

Southern California Painters & Decorators
Labor Management Cooperation Committee

2333 North Lake Avenue, Unit J
(626) 844-1040

Altadena, CA 91001
FAX (626) 844-1044

April 29, 2020

M E M O R A N D U M

TO: ALL CONTRACTORS SIGNATORY TO THE PAINTERS
2016-19 AND EXTENDED 2020-21 MASTER LABOR AGREEMENT

FROM: WILEY G. ZAGAJESKI, ADMINISTRATOR

SUBJECT: PAINTERS 2019-2021 MASTER LABOR AGREEMENT EXTENTION
WAGE SCHEDULE & FRINGE BENEFIT CHARTS EFFECTIVE 7/1/20

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**JOURNEYMAN (BASIC) COMMERCIAL**

**EFFECTIVE JULY 1, 2020 THERE WILL BE A TWO DOLLAR AND FIFTEEN CENT (\$2.15) INCREASE TO THE WAGE AND FRINGE BENEFIT PACKAGE AS FOLLOWS:**

- \$1.00 PER HOUR INCREASE TO WAGES (JOURNEYMEN)
- \$0.90 PER HOUR INCREASE TO PENSION FUND
- \$0.10 PER HOUR INCREASE TO HEALTH & WELFARE FUND
- \$0.15 PER HOUR INCREASE TO THE APPRENTICSHIP TRAINING FUND (FTI)

**JOURNEYMAN INDUSTRIAL**

**EFFECTIVE JULY 1, 2020 THERE WILL BE A TWO DOLLAR AND SIXTYFIVE (\$2.65) INCREASE TO THE WAGE AND FRINGE BENEFIT PACKAGE AS FOLLOWS:**

- \$1.50 PER HOUR INCREASE TO WAGES (JOURNEYMEN)
- \$0.90 PER HOUR INCREASE TO PENSION FUND
- \$0.10 PER HOUR INCREASE TO HEALTH & WELFARE FUND
- \$0.15 PER HOUR INCREASE TO THE APPRENTICSHIP TRAINING FUND (FTI)

Please refer to the wage schedules and fringe benefit charts which are enclosed for more detailed information regarding the increase.

If you have any questions or need additional copies of the Master Labor Agreement or Wage Chart, please call our office.

**PAINTERS WAGE CHARTS**  
**Painters & Allied Trades**  
**District Council #36**  
**Master Labor Agreement**

Prepared by

Southern California Painters & Decorators LMCC Office  
1155 Corporate Center Drive  
Monterey Park, California 91754  
Phone (626)844-1040 Fax (626) 798-0959

**EFFECTIVE**

**JULY 1, 2020 THROUGH JUNE 30, 2021**

**2016 - 2019 PAINTERS ALLIED TRADES DISTRICT COUNCIL NO. 36 MASTER LABOR AGREEMENT  
WAGE & CONTRIBUTION SCHEDULES  
EFFECTIVE JULY 1, 2020 thru JUNE 30, 2021**

