost to an unknown party.

ARTICLE II - RECOGNITION

A. It is hereby agreed that the Contractor shall be the bargaining agent for this Labor Agreement.

B. The Committee and its individual member contractors recognize the Union as the bargaining representative of all the employees employed by the contractor whenever such employees are employed by the contractor and whenever such employees are performing work covered by this agreement. The Union recognizes the Committee as the representative of its individual members, present and future, or such other contractors who may become signatories of this Agreement, and the individual contractors who designate the Committee as their representative. (These contractors shall be known as “Nonmember Signatories”)

C. The Drywall Taper journeyman covered by this Agreement is defined as an employee who has completed his apprenticeship or has passed the required examination as to his proficiency as a mechanic to perform the Drywall Taper duties pertaining to the Drywall Taper Industry. All terms of this Agreement referring to either the masculine or feminine gender shall be interpreted to include the other gender.

ARTICLE III - LICENSE AND LEGAL REQUIREMENTS

A. The Contractor shall have a duly issued and effective appropriate Arizona State Contractor’s license where required by law to perform the work covered by this Agreement and shall carry Workman’s Compensation Insurance, shall carry Unemployment Insurance regardless of the number of employees employed by him, shall comply in all respects with the Federal, State and Municipal laws governing the Drywall Taper Industry, and with all health and safety rules and regulations of State and Municipal offices, including the rules and regulations of the Industrial Safety Commission and State OSHA.

ARTICLE IV - EMPLOYER

A. The Contractor is a Drywall Taper Construction Contractor whose principal business includes the services of spotting, taping, imbedding, topping, texturing and all preparatory work incidental thereto, and such branches or subdivisions thereof as may from time to time be included.

B. The individual or individuals signing this Agreement warrants, asserts and agrees that this document is executed by him with full authority to represent and bind the Company and the Union for the duration of the contract.

ARTICLE V - SCOPE OF WORK

A. The scope of work covered by this Agreement shall include but not be limited to (on work operations after the initial unloading of the drywall finisher’s material on the job site

including distribution to the Drywall Tapers for application) the following Drywall Taper work:

1. Work or services pertaining to the preparation, spotting, pointing, detailing, applying, flushing, sanding, and finishing of interior and/or exterior gypsum drywall, thin drywall, concrete, steel, wood, and plaster surfaces.
2. Work or services pertaining to the application of all finished or flushing material regardless of method of application or type of surface on which materials are applied, including but not limited to, acoustic and simulated acoustic materials of all types and the application of radium heat fields and steel fire proofing materials.
3. Work or services pertaining to the installation of protective coverings and masking prior to the application of finish materials.
4. The operation and care of all taping tools and texturing equipment used in the finishing and texturing of drywall and other surfaces including brushes, rollers, spray texturing equipment, miscellaneous hand, mechanical and power tools, and time operation and maintenance of brushes required in the finishing and texturing of such surfaces.
5. No limitation shall be placed on the work covered by this Agreement by reason of the surface, type of materials, or purpose for which the materials used are designed or intended.
6. Nothing herein is intended to conflict with or violate any State or Federal law.

ARTICLE VI - EMPLOYMENT, DISPATCHING AND QUALIFICATION PROCESS

A. In order to maintain an efficient system of production in the industry, to provide for an orderly procedure for the referral of applicants for employment, and to preserve the legitimate interests of employees in their employment, the Employer and the Union agree that when the Employer performs work covered by this Agreement, it shall hire applicants for employment to perform such work in accordance with this Agreement.

B. The Employer shall requisition all employees who are to be employed from the area Local Union hiring hall. The Union will immediately dispatch such employees with evaluation forms regardless of race, color, creed, nationality, religion or sex as having been requisitioned in accordance with this section subject to and governed by the following conditions:

1. Selection of applicants for referral to jobs shall be on a non-discriminatory basis and shall not be based on or in any way affected by Union membership, By-laws, regulations, constitutional provisions, or any other aspect or obligation of Union membership, policies or requirements.
2. The Employer retains the right to reject for any lawful reason any job applicant referred by the Union.

C. If the Union shall fail to furnish the requisitioned employees within thirty-six (36) hours after the requisition is brought to the Union's attention, then in that event the Employer may secure such employees from any other source available. However, upon request of the Union, the Employer will notify the Local Union, in writing, of such employees that were hired. In the event employees secured from sources outside the Union's hiring hall belong to another labor organization that provide healthcare and retirement benefits that require the employer to make payments for those benefits, then those employees will be exempt from the benefit contributions under this agreement. The employer will notify the Union within Ten (10) days of such exempt employees.

The Employer further agrees to replace these exempt employees with workers from the Union's hiring hall when the Union notifies the Employer that qualified craftsmen have become available, however the Employer retains the right to determine acceptability of the replacement workers and will be afforded the time to make the transitions with the least amount of disruption.

All other employees who are hired outside the hiring hall, who do not receive comparable benefits from a labor organization for which the employer is required to make payments for those benefits shall receive full benefits stipulated in this agreement and the Employer shall make all contributions for those benefits in accordance to this agreement.

