



**UPDATED WAGE
SCHEDULE
July 2018**

Painters & Allied Trades District Council 35
and Painting & Finishing Employers Association
of New England, Inc.
and
Glass Employers Association of New England, Inc.

Effective July 1, 2017
Expires June 30, 2021

Updated Wage Schedule

Appendix A & B

APPENDIX A
ARTICLE VII-WAGES, FUND CONTRIBUTIONS, DUES CHECK-OFF, PAC & ORGANIZING
Brush/Tapers, Wallcovers

ZONE 1

**BELMONT, BOSTON, BROOKLINE, CAMBRIDGE, CHELSEA, DEDHAM, EVERETT,
MALDEN, MEDFORD, MILTON, REVERE, SOMERVILLE, WESTWOOD and WINTHROP
ONLY**

EMPLOYER CONTRIBUTIONS

EMPLOYEE DEDUCTIONS

NEW CONSTRUCTION AND POWER PLANTS

	SPRAY								TOTAL		TOTAL			
	<u>WAGE</u>	<u>SANDBLAST</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	44.30	45.70	10.25	8.10	8.95	1.20	0.67	0.35	73.82	75.22	3%	0.15	0.70	
1/1/2018	44.95	46.35	10.35	8.10	9.20	1.25	0.67	0.40	74.92	76.32	3%	0.15	0.75	
7/1/2018	45.30	46.70	10.45	8.15	9.70	1.25	0.67	0.50	76.02	77.42	3%	0.15	0.75	
1/1/2019	45.65	47.05	10.60	8.15	10.25	1.25	0.67	0.55	77.12	78.52	3%	0.15	0.75	
7/1/2019		TO BE DETERMINED								78.22	79.62			
1/1/2020		TO BE DETERMINED								79.32	80.72			
7/1/2020		TO BE DETERMINED								80.42	81.82			
1/1/2021		TO BE DETERMINED								81.52	82.92			

REPAINT

	SPRAY								TOTAL		TOTAL			
	<u>WAGE</u>	<u>SANDBLAST</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	42.36	43.76	10.25	8.10	8.95	1.20	0.67	0.35	71.88	73.28	3%	0.15	0.70	
1/1/2018	43.01	44.41	10.35	8.10	9.20	1.25	0.67	0.40	72.98	74.38	3%	0.15	0.75	
7/1/2018	43.36	44.76	10.45	8.15	9.70	1.25	0.67	0.50	74.08	75.48	3%	0.15	0.75	
1/1/2019	43.71	45.11	10.60	8.15	10.25	1.25	0.67	0.55	75.18	76.58	3%	0.15	0.75	
7/1/2019		TO BE DETERMINED								76.28	77.68			
1/1/2020		TO BE DETERMINED								77.38	78.78			
7/1/2020		TO BE DETERMINED								78.48	79.88			
1/1/2021		TO BE DETERMINED								79.58	80.98			

BRIDGES & TANK PAINTING**TOTAL**

	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	49.01	10.25	8.10	8.95	1.20	0.67	0.35	78.53	3%	0.15	0.70	
1/1/2018	49.66	10.35	8.10	9.20	1.25	0.67	0.40	79.63	3%	0.15	0.75	
7/1/2018	50.01	10.45	8.15	9.70	1.25	0.67	0.50	80.73	3%	0.15	0.75	
1/1/2019	50.36	10.60	8.15	10.25	1.25	0.67	0.55	81.83	3%	0.15	0.75	
7/1/2019		TO BE DETERMINED							82.93			
1/1/2020		TO BE DETERMINED							84.03			
7/1/2020		TO BE DETERMINED							85.13			
1/1/2021		TO BE DETERMINED							86.23			

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES: The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS: State prevailing rate jobs shall be done at the posted rate(s) except

Effective 7.1.2017

ZONE 2

ALL OTHER CITIES & TOWNS in ESSEX, MIDDLESEX, SUFFOLK, NORFOLK, PLYMOUTH, BRISTOL, BARNSTABLE, DUKES, NANTUCKET AND WORCESTER COUNTIES