| CLASSIFICATION                   | BASIC COMMERCIAL/ RESIDENTIAL WAGE RATE                               |                                                            |                                                   |                     | REPAINT / * SPECIAL WAGE RATE                                         |                                                            |                                                   |          |
|----------------------------------|-----------------------------------------------------------------------|------------------------------------------------------------|---------------------------------------------------|---------------------|-----------------------------------------------------------------------|------------------------------------------------------------|---------------------------------------------------|----------|
|                                  | L. A., Orange,<br>San Bernardino,<br>Riverside &<br>Imperial Counties | Santa Barbara,<br>Ventura &<br>San Luis Obispo<br>Counties | Kern, Mono,<br>Inyo Counties &<br>Antelope Valley | San Diego<br>County | L. A., Orange,<br>San Bernardino,<br>Riverside &<br>Imperial Counties | Santa Barbara,<br>Ventura &<br>San Luis Obispo<br>Counties | Kern, Mono,<br>Inyo Counties &<br>Antelope Valley |          |
| <b>JOURNEYMAN</b>                |                                                                       |                                                            |                                                   |                     |                                                                       |                                                            |                                                   |          |
| Working Dues (Incl in wage rate) | \$ 33.12                                                              | \$ 31.04                                                   | \$ 28.68                                          | \$ 33.12            | \$ 29.59                                                              | \$ 26.40                                                   | \$ 26.40                                          | \$ 26.40 |
|                                  | \$ 1.28                                                               | \$ 1.21                                                    | \$ 1.12                                           | \$ 1.28             | \$ 1.15                                                               | \$ 1.03                                                    | \$ 1.03                                           | \$ 1.03  |
| <b>* ENTRY LEVEL JOURNEYMAN</b>  |                                                                       |                                                            |                                                   |                     |                                                                       |                                                            |                                                   |          |
| Working Dues (Incl in wage rate) | \$ 27.93                                                              | \$ 27.93                                                   | \$ 26.12                                          | \$ 26.12            | \$ 26.89                                                              | \$ 26.05                                                   | \$ 26.05                                          | \$ 26.05 |
|                                  | \$ 1.10                                                               | \$ 1.10                                                    | \$ 1.03                                           | \$ -                | \$ 1.06                                                               | \$ 1.02                                                    | \$ 1.02                                           | \$ 1.02  |
| <b>FRINGE BENEFITS</b>           |                                                                       |                                                            |                                                   |                     |                                                                       |                                                            |                                                   |          |
| Health & Welfare                 |                                                                       |                                                            |                                                   |                     |                                                                       |                                                            |                                                   |          |
| Pension Fund                     | \$ 9.00                                                               | \$ 9.00                                                    | \$ 9.00                                           | \$ 9.00             | \$ 9.00                                                               | \$ 9.00                                                    | \$ 9.00                                           | \$ 9.00  |
| Vacation                         | \$ 4.94                                                               | \$ 4.94                                                    | \$ 4.94                                           | \$ 4.94             | \$ 4.94                                                               | \$ 4.94                                                    | \$ 4.94                                           | \$ 4.94  |
| Apprenticeship Fund              | \$ 2.55                                                               | \$ 2.49                                                    | \$ 2.41                                           | \$ 2.55             | \$ 2.43                                                               | \$ 2.33                                                    | \$ 2.33                                           | \$ 2.33  |
| LMCC                             | \$ 0.75                                                               | \$ 0.75                                                    | \$ 0.75                                           | \$ 0.75             | \$ 0.75                                                               | \$ 0.75                                                    | \$ 0.75                                           | \$ 0.75  |
|                                  | \$ 1.01                                                               | \$ 1.01                                                    | \$ 1.01                                           | \$ 1.01             | \$ 1.01                                                               | \$ 1.01                                                    | \$ 1.01                                           | \$ 1.01  |
| <b>TOTAL FRINGES</b>             | \$ 18.25                                                              | \$ 18.19                                                   | \$ 18.11                                          | \$ 18.25            | \$ 18.13                                                              | \$ 18.03                                                   | \$ 18.03                                          | \$ 18.03 |

**WORKING DUES**  
Working Dues shall be a percentage, as determined by the District Council No. 36 By-Laws, of the base wage and the Vacation rate for all hours compensated for. 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 District Council No. 36. Provided the employees have signed a valid authorization card authorizing such deductions. In the event of any change in the amount of Working Dues, the employer shall be given a thirty day notice prior to altering that amount. Working Dues are always included in the wage rates. **This applies to all journeymen and apprentices in all areas.**

**VACATION**  
The Vacation is taxable. It must be added to the basic wage rate to establish the gross taxable wages. Employers contribute the applicable rate per hour for all hours worked or paid for to the Vacation.

Deduct the various taxes, etc. from the gross taxable wages, then deduct the Vacation and the Working Dues. Remember, the dues are already included in the various wage rates, so they do not need to be added like the Vacation.

**\* SPECIAL WAGE PROJECTS, ENTRY LEVEL JOURNEYMAN WAGE RATES ARE NOT APPLICABLE ON PROJECTS SUBJECT TO FEDERAL, STATE OR LOCAL PREVAILING WAGE REQUIREMENTS.**

For private work in San Diego County, see Master Labor Agreement Addendum Number 2.