D. The following procedures shall govern all employment:

1. Only a qualified person shall be employed as a Journeyman Drywall Taper or Texture Spray man. Any person who has been employed by an Employer covered by this Agreement within four (4) years previous to the time of dispatch shall be presumed to be qualified.
2. Any Employer desiring to hire any particular qualified person by name may make a request to this effect in writing to the hiring hall, and such requested personnel, if on the out-of-work list and is available and desirous of employment, shall be dispatched by the hiring hall for employment. If no specific request is made by name, it shall be the duty of the hiring hall to dispatch available and qualified personnel. A written referral shall be given to each workman dispatched from the hiring hall under this Agreement. This is not a Union "clearance", but rather written evidence in the workman's possession that he has been dispatched in accordance with this Agreement.
 - (a.) Where no specific request has been made by name, the hiring hall shall dispatch available qualified personnel who have been employed by Employers party to this Agreement for six (6) months in the two (2) years preceding dispatch before all other available, qualified personnel. Subject to these limitations, referrals will be made on a first-in, first-out basis.
3. It is recognized that by arrangement of convenience in the past, employees have in fact been referred on a telephone basis, and the hiring hall is free to continue this practice to the extent that it continues to be practicable.

However, in this latter instance, such an arrangement must be confirmed promptly, in writing, by the Employer in each particular case, in order that the hiring hall records may be maintained.

4. Persons to be qualified as journeymen for the first time shall be qualified upon passing with a score of at least eighty percent (80%) on a written examination, formulated by the Union. If an applicant in answering one of the written questions gives an answer substantially the same as the answer formulated by the Union for that question, then the applicant shall receive credit for the answer. The intent of the parties is that this system of qualification shall be uniformly applied to all applicants seeking to be qualified for the first time. If either the Union or any contractor wishes to challenge the competence of any employee to continue with work covered by this Agreement, the Union shall make such suitable arrangements and will subject the employee to an actual on-the-job test and inspection of the results thereof and an analysis of the time taken in doing the work performed. The union shall thereupon assess the abilities of the particular workman, and he shall then be declared either qualified or not qualified. The examination shall include written and/or oral practical examination given by the Local Union. The following scale is in regard to journeyman placement exam:

- 100% to 80% Classified as a Journeyman
- 64% or lower Classified as an Apprentice

5. Journeymen from other Local Unions of I.U.P.A.T. may be required to be examined. The examination shall include written and/or practical examination given by this Local Union or any other Local Union of the I.U.P.A.T. Reasonable intervals of time for examinations shall be determined by the Local Union. An applicant shall be eligible for the journeyman tapers examination, if he has had four (4) years of experience in the trade, in the industry, or has satisfactorily completed a federally approved apprenticeship program of not less than two (2) years for this branch of the trade.
6. An applicant, who has failed the journeyman's examination, shall be permitted to apply and retake the examination for journeyman classification, six (6) months after the date of the examination that he failed.

The applicant shall submit proof of eligibility to take the examination.

E. The Union agrees to hold the Employer harmless for any money damages or penalties assessed against any of them by the National Labor Relations Board, any court, or administrative agency because of the use of the hiring hall procedure.

ARTICLE VII – CHECK-OFF OF DUES

A. CHECK-OFF OF ADMINISTRATIVE DUES

Working Dues. Working dues shall be a percentage, as determined by the District Council No. 36 Bylaws, of gross pay for all hours compensated. In computing this amount all fractions will be

rounded to the nearest cent, which will be deducted from the employee's wages and remitted to the Painters and Allied Trades District Council No. 36. In the event of any change in the amount of working dues, the Employer shall be given a thirty (30) day notice prior to altering that amount. The Employer shall not be required to deduct Union dues without a written authorization.

- (a) On or before the 15th day of each month, the Employer will remit to the Union, submitted through the Phoenix Painting Trust Fund, the entire amount of administrative dues due and owing as to each employee for the month previous, together with a list of employees covered hereby and the number of hours worked by each during the applicable period.
 - (b) The Union agrees to indemnify, and save harmless the Employer from any and all claims, demands, suits or any form of liability whatsoever, that arises out of or by reason of action taken or not taken by the Employer in reliance upon the above-reference certifications from the Union.
1. When a signatory Employer performs a job within the jurisdiction of a union affiliated with the I.U.P.A.T. other than the Union signatory hereto and the bylaws of that other union contain a provision for administrative dues or business representative (or Business Manager) "assessment," the Employer shall check-off from the wages of employees covered by this Agreement and employed on that job administrative dues or Business Representative/Business Manager "assessment" in the amount stated in that other union's bylaws, and shall remit said amount to that other union. In that event, that other union shall be acting as agent of the signatory union for the purpose of policing and administering this Agreement. In performing the check-off, the procedure specified in Section (1) a-c will be followed, except that it shall be the responsibility of said union to notify the Employer in writing of the amount of administrative dues or Business Representative/Business Manager "assessment" specified in its bylaws, and to submit to the Employer a copy of the Bylaws or the applicable bylaw provision. When the signatory Employer performs a job within the jurisdiction of a union affiliated with the I.U.P.A.T. other than the union signatory hereto, and the bylaws of that other union contain no provision for administrative dues or Business Representative/Business Manager "assessment," the Employer shall continue to be bound by Section (1).
 2. The obligations of the Employer under Sections (1) and (2) shall apply only as to employees who have voluntarily signed a valid dues deduction authorization card.
 3. At the time of the employment of any employee, the Employer will submit to each employee for his voluntary signature a dues deduction authorization card to be returned to the union, and a copy is to be retained by the Employer, (this form to be supplied to each Employer by the union).
 4. When requested by the Union, the Employer will submit a list of all employees covered by the Agreement who have not signed a dues deduction authorization card, together with the number of hours worked by each such employee during the month previous.