EMPLOYER CONTRIBUTIONS

EMPLOYEE DEDUCTIONS

NEW CONSTRUCTION AND POWER PLANTS

	<u>SPRAY</u>								<u>TOTAL</u>	<u>TOTAL</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
	<u>WAGES</u>	<u>SANDBLAST</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>			
7/1/2017	38.51	39.91	10.25	8.10	8.95	1.20	0.67	0.35	68.03	69.43	3%	0.15	0.70
1/1/2018	39.16	40.56	10.35	8.10	9.20	1.25	0.67	0.40	69.13	70.53	3%	0.15	0.75
7/1/2018	39.51	40.91	10.45	8.15	9.70	1.25	0.67	0.50	70.23	71.63	3%	0.15	0.75
1/1/2019	39.86	41.26	10.60	8.15	10.25	1.25	0.67	0.55	71.33	72.73	3%	0.15	0.75
7/1/2019	TO BE DETERMINED								72.43	73.83			
1/1/2020	TO BE DETERMINED								73.53	74.93			
7/1/2020	TO BE DETERMINED								74.63	76.03			
1/1/2021	TO BE DETERMINED								75.73	77.13			

REPAINT

	<u>SPRAY</u>								<u>TOTAL</u>	<u>TOTAL</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
	<u>WAGE</u>	<u>SPRAY</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>			
1/1/2017	36.57	37.97	10.25	8.10	8.95	1.20	0.67	0.35	66.09	67.49	3%	0.15	0.70
1/1/2018	37.22	38.62	10.35	8.10	9.20	1.25	0.67	0.40	67.19	68.59	3%	0.15	0.75
7/1/2018	37.57	38.97	10.45	8.15	9.70	1.25	0.67	0.50	68.29	69.69	3%	0.15	0.75
1/1/2019	37.92	39.32	10.60	8.15	10.25	1.25	0.67	0.55	69.39	70.79	3%	0.15	0.75
7/1/2019	TO BE DETERMINED								70.49	71.89			
1/1/2020	TO BE DETERMINED								71.59	72.99			
7/1/2020	TO BE DETERMINED								72.69	74.09			
1/1/2021	TO BE DETERMINED								73.79	75.19			

BRIDGES & TANK PAINTING

	<u>SPRAY</u>								<u>TOTAL</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>				
7/1/2017	49.01	10.25	8.10	8.95	1.20	0.67	0.35	78.53	3%	0.15	0.70	
1/1/2018	49.66	10.35	8.10	9.20	1.25	0.67	0.40	79.63	3%	0.15	0.75	
7/1/2018	50.01	10.45	8.15	9.70	1.25	0.67	0.50	80.73	3%	0.15	0.75	
1/1/2019	50.36	10.60	8.15	10.25	1.25	0.67	0.55	81.83	3%	0.15	0.75	
7/1/2019	TO BE DETERMINED								82.93			
1/1/2020	TO BE DETERMINED								84.03			
7/1/2020	TO BE DETERMINED								85.13			
1/1/2021	TO BE DETERMINED								86.23			

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES: The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS: State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9.

ZONE 3

BERKSHIRE, FRANKLIN, HAMPSHIRE AND HAMDEN COUNTIES OF MASSACHUSETTS

Employer Contributions

Employee Deductions

NEW CONSTRUCTION AND POWER PLANTS

	<u>SPRAY</u>								<u>TOTAL</u>	<u>TOTAL</u>			
	<u>WAGES</u>	<u>SANDBLAST</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	30.98	32.38	10.25	8.10	5.05	1.20	0.67	0.05	56.30	57.70	3%	0.15	0.70
1/1/2018	31.63	33.03	10.35	8.10	5.30	1.25	0.67	0.10	57.40	58.80	3%	0.15	0.75
7/1/2018	31.98	33.38	10.45	8.15	5.80	1.25	0.67	0.20	58.50	59.90	3%	0.15	0.75
1/1/2019	32.33	33.73	10.60	8.15	6.35	1.25	0.67	0.25	59.60	61.00	3%	0.15	0.75
7/1/2019	TO BE DETERMINED								60.70	62.10			
1/1/2020	TO BE DETERMINED								61.80	63.20			
7/1/2020	TO BE DETERMINED								62.90	64.30			
1/1/2021									64.00	65.40			