**FOREMAN PAY**  
On jobs with three (3) or more employees, an employer is required to designate a qualified **FOREMAN**. The foreman rate shall be **\$1.00 PER HOUR OVER THE SCALE**.

At the sole discretion of the employers, they may designate a **GENERAL FOREMAN**. The general foreman shall receive **\$2.00 PER HOUR MORE THAN THE HIGHEST PAID EMPLOYEE HE DIRECTLY AND CONTINUOUSLY SUPERVISES**.

**CERTIFIED LEAD ABATEMENT WORKER**  
Employees certified for lead abatement will be paid in accordance with their rate of pay under their classification.

**PAPERHANGING**  
Journeymen paperhangers may be employed on a per-roll basis provided, however, that the employer shall deduct **ALL PAYROLL TAXES, CARRY COMPENSATION INSURANCE AND MAKE FULL TRUST FUND CONTRIBUTIONS**. In no event shall pay on a per-roll basis be less than if figured on the hourly classification. Journeymen paperhangers shall not contract nor sub-contract. Twenty-Five (\$.25) cents will be added to the applicable wage rate.



**2016-2019 PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36  
 APPRENTICESHIP**

**WAGE & CONTRIBUTION SCHEDULES  
 EFFECTIVE JULY 1, 2020 thru JUNE 30, 2021**

**LOS ANGELES, ORANGE COUNTY, SAN BERNARDINO, SAN DIEGO, RIVERSIDE, IMPERIAL - BASIC RATE**

|                  | <u>1st</u><br><u>PERIOD</u> | <u>2nd</u><br><u>PERIOD</u> | <u>3rd</u><br><u>PERIOD</u> | <u>4th</u><br><u>PERIOD</u> | <u>5th</u><br><u>PERIOD</u> | <u>6th</u><br><u>PERIOD</u> | <u>7th</u><br><u>PERIOD</u> | <u>8th</u><br><u>PERIOD</u> |
|------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| WAGES            | \$ 14.24                    | \$ 14.90                    | \$ 15.70                    | \$ 17.18                    | \$ 18.66                    | \$ 20.15                    | \$ 21.65                    | \$ 23.13                    |
| WORKING DUES     |                             |                             |                             |                             |                             |                             |                             |                             |
| (incl. in wages) | \$ 0.55                     | \$ 0.57                     | \$ 0.61                     | \$ 0.66                     | \$ 0.74                     | \$ 0.80                     | \$ 0.85                     | \$ 0.91                     |
| HEALTH & WELFARE | \$ 7.05                     | \$ 7.35                     | \$ 8.27                     | \$ 9.00                     | \$ 9.00                     | \$ 9.00                     | \$ 9.00                     | \$ 9.00                     |
| VACATION         | \$ 0.96                     | \$ 0.99                     | \$ 1.22                     | \$ 1.28                     | \$ 1.89                     | \$ 1.95                     | \$ 2.04                     | \$ 2.10                     |
| PENSION          | \$ 0.96                     | \$ 1.00                     | \$ 1.58                     | \$ 2.27                     | \$ 2.41                     | \$ 3.21                     | \$ 3.76                     | \$ 3.85                     |
| APPRENTICESHIP   | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.99                     | \$ 1.70                     |
| LMCC             | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     |
| TOTAL FRINGES    | \$ 10.73                    | \$ 11.10                    | \$ 12.83                    | \$ 14.31                    | \$ 15.06                    | \$ 15.92                    | \$ 16.80                    | \$ 17.66                    |
| TOTAL PACKAGE    | \$ 24.97                    | \$ 26.00                    | \$ 28.53                    | \$ 31.49                    | \$ 33.72                    | \$ 36.07                    | \$ 38.45                    | \$ 40.79                    |