ARTICLE VIII - AGREEMENTS AND WORK ASSIGNMENTS

A. The Contractor shall be bound by, and make all work assignments in accordance with, any and all craft agreements to which Local Union No. 86 is party or otherwise bound, including agreements with other Local Unions and including agreements between the Union of Painters and Allied Trades and other International Unions. The Contractor shall also make assignments in accordance with decisions rendered by any jurisdiction settlement procedure to which Local Union No. 86 is or becomes party to or bound by, including but not limited to procedures adopted by the Phoenix Building Trades Council for the local settlement or jurisdictional disputes. In no event shall the Contractor be liable for any monetary award or damages.

ARTICLE IX - GRIEVANCE/ARBITRATION

- A. 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 of interpretation of the term or condition of this Agreement.
- B. The Union or the Employer may file a grievance with each other.
- C. An attempt shall be made by the duly designated representative of the Employer and the duly designated representative of the Union to adjust the grievances. The representatives shall meet the same day, if possible, and in any event within twenty-four (24) hours of the submission of such grievance and endeavor to reach a speedy adjustment. In the event that after such a meeting, either representative believes that settlement cannot be reached between them, either representative may refer the matter to the Labor-Management Cooperation Committee (LMCC).
- D. A standing Labor Management Cooperation Committee shall be established to hear and attempt to resolve all grievances referred to it. The committee shall consist of four (4) members. Two (2) committee member and two (2) alternate shall be selected by the Employer, none of which will be the grievance-involved Employer's representative. Two (2) committee member and two (2) alternate shall be selected by the Union, none of which will be a member involved in the grievance or an employee of the Employer involved in the grievance.
- E. The LMCC shall review and render a decision on all grievances submitted to it within ten (10) days of such submission. The Employer involved may be represented by any management personnel desired. The Union will be represented by the Business Representative and/or any Union members involved. Either of the adversaries may produce whatever evidence or witnesses they deem necessary. The decisions of the LMCC will be final and binding on the Union and its members and the Employer involved.
- F. In the event the LMCC is unable to reach a decision the LMCC shall report that fact to the Employer and the Union.

- G. The Employer or Union may then submit the grievance to arbitration by written demand on the other party served within demand on the other party served within five (5) days after being notified by the LMCC that they cannot reach a decision.
- H. The Union and the Employer shall endeavor to select a third party as an impartial arbitrator. If they fail to agree on an impartial arbitrator within three (3) days, they shall request the Regional Director of the Federal Mediation and Conciliation Service to submit a list of nine (9) persons qualified to act as an impartial arbitrator. Within five (5) days after having received the list, the Employer and the Union will select an arbitrator. The selection will be accomplished by each representative striking four (4) names from the list. The two (2) representatives shall determine by lot who shall eliminate the first name from the list and thereafter each shall alternately eliminate a name until only one (1) name remains. The ninth or remaining name shall be accepted as the arbitrator.
- I. The arbitrator shall hold a hearing as soon as practical, and following conclusion of the hearing, shall issue a decision which shall be final and binding on the Union, the Employer and the employee involved in the grievance. The arbitrator shall issue his or her decision within fifteen (15) days after the conclusion of the hearing.
- J. If the decision involves a matter in which a member has lost pay by reason of Employer action, and the decision is in favor of the employee and against the Employer, it shall be within the discretion of the arbitrator to award all, any part of or none of the pay so lost by the Employee. If the decision involves reinstatement of employment in any manner, it shall take effect immediately.
- K. The arbitrator shall have no authority to modify, amend, change, revise, add to or remove any terms or conditions of this Agreement.
- L. The fee of the arbitrator and all necessary expenses shall be borne by the loser of the grievance. The cost of the stenographer shall be borne by the requesting party unless otherwise agreed upon.
- M. Grievance and Arbitration of Statutory and Common Law Claims

The Union and Contractor agree to comply with all State, Federal, and local labor and employment laws, including, but not limited to anti-discrimination and wage and hour laws. Any violation of this commitment shall be subject to the grievance and arbitration provisions of this Agreement and shall be subject to final and binding arbitration as provided for in this Article.

The Union, as the exclusive representative on behalf of the employees covered by this Agreement, agrees that all claims of employees covered by this Agreement against the Employer arising out of or in any way connected with the employees' employment with the Contractor or termination of employment shall be arbitrated in final and binding arbitration pursuant to the grievance and arbitration provisions of this Article.