REPAINT

	<u>WAGE</u>	<u>SPRAY</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>TOTAL</u>	<u>TOTAL</u>			
										<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	28.30	29.70	10.25	8.10	5.05	1.20	0.67	0.05	53.62	55.02	3%	0.15	0.70	
1/1/2018	28.95	30.35	10.35	8.10	5.30	1.25	0.67	0.10	54.72	56.12	3%	0.15	0.75	
7/1/2018	29.30	30.70	10.45	8.15	5.80	1.25	0.67	0.20	55.82	57.22	3%	0.15	0.75	
1/1/2019	29.65	31.05	10.60	8.15	6.35	1.25	0.67	0.25	56.92	58.32	3%	0.15	0.75	
7/1/2019	TO BE DETERMINED								58.02	59.42				
1/1/2020	TO BE DETERMINED								59.12	60.52				
7/1/2020	TO BE DETERMINED								60.22	61.62				
1/1/2021									61.32	62.72				

BRIDGES & TANK PAINTING

	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	49.01	10.25	8.10	8.95	1.20	0.67	0.35	78.53	3%	0.15	0.70	
1/1/2018	49.66	10.35	8.10	9.20	1.25	0.67	0.40	79.63	3%	0.15	0.75	
7/1/2018	50.01	10.45	8.15	9.70	1.25	0.67	0.50	80.73	3%	0.15	0.75	
1/1/2019	50.36	10.60	8.15	10.25	1.25	0.67	0.55	81.83	3%	0.15	0.75	
7/1/2019	TO BE DETERMINED								82.93			
1/1/2020	TO BE DETERMINED								84.03			
7/1/2020	TO BE DETERMINED								85.13			
1/1/2021									86.23			

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES

The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS

State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under

**VERMONT-COUNTIES OF BENNINGTON and WINDHAM
 NEW HAMPSHIRE-COUNTIES OF CHESHIRE, HILLSBOROUGH, ROCKINGHAM and STRATFORD
 MAINE-COUNTY OF YORK**

EMPLOYER CONTRIBUTIONS

EMPLOYEE DEDUCTIONS

NEW CONSTRUCTION AND NON-NUCLEAR POWER PLANTS

	<u>Wages</u>	<u>Pension</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	29.87	6.66	8.10	4.00	1.20	0.67	0.05	50.55	3%	0.15	0.70
1/1/2018	30.52	6.76	8.10	4.25	1.25	0.67	0.10	51.65	3%	0.15	0.75
7/1/2018	30.87	6.86	8.15	4.75	1.25	0.67	0.20	52.75	3%	0.15	0.75
1/1/2019	31.22	7.01	8.15	5.30	1.25	0.67	0.25	53.85	3%	0.15	0.75
7/1/2019	TO BE DETERMINED							54.95			
1/1/2020	TO BE DETERMINED							56.05			
7/1/2020	TO BE DETERMINED							57.15			
1/1/2021	TO BE DETERMINED							58.25			

REPAINT

TOTAL

	<u>Wages</u>	<u>Pension</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	27.19	6.66	8.10	4.00	1.20	0.67	0.05	47.87	3%	0.15	0.70
1/1/2018	27.84	6.76	8.10	4.25	1.25	0.67	0.10	48.97	3%	0.15	0.75
7/1/2018	28.19	6.86	8.15	4.75	1.25	0.67	0.20	50.07	3%	0.15	0.75
1/1/2019	28.54	7.01	8.15	5.30	1.25	0.67	0.25	51.17	3%	0.15	0.75
7/1/2019	TO BE DETERMINED							52.27			
1/1/2020	TO BE DETERMINED							53.37			
7/1/2020	TO BE DETERMINED							54.47			
1/1/2021	TO BE DETERMINED							55.57			