**LOS ANGELES, ORANGE COUNTY, SAN BERNARDINO, RIVERSIDE, IMPERIAL - REPAINT RATE**

|                  | <u>1st</u><br><u>PERIOD</u> | <u>2nd</u><br><u>PERIOD</u> | <u>3rd</u><br><u>PERIOD</u> | <u>4th</u><br><u>PERIOD</u> | <u>5th</u><br><u>PERIOD</u> | <u>6th</u><br><u>PERIOD</u> | <u>7th</u><br><u>PERIOD</u> | <u>8th</u><br><u>PERIOD</u> |
|------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| WAGES            | \$ 14.10                    | \$ 14.64                    | \$ 15.13                    | \$ 16.41                    | \$ 17.67                    | \$ 18.94                    | \$ 20.20                    | \$ 21.47                    |
| WORKING DUES     |                             |                             |                             |                             |                             |                             |                             |                             |
| (incl. in wages) | \$ 0.54                     | \$ 0.56                     | \$ 0.59                     | \$ 0.64                     | \$ 0.70                     | \$ 0.75                     | \$ 0.80                     | \$ 0.85                     |
| HEALTH & WELFARE | \$ 7.05                     | \$ 7.35                     | \$ 8.27                     | \$ 9.00                     | \$ 9.00                     | \$ 9.00                     | \$ 9.00                     | \$ 9.00                     |
| VACATION         | \$ 0.96                     | \$ 0.99                     | \$ 1.22                     | \$ 1.47                     | \$ 1.87                     | \$ 1.93                     | \$ 1.99                     | \$ 2.05                     |
| PENSION          | \$ 1.05                     | \$ 1.08                     | \$ 1.29                     | \$ 1.77                     | \$ 1.91                     | \$ 2.58                     | \$ 3.25                     | \$ 3.90                     |
| APPRENTICESHIP   | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.75                     | \$ 0.78                     |
| LMCC             | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     | \$ 1.01                     |
| TOTAL FRINGES    | \$ 10.82                    | \$ 11.18                    | \$ 12.54                    | \$ 14.00                    | \$ 14.54                    | \$ 15.27                    | \$ 16.00                    | \$ 16.74                    |
| TOTAL PACKAGE    | \$ 24.92                    | \$ 25.82                    | \$ 27.67                    | \$ 30.41                    | \$ 32.21                    | \$ 34.21                    | \$ 36.20                    | \$ 38.21                    |

3/30/2020

**2016-2019 PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36  
APPRENTICESHIP**

**WAGE & CONTRIBUTION SCHEDULES  
EFFECTIVE JULY 1, 2020 thru JUNE 30, 2021**

**KERN, INYO, MONO, ANTELOPE VALLEY - BASIC RATE**

|                  |                      |                      |                      |                      |                      |                      |                      |                      |
|------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| WAGES            | <u>1st</u><br>PERIOD | <u>2nd</u><br>PERIOD | <u>3rd</u><br>PERIOD | <u>4th</u><br>PERIOD | <u>5th</u><br>PERIOD | <u>6th</u><br>PERIOD | <u>7th</u><br>PERIOD | <u>8th</u><br>PERIOD |
| WORKING DUES     | \$ 14.12             | \$ 14.66             | \$ 15.21             | \$ 16.37             | \$ 17.56             | \$ 18.69             | \$ 19.86             | \$ 21.02             |
| (Incl. in wages) | \$ 0.54              | \$ 0.56              | \$ 0.59              | \$ 0.64              | \$ 0.70              | \$ 0.74              | \$ 0.79              | \$ 0.83              |
| HEALTH & WELFARE | \$ 7.05              | \$ 7.35              | \$ 8.27              | \$ 9.00              | \$ 9.00              | \$ 9.00              | \$ 9.00              | \$ 9.00              |
| VACATION         | \$ 0.97              | \$ 1.00              | \$ 1.23              | \$ 1.29              | \$ 1.88              | \$ 1.94              | \$ 2.00              | \$ 2.06              |
| PENSION          | \$ 1.07              | \$ 1.11              | \$ 1.34              | \$ 1.76              | \$ 1.84              | \$ 2.46              | \$ 3.08              | \$ 3.71              |
| APPRENTICESHIP   | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              |
| LMCC             | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              |
| TOTAL FRINGES    | \$ 10.85             | \$ 11.22             | \$ 12.60             | \$ 13.81             | \$ 14.48             | \$ 15.16             | \$ 15.84             | \$ 16.53             |
| TOTAL PACKAGE    | \$ 24.97             | \$ 25.88             | \$ 27.81             | \$ 30.18             | \$ 32.04             | \$ 33.85             | \$ 35.70             | \$ 37.55             |