Similarly, the Contractor agrees that any claims it may have against employees or the Union covered by this Agreement arising out of or in any way connected with the employees' employment with the Employer or termination of employment shall be arbitrated in final and binding arbitration pursuant to the grievance and arbitration provisions of this Article.

Such claims include, but are not limited to claims under the Fair Labor Standards Act, Title VII of the Civil Rights Act of 1964, as amended, the Civil Rights Act of 1866, the Civil Rights Act of 1991, the Americans with Disabilities Act, the Family and Medical Leave Act, the Employee Retirement Income Security Act, the Worker Adjustment and Retraining Notification Act, Arizona Revised Statutes, Federal, State or Local anti-discrimination laws; any actual or potential claims arising under any Federal, State, or local laws or statutes not specifically identified herein; any actual or potential claims for wrongful termination, constructive discharge, breach of contract, breach of the covenant of good faith and fair dealing, tort, intentional and/or negligent infliction of emotional distress, intentional and/or negligent misrepresentation, negligent supervision, defamation, fraud, employment discrimination or harassment, physical injuries, personal injuries, economic damages, loss of consortium, punitive damages, wages, overtime, meal or rest period violations, severance pay, expenses, expense reimbursements, stocks, stock options, bonus, sick leave, holiday pay, vacation pay, life insurance, health and medical insurance, or any other fringe benefit; and any other claim based upon any act or omission of the Contractor, Union, or employees covered by this Agreement.

Nothing in this provision shall prevent an employee or the Union from filing a claim with the National Labor Relations Board, the Equal Employment Opportunity Commission, or any other State or Federal agency. Nothing in this provision shall prevent an employee from filing a claim for workers' compensation or unemployment insurance benefits.

The Union, as the exclusive representative of the employees covered by this Agreement, hereby clearly and unequivocally waives the employees' rights to file a civil action rather than arbitrate regarding all disputes encompassed by this provision. This provision shall be interpreted as broadly as allowed by applicable law under the U.S. Supreme Court's decision in *14 Penn Plaza v. Pyett*, 556 U.S. ___, 173 L.Ed.2d 398, 416-419 (2009) and the Federal Arbitration Act.

ARTICLE X - GENERAL PROVISIONS

A. In the event the Union enters into any other agreement with any other employer or trade association in the industry and area covered by this Agreement which has more favorable terms or conditions, the Union shall notify the Employer and provide a copy of said agreement to the Employer. The Employer may adopt any such more favorable term or condition as part of this Agreement at its option by providing written notice to the Union of the adoption of such more favorable term or condition.

B. There shall be no discrimination by reason of race, age, sex, color or creed on the part of the Contractor against any employee; but the Contractor reserves the right to discharge any employee for lawful reasons he deems reasonable.

C. The Union shall furnish and the Contractor shall complete termination slips for all employees when terminated, showing reasons therefore, giving one to the employee and returning one to the dispatching hall at time of termination and retaining one for Company records.

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

D. The Contractor agrees to permit duly accredited representatives of the Union to visit his shop or job at any time during working hours for the purpose of inspecting lists of employees and work being performed in order to determine whether the shop is being conducted in accordance with this Agreement. No unnecessary Union business will be conducted on Company time.

E. Wages, all fringe benefits, working conditions and rules contained in this Collective Bargaining Agreement shall be the standard and total labor cost for the term of this Agreement.

F. For organizing purposes only, the union may offer more favorable wages and (or) contract terms to potential new signatory contractors provided the following terms are adhered:

1. The Union shall petition all existing signatory contractors via fax and follow-up phone call for approval of the offer to the new contractor. Any contractor not responding to the petition within five (5) days will be considered neutral, and the union shall base the decision to enter into a more favorable agreement with responding contractors. The Union must collect approval from responding contractors who collectively represent 65% of the hours worked in the previous year prior to entering into an agreement with more favorable conditions with a new contractor.
2. All terms and conditions more favorable than the existing agreement shall be outlined by the union in the petition to be considered by the contractors.
3. Any more favorable agreement shall be executed within thirty (30) days of approval by the contractors and shall not exceed one (1) year in length. In the event thirty (30) days expires prior to execution, a new petition will be required to gain approval of contractors.

ARTICLE XI - STRIKES, LOCKOUTS, AND PICKET LINES

A. There shall be no lockout by the Employer or cessation of work by the employees except, however, the Union must take action in the following situations immediately upon notification.

1. Where there is an award or order of an arbiter, which has not been complied with by the offending Employer.
2. Where an Employer violates the hiring hall provisions set forth in this Agreement.
3. Where an Employer violates the pay provisions as to wage scales, as to the timely payment of wages, or by failure to pay fringe benefits herein contained.
4. Where the working conditions are unsafe.
5. Where the Employer fails to carry and pay Workman's Compensation Insurance and State Unemployment Insurance on all of his employees covered by this Agreement.
6. Where an Employer discriminates against an employee contrary to the fair practice provisions of the Agreement.
7. Where an employee exercises his right not to cross a picket line in accordance with this section.
8. The area Local Union shall have the right to stop its members from continuing a flagrant violation of this Agreement.