TOTAL

	<u>Wages</u>	<u>Pension</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	35.48	6.66	4.27	3.00	0.68	0.41	0.05	50.55	3%	0.15	0.70
1/1/2018	36.13	6.76	4.27	3.25	0.73	0.41	0.10	51.65	3%	0.15	0.75
7/1/2018	36.48	6.86	4.32	3.75	0.73	0.41	0.20	52.75	3%	0.15	0.75
1/1/2019	36.83	7.01	4.32	4.30	0.73	0.41	0.25	53.85	3%	0.15	0.75
7/1/2019	TO BE DETERMINED							54.95			
1/1/2020	TO BE DETERMINED							56.05			
7/1/2020	TO BE DETERMINED							57.15			
1/1/2021	TO BE DETERMINED							58.25			

NUCLEAR POWER PLANTS

TOTAL TOTAL

	<u>Wages</u>	<u>Spray</u>	<u>Pension</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	30.88	32.28	10.25	8.10	4.60	1.20	0.67	0.05	55.75	57.15	3%	0.15	0.70
1/1/2018	31.53	32.93	10.35	8.10	4.85	1.25	0.67	0.10	56.85	58.25	3%	0.15	0.75
7/1/2018	31.88	33.28	10.45	8.15	5.35	1.25	0.67	0.20	57.95	59.35	3%	0.15	0.75
1/1/2019	32.23	33.63	10.60	8.15	5.90	1.25	0.67	0.25	59.05	60.45	3%	0.15	0.75
7/1/2019	TO BE DETERMINED							60.15	61.55				
1/1/2020	TO BE DETERMINED							61.25	62.65				
7/1/2020	TO BE DETERMINED							62.35	63.75				
1/1/2021	TO BE DETERMINED							63.45	64.85				

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES

The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS

State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9.

ZONE 5

MAINE – COUNTIES OF ANDROSCOGGIN, AROOSTOCK, CUMBERLAND, FRANKLIN, HANCOCK, KENNEBEC, KNOX, LINCOLN, OXFORD, PENOBSOT, PISCATAQUIS, SAGADAHOC, SOMERSET, WALDO, AND WASHINGTON

VERMONT – COUNTIES OF ADDISON, CALEDONIA, CHITTENDEN, ESSEX, FRANKLIN, GRAND ISLE, LAMOILLE, ORANGE, ORLEANS, RUTLAND, WASHINGTON, AND WINDSOR

NEW HAMPSHIRE – ALL COUNTIES OF BELKNAP, CARROLL, COOS, GRAFTON, MERRIMACK, AND SULLIVAN

	EMPLOYER CONTRIBUTIONS							EMPLOYEE DEDUCTIONS			
	<u>Wage</u>	<u>Pen</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
INDUSTRIAL/Paper MILLS/NON-NUCLEAR POWER PLANTS								TOTAL			
7/1/2017	28.95	6.66	4.20	3.00	0.55	0.40	0.05	43.81	3%	0.15	0.70
1/1/2018	29.60	6.76	4.20	3.25	0.60	0.40	0.10	44.91	3%	0.15	0.75
7/1/2018	29.95	6.86	4.25	3.75	0.60	0.40	0.20	46.01	3%	0.15	0.75
1/1/2019	30.30	7.01	4.25	4.30	0.60	0.40	0.25	47.11	3%	0.15	0.75
7/1/2019	TO BE DETERMINED							48.21			
1/1/2020	TO BE DETERMINED							49.31			
7/1/2020	TO BE DETERMINED							50.41			
1/1/2021	TO BE DETERMINED							51.51			
COMMERCIAL/NEW CONSTRUCTION/REPAINT								TOTAL			
	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	26.95	6.66	4.20	3.00	0.55	0.40	0.05	41.81	3%	0.15	0.70
1/1/2018	27.60	6.76	4.20	3.25	0.60	0.40	0.10	42.91	3%	0.15	0.75
7/1/2018	27.95	6.86	4.25	3.75	0.60	0.40	0.20	44.01	3%	0.15	0.75
1/1/2019	28.30	7.01	4.25	4.30	0.60	0.40	0.25	45.11	3%	0.15	0.75
7/1/2019	TO BE DETERMINED							46.21			
1/1/2020	TO BE DETERMINED							47.31			
7/1/2020	TO BE DETERMINED							48.41			
1/1/2021	TO BE DETERMINED							49.51			
BRIDGE & TANK	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	35.48	6.66	4.27	3.00	0.68	0.41	0.05	50.55	3%	0.15	0.70
1/1/2018	36.13	6.76	4.27	3.25	0.73	0.41	0.10	51.65	3%	0.15	0.75
7/1/2018	36.48	6.86	4.32	3.75	0.73	0.41	0.20	52.75	3%	0.15	0.75
1/1/2019	36.83	7.01	4.32	4.30	0.73	0.41	0.25	53.85	3%	0.15	0.75
7/1/2019	TO BE DETERMINED							54.95			
1/1/2020	TO BE DETERMINED							56.05			
7/1/2020	TO BE DETERMINED							57.15			
1/1/2021	TO BE DETERMINED							58.25			