**SANTA BARBARA, VENTURA, SAN LUIS OBISPO - BASIC RATE**

|                  |                      |                      |                      |                      |                      |                      |                      |                      |
|------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| WAGES            | <u>1st</u><br>PERIOD | <u>2nd</u><br>PERIOD | <u>3rd</u><br>PERIOD | <u>4th</u><br>PERIOD | <u>5th</u><br>PERIOD | <u>6th</u><br>PERIOD | <u>7th</u><br>PERIOD | <u>8th</u><br>PERIOD |
| WORKING DUES     | \$ 14.06             | \$ 14.60             | \$ 15.42             | \$ 16.76             | \$ 18.11             | \$ 19.45             | \$ 20.79             | \$ 22.15             |
| (Incl. in wages) | \$ 0.54              | \$ 0.56              | \$ 0.60              | \$ 0.65              | \$ 0.72              | \$ 0.77              | \$ 0.82              | \$ 0.87              |
| HEALTH & WELFARE | \$ 7.05              | \$ 7.35              | \$ 8.27              | \$ 9.00              | \$ 9.00              | \$ 9.00              | \$ 9.00              | \$ 9.00              |
| VACATION         | \$ 0.95              | \$ 0.98              | \$ 1.21              | \$ 1.42              | \$ 1.88              | \$ 1.94              | \$ 2.00              | \$ 2.09              |
| PENSION          | \$ 1.00              | \$ 1.03              | \$ 1.45              | \$ 1.81              | \$ 2.13              | \$ 2.85              | \$ 3.56              | \$ 3.87              |
| APPRENTICESHIP   | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              | \$ 0.75              |
| LMCC             | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              |
| TOTAL FRINGES    | \$ 10.76             | \$ 11.12             | \$ 12.69             | \$ 13.99             | \$ 14.77             | \$ 15.55             | \$ 16.32             | \$ 17.13             |
| TOTAL PACKAGE    | \$ 24.82             | \$ 25.72             | \$ 28.11             | \$ 30.75             | \$ 32.88             | \$ 35.00             | \$ 37.11             | \$ 39.28             |