B. As to those violations described in 1 through 8 above, the Union has a right to strike or picket the offending Employer. No employee covered by this Agreement shall be required to cross or work behind any lawful, primary picket line. No employee may be discharged or disciplined for refusing to cross or work behind such a picket line, nor shall such a refusal constitute a violation of this Agreement.

ARTICLE XII - WAGES AND HOURS

A. Wages & Hours – May 1, 2025

1. DRYWALL TAPER & TEXTUREMAN

Journeyman Commercial	\$31.55
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2. APPRENTICE PAY RATES

An apprentice means a person who is covered by an apprenticeship agreement with the Phoenix Painters and Decorators Apprenticeship Program and registered with the State Registration Agency. An apprentice shall perform any work assigned as outlined in Article V of this agreement under the supervision of a journeyman taper.

If for any reason the apprenticeship agreement is cancelled by the Apprenticeship Program, the apprentice must be immediately reclassified as a pre-apprentice, or journeyman in accordance with the current wage rate for these classifications.

- (a.) Based on Journeyman Commercial rate:

Pre-Apprentice* shall be paid in accordance with the State Minimum Wage

First Period	70%
Second Period	80%
Third Period	85%
Fourth Period	95%

Note: Each period requires a minimum of 1,000 hours of on-the-job training.

*Pre-apprentice shall mean a person who performs preparatory work as sanding of walls, mixing materials, spotting nails, scraping floors, cleaning tools, and any other assistance to a journeyman or an apprentice.

Note: Only Apprenticeship (\$0.32) and LMCI (\$0.05) is to be paid on Pre-apprentices.

- (b) Apprentice Ratio:

The ratio of apprentices to journeymen shall be 1:1 (one Journeyman for the first apprentice) then a 3:1 ratio thereafter (three Journeymen to every one additional apprentice).

B. FRINGE BENEFITS

1. In addition to the above rates, the following has to be paid to the various Trust Funds:

Health & Welfare Fund	\$ 6.30 per hour
Pension Fund	\$ 2.73 per hour
Apprenticeship Trust Fund	\$ 0.32 per hour
FTI	\$ 0.10 per hour
STAR	\$ 0.05 per hour
LMCI	<u>\$ 0.05 per hour</u>
TOTAL	\$ 9.55 per hour

C. JOURNEYMAN WAGE INCREASES

Effective May 1, 2025 (increase \$2.75 per hour)

- Increase hourly wage rate \$2.75 per hour.

D. Pre-Apprentices

1. Pre-apprentices will be enrolled from the following sources: Employers and customary sources normally used by the Apprenticeship Office (this includes non-discrimination clauses).

2. In order to provide an adequate number of pre-apprentices readily available, a registration list shall be maintained at the Local Union and/or the Apprenticeship Office.
3. Referrals will clearly designate pre-apprentice status and applicable rate of pay due. Pre-apprentices shall not be referred in any capacity other than pre-apprentice, but may be advanced to journeyman status or re-classified to a registered apprenticed classification.
4. The pre-apprentice shall be assigned by the Contractor to perform any work assigned to the craft within the capability of the individual, and will be used to supplement journeymen, new journeymen and apprentices. No pre-apprentice shall work outside the Contractor's shop (on a construction site) without the direction of a journeyman taper.
5. The starting rate for this classification shall be the State Minimum Wage. No benefits will be paid on pre-apprentices except Apprenticeship (\$0.42) and LMCI (\$0.05).
6. The parties agree to cooperate in making and keeping reasonable records on the progress of pre-apprentices. Pre-apprentices may be issued I.D. cards showing status.
7. Pre-apprentices cannot be certified on Federal Prevailing Rate Projects.
8. Pre-apprentices shall be evaluated every thirty (30) days in writing, with one copy to be given to the employee and one copy to the JATC.

a) The term of pre-apprentices shall not exceed ninety (90) days.

E. FOREMAN

Job Foreman with three (3) to seven (7) men shall receive Ten Percent (10%) above Journeyman Drywall Taper wage rate. General Foreman, with eight (8) or more men, shall receive Fifteen Percent (15%) above the Journeyman Drywall Taper wage rate.

F. ZONE PAY

Total expense allowances per day worked shall be as follows:

All Zones will be measured from the project in miles to the nearest city hall (in Phoenix, Tucson or Flagstaff) or to the employee's residence, whichever is closer.

Zone 1	Mile 0-70:	Free Zone
Zone 2	Mile 71-100:	\$70.00
Zone 3	Mile 101 and Above:	\$100.00

Zone pay is to be considered an approximate reasonable reimbursement for expenses incurred; a monetary allowance shall be paid to the employee on their regular check, separate from regular hourly earnings, without taxes being deducted on the amount over Zone A wages.