NUCLEAR POWER PLANTS

	<u>WAGE</u>	<u>SPRAY</u>	<u>PEN</u>	<u>H & W</u>	<u>Annuity</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>TOTAL</u> <u>PKG</u>	<u>TOTAL</u> <u>SPRAY</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>
7/1/2017	30.88	32.28	10.25	8.10	4.60	1.20	0.67	0.05	55.75	57.15	3%	0.15	0.70
1/1/2018	31.53	32.93	10.35	8.10	4.85	1.25	0.67	0.10	56.85	58.25	3%	0.15	0.75
7/1/2018	31.88	33.28	10.45	8.15	5.35	1.25	0.67	0.20	57.95	59.35	3%	0.15	0.75
1/1/2019	32.23	33.63	10.60	8.15	5.90	1.25	0.67	0.25	59.05	60.45	3%	0.15	0.75
7/1/2019	TO BE DETERMINED								60.15	61.55			
1/1/2020	TO BE DETERMINED								61.25	62.65			
7/1/2020	TO BE DETERMINED								62.35	63.75			
1/1/2021	TO BE DETERMINED								63.45	64.85			

Tapers using power vacuum drywall sanders, bazooka or box and wipers working behind them will be paid \$1.40 per hour above new construction rate. Any Employer found not paying new construction rate on obviously new work shall be required to pay two times the new hourly rate to those Employees involved.

ALLOCATION TO FRINGES

The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement.

STATE PREVAILING RATE JOBS

State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9.

**APPENDIX B
ARTICLE VII-WAGES, FUND CONTRIBUTIONS, DUES CHECK-OFF, PAC & ORGANIZING**

Glaziers

ZONE 1

**BELMONT, BOSTON, BROOKLINE, CAMBRIDGE, CHELSEA, DEDHAM,
EVERETT, MALDEN, MEDFORD, MILTON, REVERE, SOMERVILLE,
WESTWOOD and WINTHROP ONLY**

EMPLOYER CONTRIBUTIONS

NEW CONSTRUCTION

	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
								TOTAL				
7/1/2017	44.30	10.25	8.10	8.95	1.20	0.67	0.35	73.82	3%	0.15	0.70	
1/1/2018	44.95	10.35	8.10	9.20	1.25	0.67	0.40	74.92	3%	0.15	0.75	
7/1/2018	45.30	10.45	8.15	9.70	1.25	0.67	0.50	76.02	3%	0.15	0.75	
1/1/2019	45.65	10.60	8.15	10.25	1.25	0.67	0.55	77.12	3%	0.15	0.75	
7/1/2019			TO BE DETERMINED					78.22				
1/1/2020			TO BE DETERMINED					79.32				
7/1/2020			TO BE DETERMINED					80.42				
1/1/2021			TO BE DETERMINED					81.52				