**2016-2019 PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36  
APPRENTICESHIP**

**WAGE & CONTRIBUTION SCHEDULES  
EFFECTIVE JULY 1, 2020 thru JUNE 30, 2021**

**INDUSTRIAL WAGE AND BENEFIT SCHEDULE**

| CLASSIFICATION                   | BASIC WAGE RATE                                              |                                                   |                                             |                  | REPAINT / * SPECIAL WAGE RATE                                |                                                   |                                             |          |
|----------------------------------|--------------------------------------------------------------|---------------------------------------------------|---------------------------------------------|------------------|--------------------------------------------------------------|---------------------------------------------------|---------------------------------------------|----------|
|                                  | L. A., Orange, San Bernardino, Riverside & Imperial Counties | Santa Barbara, Ventura & San Luis Obispo Counties | Kern, Mono, Inyo Counties & Antelope Valley | San Diego County | L. A., Orange, San Bernardino, Riverside & Imperial Counties | Santa Barbara, Ventura & San Luis Obispo Counties | Kern, Mono, Inyo Counties & Antelope Valley |          |
| <b>JOURNEYMAN INDUSTRIAL</b>     |                                                              |                                                   |                                             |                  |                                                              |                                                   |                                             |          |
| Working Dues (incl in wage rate) | \$ 35.52                                                     | 35.52                                             | \$ 35.52                                    | \$ 35.52         | \$ 31.84                                                     | \$ 31.84                                          | \$ 31.84                                    | \$ 31.84 |
|                                  | \$ 1.38                                                      | \$ 1.38                                           | \$ 1.38                                     | \$ 1.38          | \$ 1.24                                                      | \$ 1.24                                           | \$ 1.24                                     | \$ 1.24  |
| <b>*ENTRY LEVEL JRYMAN INDUS</b> | \$ 30.09                                                     | \$ 30.09                                          | \$ 30.09                                    | \$ 30.09         | \$ 30.09                                                     | \$ 30.09                                          | \$ 30.09                                    | \$ 30.09 |
| Working Dues (incl in wage rate) | \$ 1.19                                                      | \$ 1.19                                           | \$ 1.19                                     | \$ 1.19          | \$ 1.18                                                      | \$ 1.18                                           | \$ 1.18                                     | \$ 1.18  |
| <b>FRINGE BENEFITS</b>           |                                                              |                                                   |                                             |                  |                                                              |                                                   |                                             |          |
| Health & Welfare                 | \$ 9.00                                                      | \$ 9.00                                           | \$ 9.00                                     | \$ 9.00          | \$ 9.00                                                      | \$ 9.00                                           | \$ 9.00                                     | \$ 9.00  |
| Pension Fund                     | \$ 4.94                                                      | \$ 4.94                                           | \$ 4.94                                     | \$ 4.94          | \$ 4.94                                                      | \$ 4.94                                           | \$ 4.94                                     | \$ 4.94  |
| Vacation                         | \$ 2.85                                                      | \$ 2.85                                           | \$ 2.85                                     | \$ 2.85          | \$ 2.71                                                      | \$ 2.71                                           | \$ 2.71                                     | \$ 2.71  |
| Apprenticeship Fund              | \$ 0.85                                                      | \$ 0.85                                           | \$ 0.85                                     | \$ 0.85          | \$ 0.85                                                      | \$ 0.85                                           | \$ 0.85                                     | \$ 0.85  |
| LMCC                             | \$ 1.01                                                      | \$ 1.01                                           | \$ 1.01                                     | \$ 1.01          | \$ 1.01                                                      | \$ 1.01                                           | \$ 1.01                                     | \$ 1.01  |
| <b>TOTAL FRINGES</b>             | \$ 18.65                                                     | \$ 18.65                                          | \$ 18.65                                    | \$ 18.65         | \$ 18.51                                                     | \$ 18.51                                          | \$ 18.51                                    | \$ 18.51 |

**INDUSTRIAL APPRENTICE RATES - ALL COUNTIES**

|                                         | <u>1st</u><br>PERIOD | <u>2nd</u><br>PERIOD | <u>3rd</u><br>PERIOD | <u>4th</u><br>PERIOD | <u>5th</u><br>PERIOD | <u>6th</u><br>PERIOD | <u>7th</u><br>PERIOD | <u>8th</u><br>PERIOD |
|-----------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| <b>WAGES</b>                            | \$ 17.76             | \$ 19.54             | \$ 21.31             | \$ 23.09             | \$ 24.86             | \$ 26.64             | \$ 28.42             | \$ 30.19             |
| <b>WORKING DUES</b><br>(incl. in wages) | \$ 0.68              | \$ 0.74              | \$ 0.82              | \$ 0.88              | \$ 0.97              | \$ 1.04              | \$ 1.10              | \$ 1.17              |
| <b>HEALTH &amp; WELFARE</b>             | \$ 7.05              | \$ 7.35              | \$ 8.27              | \$ 9.00              | \$ 9.00              | \$ 9.00              | \$ 9.00              | \$ 9.00              |
| <b>VACATION</b>                         | \$ 1.08              | \$ 1.11              | \$ 1.36              | \$ 1.44              | \$ 2.07              | \$ 2.15              | \$ 2.24              | \$ 2.30              |
| <b>PENSION</b>                          | \$ 1.09              | \$ 1.19              | \$ 1.82              | \$ 2.52              | \$ 2.67              | \$ 3.48              | \$ 4.04              | \$ 4.14              |
| <b>APPRENTICESHIP</b>                   | \$ 0.85              | \$ 0.85              | \$ 0.85              | \$ 0.85              | \$ 0.85              | \$ 0.85              | \$ 1.09              | \$ 1.80              |
| <b>LMCC</b>                             | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              | \$ 1.01              |
| <b>TOTAL FRINGES</b>                    | \$ 11.08             | \$ 11.51             | \$ 13.31             | \$ 14.82             | \$ 15.60             | \$ 16.49             | \$ 17.38             | \$ 18.25             |
| <b>TOTAL PACKAGE</b><br>3/30/2020       | \$ 28.84             | \$ 31.05             | \$ 34.62             | \$ 37.91             | \$ 40.46             | \$ 43.13             | \$ 45.80             | \$ 48.44             |