1. Wages and hours to incorporate the following:

To effect all aforementioned zones, bona fide local residents shall have a zone around their residence as described hereinabove. A workman shall not be considered a bona fide local resident unless he meets the resident requirements of a qualified* Arizona voter in the county or precinct which he claims residence.

*One year in Arizona or thirty (30) days in the precinct. A workman may have only one bona fide residence at a time.

2. Mileage on all jobs in Zone 2 and 3 shall be paid at the Internal Revenue Service (IRS) approved rate per mile when the employee is required to drive his own vehicle. This expense is an approximate reasonable reimbursement for travel costs and shall be paid to the employee on their regular check, separate from regular hourly earnings, without taxes being deducted.
3. When an employee is transferred by his own employer or between two contractors directly from one project to another, and is not on any payroll during the time of travel, travel time pay shall be computed using as computing points the two respective jobs.
4. Initial travel time to a job is to be paid with the employee's first paycheck. Return travel is to be paid at completion of job, discharge or termination.

G. TARGETED PROJECTS

1. By mutual agreement, the Local Union and the Contractor may target projects to be bid at lesser rates than those above, if necessary to secure the work.
2. The Contractor signing this Agreement shall be advised of these targeted projects. There shall be no less than four (4) or more than eight (8) targeted projects per calendar quarter.
3. If the Local Union cannot supply manpower at agreed targeted projects, then the Contractor may recruit workmen from other sources.

H. If upon actuarial computation, any of the Trust Funds need additional monies beyond the contribution levels set forth herein, those monies will be deducted from the wage package.

I. COFFEE BREAK

Each employee may be allowed a 10-minute coffee break between the second and third hour of the work shift, or as work allows. Coffee breaks may be omitted by the employer, after notifying the Union, if the employer determines that certain job-site conditions prove to be inapplicable.

ARTICLE XIII - GENERAL WORK RULES

A. Minimum Day's Pay

Any employee reporting for work at the regular starting time and for whom no work is provided, through no fault of his own, shall be paid for two (2) hours time at the normal rate, unless he has been notified before the end of his last preceding shift not to report or prevented from working by reasons beyond the control of the Contractor, such as inclement weather or completion of the job.

B. Regular Hours and Shifts

1. Five 8-Hour Shifts: A standard work week shall consist of five (5) eight (8) hour days, Monday through Friday.
2. Four 10-Hour Shifts: The contractor may opt for four (4) ten (10) hour days, Monday through Friday, as a regular work week, paid at the basic straight time hourly rate.
3. Staggered 4-10 Workweek: The contractor may establish a staggered 4-10 workweek where: Group A works Monday through Thursday. Group B works Tuesday through Friday.
 - i. Make-up Days: Friday for Group A and Saturday for Group B shall be make-up days at straight time, should work be disrupted due to inclement weather, major breakdowns, or holidays. Participation on make-up days is voluntary.
4. Employees must not be mandated to report to any shop earlier than thirty (30) minutes, nor to any job site earlier than twenty (20) minutes before the scheduled starting time. Any employer-directed arrival earlier than these times shall be considered work time and compensated accordingly.

C. Overtime/Doubletime and Holidays

1. All work performed under this section in excess of forty (40) straight time hours for that week shall be paid in accordance with federal law.
2. All work performed in excess of ten (10) hours per day will be paid at the rate of one and one-half (1 ½).
3. All work performed in excess of forty (40) hours, up to and including seventy-two (72) hours per week; all work performed on Saturday, up to and including twelve (12) hours, shall be paid at the rate of one and one-half (1 ½), provided that forty (40) hours have been worked Monday through Friday.

4. All work performed in excess of twelve (12) hours per day; all work performed in excess of seventy-two (72) hours per week; and all work performed on Sunday and Holidays shall be paid at the double time rate (2x).
5. The following Holidays shall be observed on the date designated by Federal Law: New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day. No work is permitted on Labor Day. All the above Holidays are to be celebrated in accordance with the National Monday Holiday Act.
6. When any of the above-mentioned Holidays fall on Sunday, the following Monday shall be observed as the legal Holiday. If the Holiday falls on Saturday, the preceding Friday shall be observed as the legal Holiday.

D. Manner of Wage Payment

1. All employees shall be paid all monies due them before the completion of their fifth shift following the close of the Contractor's weekly payroll period. Such monies shall be paid in lawful money of the United States by negotiable bank check, dated not later than the day upon which drawn, or through direct deposit when mutually agreed upon between the employer and the employee. Payroll checks shall be payable on demand at any bank located or carrying on business within the State of Arizona. The employer shall deliver the check to the job site or through direct deposit. When direct deposit is provided, the employer will mail or deliver a pay stub to the employee.
2. All employees must have accompanied with their checks, cash or pay envelopes, a statement or check stub with the following information: Contractor's name, employee's name, regular and overtime hours worked, classification, wage rate paid, and payroll period ending.

E. Discharge Pay

1. Employees discharged must be paid in full at the time of their discharge.
2. Quit and Layoff Pay: Employees who quit or are laid off may be paid on the Employer's regular pay period, either by picking up their check on the job or at the Employer's office, or by mail, or through a representative of the Union.
3. No member of the Union shall continue in the employment of any Employer whose paychecks have not been honored or of any Employer who fails to pay on the stipulated payday. He shall not return to work until it is proven that all outstanding paychecks have been honored and satisfactory arrangements for future payment by cash or certified checks have been made.