ZONE 2

**ALL OTHER CITIES & TOWNS in ESSEX, MIDDLESEX, SUFFOLK, NORFOLK,
PLYMOUTH, BRISTOL (EASTON), AND WORCESTER COUNTIES**

NEW CONSTRUCTION

EMPLOYER CONTRIBUTIONS EMPLOYEE DEDUCTIONS

	<u>WAGES</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
								TOTAL				
7/1/2017	38.51	10.25	8.10	8.95	1.20	0.67	0.35	68.03	3%	0.15	0.70	
1/1/2018	39.16	10.35	8.10	9.20	1.25	0.67	0.40	69.13	3%	0.15	0.75	
7/1/2018	39.51	10.45	8.15	9.70	1.25	0.67	0.50	70.23	3%	0.15	0.75	
1/1/2019	39.86	10.60	8.15	10.25	1.25	0.67	0.55	71.33	3%	0.15	0.75	
7/1/2019			TO BE DETERMINED					72.43				
1/1/2020			TO BE DETERMINED					73.53				
7/1/2020			TO BE DETERMINED					74.63				
1/1/2021			TO BE DETERMINED					75.73				

ZONE 4

**VERMONT-COUNTIES OF BENNINGTON and WINDHAM
NEW HAMPSHIRE-COUNTIES OF CHESHIRE, HILLSBOROUGH,
ROCKINGHAM and STRATFORD
MAINE-COUNTY OF YORK**

NEW CONSTRUCTION

	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	29.87	6.66	8.10	4.00	1.20	0.67	0.05	50.55	3%	0.15	0.70	
1/1/2018	30.52	6.76	8.10	4.25	1.25	0.67	0.10	51.65	3%	0.15	0.75	
7/1/2018	30.87	6.86	8.15	4.75	1.25	0.67	0.20	52.75	3%	0.15	0.75	
1/1/2019	31.22	7.01	8.15	5.30	1.25	0.67	0.25	53.85	3%	0.15	0.75	
7/1/2019		TO BE DETERMINED							54.95			
1/1/2020		TO BE DETERMINED							56.05			
7/1/2020		TO BE DETERMINED							57.15			
1/1/2021		TO BE DETERMINED							58.25			

ZONE 5

**MAINE - COUNTIES OF ANDROSCOGGIN, AROOSTOCK, CUMBERLAND,
FRANKLIN, HANCOCK, KENNEBEC, KNOX, LINCOLN, OXFORD, PENOBSOT,
PISCATAQUIS, SAGADAHOC, SOMERSET, WALDO, AND WASHINGTON**

**VERMONT - COUNTIES OF ADDISON, CALEDONIA, CHITTENDEN, ESSEX,
FRANKLIN, GRAND ISLE, LAMOILLE, ORANGE, ORLEANS, RUTLAND,
WASHINGTON, AND WINDSOR**

**NEW HAMPSHIRE - ALL COUNTIES OF BELKNAP, CARROLL, COOS,
GRAFTON, MERRIMACK, AND SULLIVAN**

NEW CONSTRUCTION

	<u>WAGE</u>	<u>PEN</u>	<u>H & W</u>	<u>ANNUITY</u>	<u>FTI</u>	<u>IBF</u>	<u>L/M</u>	<u>PKG</u>	<u>DCO</u>	<u>P/PR</u>	<u>ORG</u>	
7/1/2017	26.95	6.66	4.20	3.00	0.55	0.40	0.05	41.81	3%	0.15	0.70	
1/1/2018	27.60	6.76	4.20	3.25	0.60	0.40	0.10	42.91	3%	0.15	0.75	
7/1/2018	27.95	6.86	4.25	3.75	0.60	0.40	0.20	44.01	3%	0.15	0.75	
1/1/2019	28.30	7.01	4.25	4.30	0.60	0.40	0.25	45.11	3%	0.15	0.75	
7/1/2019		TO BE DETERMINED							46.21			
1/1/2020		TO BE DETERMINED							47.31			
7/1/2020		TO BE DETERMINED							48.41			
1/1/2021		TO BE DETERMINED							49.51			

Allocation to Fringes: The Unionshall have the option to divert monies from Wages to any of the other Funds provided for in this Agreement. State PRevailng Rate Jobs: State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9 Swing Stage: Glaziers utilizing swing stage shall be paid \$1.00 per hour above specified rates when performing such work involving swing staging.