**2016 - 2019 PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36  
MASTER LABOR AGREEMENT  
EFFECTIVE JULY 1, 2020 thru JUNE 30, 2021**

**#1 SANTA BARBARA COUNTY - IRON AND STEEL**

High Iron & Steel \$2.00 per hr. premium above Iron & Steel Rate  
Craft General Foreman \$2.00 per hour premium above Master Labor Agreement Foreman Rate

**#2 KERN, SAN LUIS OBISPO AND VENTURA COUNTIES**

High Iron & Steel \$2.00 per hr. premium  
benighted from the ground with a ladder excluded, elevated water towers, tower tanks, steeples and domes in their entirety and any other  
classified as high iron & steel. Aerial towers, towers, radio towers, smoke stacks, flag poles, any flag poles that can  
be painted in other high hazardous buildings shall be

**PRE-APPRENTICE:**

Prior to employing Pre-Apprentices, the Pre-Apprentice must fill out an information form provided by the Apprenticeship Center and forward copies to the Apprenticeship Center. Pre-Apprentices will perform all related duties to the preparation of paint or coatings. They will not apply paint or coatings. If discovered to be doing so, they shall be tested and enrolled into the Apprenticeship Program at the appropriate level. Pre-Apprentices shall be limited to a maximum of 800 hours of employment. In order to continue employment after 800 hours, they shall be referred to the Apprenticeship Program. A violation of the 800 hour requirement will result in paying the wage and fringe benefit equivalent to a first period Apprentice.

**THE EMPLOYER SHALL NOT BE REQUIRED TO MAKE TRUST FUND OR FRINGE BENEFIT CONTRIBUTIONS ON BEHALF OF THE PRE-APPRENTICE.**

**(Effective (1/1/2020)**  
Employers with 26 or More Employees

WAGE RATE \$13.00 PER HR. \*\*  
WORKING DUES \$.47 PER HR.

Employers with 25 or Fewer Employees  
WAGE RATE \$12.00 PER HR. \*\*  
WORKING DUES \$.43 PER HR.

**(Effective (1/1/2021)**

WAGE RATE \$14.00 PER HR. \*\*  
WORKING DUES \$.50 PER HR.

WAGE RATE \$13.00 PER HR. \*\*  
WORKING DUES \$.47 PER HR.

\*\* The wage rate for Pre-apprentices will be determined by the state minimum wage or whichever is greater. Under the legislation, California's \$10-an-hour minimum wage will increase to \$10.50 in January 2017, then to \$11 on Jan. 1, 2018. The minimum wage will then go up by a dollar in each of the following years until it reaches \$15 in 2022, after which it will continue to rise each year by up to 3.5 percent to account for inflation. Businesses with 25 or fewer employees get an extra year to raise their wage, so that workers will be paid \$15 by 2023.

NOTE: Please be advised that there are some cities in California which have instituted their own local minimum wage which may be higher than the California state minimum wage.

**2016 - 2019 PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36  
 MASTER LABOR AGREEMENT  
 EFFECTIVE JULY 1, 2020 thru JUNE 30, 2021**

**HOURS OF WORK:**

Eight (8) consecutive hours shall constitute a normal work day on Monday thru Friday between the hours of 6:00 A.M. and 6:00 P.M. Each employee shall be granted one ten (10) minute rest period at the mid-point between the starting time and prior to the lunch break and another ten (10) minute rest period at the mid-point between the lunch break and quitting time.

**HOLIDAY AND OVERTIME PAY:**

All time, other than mentioned above and in Article 12, Section 1, Paragraph A-2 of the Master Labor Agreement, shall be considered overtime. Overtime shall be paid at the rate of one and one-half (1.5) times the regular rate of pay on Saturdays, Sundays and the following Holidays:

| HOLIDAYS 2020-2021  |           |                   |
|---------------------|-----------|-------------------|
| Independence Day    | Saturday  | July 4, 2020      |
| Labor Day - NO WORK | Monday    | September 7, 2020 |
| Veterans Day        | Wednesday | November 11, 2020 |
| Thanksgiving Day    | Thursday  | November 26, 2020 |
| Christmas Day       | Friday    | December 25, 2020 |
| New Year's Day      | Friday    | January 1, 2021   |
| Memorial Day        | Monday    | May 31, 2021      |

\* When one of the Holidays listed above falls on a Sunday, same shall be observed on the following Monday.