E. Hours of Work

1. No employee represented by the Union shall be required to report to any shop earlier than thirty (30) minutes, nor to any job earlier than twenty (20) minutes before starting time.

F. Arizona Fair Wages and Healthy Families Act

5. The parties to this agreement expressly waive the provisions of Prop 206, the Fair Wages and Healthy Families Act, requiring paid sick leave and any other similar ordinances adopted by any other state, city, county or local paid sick leave ordinances that can be waived or opted out of through collective bargaining.

ARTICLE XIV - SEPARABILITY AND DEFENSE

A. Agreement Separability

1. If any provision of the Agreement is declared invalid, or the applicability thereof to any person, circumstance, or thing is held invalid, then that portion which is invalid will be corrected with the approval of both parties, to comply with Federal law, and the remainder of the Agreement to remain as is.

ARTICLE XV - HEALTH & WELFARE

- A. Six dollars and thirty cents (\$6.30) per hour on each hour worked by covered employees shall be contributed to the Phoenix Painting Industry Trust Fund. Health and Welfare receipts are sent to the Trust Fund, which is administered by the Trustees of the Phoenix Painting Industry Trust Fund.

ARTICLE XVI - PENSION

- A. The only agreement between the Employer(s) and the Union parties to this agreement regarding pensions or retirement for employees covered by this agreement is as follows:
 1. Commencing with the 1st day of May, 2025, and for the duration of the agreement, and any renewals or extensions thereof, the employer agrees to make payments to the International Union of Painters and Allied Trades Industry Pension Fund for each employee covered by this Agreement.

On January 14, 2022, the Pension Fund elected to enter “Red Zone” status, requiring the adoption of a Rehabilitation Plan. The Rehabilitation Plan provides bargaining parties the opportunity to elect between two proposed “alternate schedules” of contributions and benefits or to accept the Rehabilitation Plan’s Default Schedule. The parties to this Agreement hereby elect “Alternate Schedule 2”.

Two Dollars and Seventy-Three Cents (\$2.73) per hour on each hour worked by covered employees shall be contributed to the International Union of Painters and Allied Trades Industry Pension Fund.

(a.) For the purpose of this Article, each hour paid for, including hours attributable to show up time, and other hours for which pay is received by the employee in accordance with the agreement, shall be counted as hours for which contributions are payable.

(b.) Contributions shall be paid on behalf of any employee starting with the employee's first day of employment in a job classification covered by this agreement. This includes, but is not limited to, apprentices, helpers, trainees, and probationary employees.

(c.) The payments to the Pension Fund required above shall be made to the International Union of Painters and Allied Trades Industry Pension Fund, which was established under an Agreement and Declaration of Trust, dated April 1, 1967. The employer hereby agrees to be bound by and to the said Agreement and Declaration of Trust, as amended from time to time, as though he had actually signed the same.

2. 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 pursuant to the said Agreement and Declaration of Trust, as amended from time to time.
3. All contributions shall be made at such time and in such manner as the Trustees require; and the Trustees may at any time conduct an audit in accordance with Article V, Section 6 of the said Agreement and Declaration of Trust.
4. If any Employer fails to make contributions to the Pension Fund within twenty days after the date required by the Trustees, the Union shall have the right to take whatever steps are necessary to secure compliance with this Agreement, any other provision thereof to the contrary notwithstanding, and the Employer shall be liable for all costs of collection of the payments due together with attorney fees and such penalties as may be assessed by the Trustees. The Employer's liability for payment under this Article shall not be subject to or covered by any grievance or arbitration procedure or any "no-strike" clause which may be provided or set forth elsewhere in this Agreement.
5. The Pension Plan and Annuity Plan adopted by the Trustees shall at all times conform with the requirements of the Internal Revenue Code so as to enable the Employer at all times to treat contributions to the International Union of Painters and Allied Trades Industry Pension Fund as a deduction for income tax purposes.

ARTICLE XVII - APPRENTICESHIP

A. On the effective date of this Agreement, the Contractor will pay ten cents (\$0.10) per hour to the National FTI and thirty two cents (\$0.32) per hour for each hour worked by his employees covered hereunder to the Finishing Trades Institute of Arizona Training Trust Fund.

B. The parties signatory to this Agreement have agreed, that in the interest of promoting the industry through increased participation in Safety Training Awards Recognition Program (STAR) to be funded by a five cents (\$.05) Employer contribution effective April 1, 2014. The sole purpose of the program is to create an incentive for members covered by this Agreement to participate in Training. The parties will create a jointly managed trust fund by executing an Agreement and Declaration of Trust Before then April 1, 2014.

1) The payments to the STAR program required above shall be made at the same time and in the same manner as other Trust Fund Contributions included in this agreement. The Board of Trustees shall administer the STAR program in accordance with the terms of the STAR program Agreement and Declaration of Trust.

2) The Employer hereby agrees to be bound by and to the said Agreement and Declaration of Trust, as though he had actually signed the same.

3) The Board of Trustees of the STAR program shall work with the Board of Trustees of the Joint Apprenticeship and Training Committee (the entity providing training) to coordinate required training to establish eligibility for annual Star program events.

ARTICLE XVIII - TRUST GENERAL PROVISIONS

A. Each Employer agrees to be bound by all the terms and conditions of each of the foregoing Trust Agreements, as amended, creating and establishing the various Trust Funds, and to all amendments and agreements made during the term thereof. Said agreements and amendments shall be deemed incorporated herein by reference. In this connection, and not by way of limitation, it is expressly understood that these agreements or amendments thereto require or may require the payment of costs of collecting payments not made as required above, the payment of stipulated damages, and the posting or depositing of cash bonds to take care of delinquencies. Each Employer expressly agrees to pay for any violation of the terms of the Trust, all costs including Attorney's fees, Accountant's fees, and any other costs including stipulated damages in connection with the collection of the funds and the remedying of delinquencies.

B. Payments to the Trust enumerated above are due on the first of each month for the preceding month and shall be delinquent if not paid by the 15th unless these terms are varied by general regulations of the Trustees.

C. Delinquent Payments: An Employer delinquent in the payment of his contributions, operating in receivership or bankruptcy or under the supervision of a creditors committee or under a liquidation of his business, or involved in financial difficulties, shall upon demand of the Labor-Management Board make his reports and contributions to the Trust Funds herein described on a weekly basis. In such cases, the required reports and contributions shall be mailed or delivered to the Trust Funds on the same day as the regular weekly payday.

ARTICLE XIX - BOND

A. In the event the Trustees determine that the Contractor has violated this Agreement by failing to pay the proper wages and fringe benefits, it shall require the posting of a surety or cash bond of not less than FIVE THOUSAND DOLLARS (\$5,000.00) with the Trustees of the Trust Funds guaranteeing the performance of such provisions of this Agreement. If after such bond has been posted for twelve (12) months, such Employer shall show to the satisfaction of the Trustees of the Trust Funds, it is probable to believe that he will not further violate the Agreement insofar as his obligation to pay wages and fringe benefits is concerned, the bond will be exonerated. Failure to post a bond required hereunder shall release the Union from the "no strike" provisions of the Agreement.

B. As noted in the preceding Article, contributions to the Trust Funds shall be due not later than the 1st of each month for the hours worked during the preceding month and shall be delinquent if not paid by the 15th of that month, unless the Trustees, in their discretion, adopt some other date.

ARTICLE XX - WORKING RULES AND REGULATIONS

A. General Provisions

1. No journeyman or apprentice shall leave the job before the completion of his shift. However, each shall be allowed five (5) minutes personal clean up time at noon and fifteen (15) minutes clean up time before quitting time.
2. Clean potable water shall be provided.
3. Sanitary facilities shall be, in so far as possible, made available on all jobs.
4. The preparation of materials and equipment and the cleaning up and removal of the same is to be performed within the stipulated shift.
5. Any employee, who may be discharged due to his activity in reporting violations of this Agreement, may immediately appeal to the Union for hearing and redress.
6. The Contractor will deliver all of his equipment and material to the job sites and return to the shop with his own vehicles. No journeyman or apprentice may be required or permitted to supply the Employer with a vehicle to transport material and/or equipment to and from the Employer's shop. Material weighing less than fifty (50) pounds and hand tools required to be provided by the employee are accepted.
7. No employee will lease, rent or furnish the Contractor with equipment, such as trucks, compressors, texture spray rigs, bazookas, squeeze boxes, anglers, glaziers, floaters and pole sanders.
8. No employee shall work for less money than the rate set forth for his classification.

9. Contractors, employees, or agents of either shall not accept or give directly, or indirectly, a rebate on wages or stock shares or other gratuities in lieu of wages.
10. No employee shall be required to perform work for his Employer on his own time.
11. The Employer will address mental health as a mandatory topic during jobsite safety meetings on at least a quarterly basis.

ARTICLE XXI - TERM, AMENDMENTS AND RENEWAL

A. Term

This Agreement shall take effect May 1, 2025 and shall be in effect through April 30, 2026.

B. Termination or Renewal

Either party desiring to terminate the Agreement or to change its terms, shall notify the other in writing not more than ninety (90) days nor less than sixty (60) days prior to April 30, 2026. If such notice is not given, this Agreement shall be renewed for the period from May 1, 2026 through April 30, 2027, and from year to year thereafter until terminated at the end of a yearly period by notice in writing by either party, delivered to the other party not more than ninety (90) days nor less than sixty (60) days before the end of such yearly period.

C. Amendments

This Agreement may be amended in all aspects except as to hours and wages by concurrence of the Contractor and the Union.

Any amendment or addition to this Agreement made pursuant to the terms hereof shall be binding on all parties signatory hereto, if in writing.

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

EMPLOYER

Signature

Signature

Print Name

Print Name

Date

Date