Double the regular rate of pay shall be paid for the following work hours:

1. On all hours over 12 in any one day.
2. The overtime rates below only applies to projects that are under a Project Labor Agreement, union only type agreements or facilities or any facility who is allowed to do direct hire of employees under the terms and conditions of this agreement.
  - a) All hours worked over 8 on the 6th consecutive work day.
  - b) All hours worked on the 7th consecutive work day.
  - c) All hours worked during the Holidays listed above.

**DEFINITIONS:**

**ENTRY LEVEL JOURNEYMAN**

Is an individual who has passed the required proficiency examination, or completed the apprenticeship program, this individual must complete—one thousand five hundred (1,500) hours of employment as an Entry Level Journeyman and obtain mandated OSHA Safety Training to be eligible for advancement to Journeyman.

**JOURNEYMAN**

Is an individual who has retained all OSHA certifications and completed one thousand five hundred (1,500) hours at Entry Level Journeyman.

Once a journeyman has completed all requirements to be advanced, the journeyman cannot be reduced to a lower classification.



**2016 - 2019 PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36**  
**MASTER LABOR AGREEMENT**  
**EFFECTIVE JULY 1, 2020 thru June 30, 2021**

**VACATION AND WORKING DUES DEDUCTIONS**

When computing your regular payroll deductions for such items as Withholding Taxes, Social Security, Unemployment Disability Insurance, etc., be sure to include Vacation and authorized Working Dues deductions with the employee's weekly wages. After the various deductions have been made, then the full amount of the Vacation and Working Dues withheld should be forwarded to the Trust Fund along with the fringe benefits on your monthly reports.

All contributions for one month are due and payable on the 10th of the following month. Your contributions will be considered delinquent if not received by the bank by the 20th of each month. Please note that the Trust Fund will not consider the date of the postmark on your mailing envelope to determine timely payment. The date that the bank receives your contributions will be the determining factor. All reporting forms must be returned timely even if there are no hours to report. If you fail to return any of the reporting forms, you will be considered delinquent. A report received late with contributions paid will be assessed liquidated damages based on a percentage of the contributions. A "No Hours" report received late will now be assessed a flat \$100 liquidated damages.

As an example, for a Journeyman Painter working 40 hours per week during the period 07/01/19 thru 06/30/20, and who has signed a valid authorization card authorizing such deductions, his various payroll deductions would be computed as follows:

|                                                                                                       |                              |            |  |            |          |
|-------------------------------------------------------------------------------------------------------|------------------------------|------------|--|------------|----------|
| Employee's hourly rate of pay                                                                         | (\$33.12* per hr. X 40 hrs.) | \$1,324.80 |  |            |          |
| Vacation                                                                                              | (\$ 2.55 per hr. X 40 hrs.)  | \$102.00   |  |            |          |
|                                                                                                       | Gross Pay                    |            |  | \$1,426.80 |          |
| *Includes working dues of \$1.28 per hr. (3.6% x base hourly wage rate and vacation totaling \$35.67) |                              |            |  |            |          |
| Deductions:                                                                                           |                              |            |  |            |          |
| Various federal & state taxes (ESTIMATE)                                                              |                              |            |  |            |          |
| Vacation                                                                                              | (\$ 2.55 per hr. X 40 hrs.)  | \$356.70   |  |            |          |
| Working Dues                                                                                          | (\$ 1.28 per hr. X 40 hrs.)  | \$102.00   |  |            |          |
|                                                                                                       |                              | \$51.20    |  |            |          |
|                                                                                                       | Total Deductions             |            |  | \$509.90   |          |
|                                                                                                       | ESTIMATED Net Amount         |            |  |            | \$916.90 |