

Appendix A - Painter/Taper/Wallcoverer Wage Schedule

January 1, 2026 - June 30, 2026

ZONE 1		Belmont	Boston	Brookline	Cambridge	Chelsea	Dedham	Everett	Malden	Medford								
New Construction, Tanks* & Powerplants					Milton	Revere	Somerville		Westwood		Winthrop							
Brush/Tapers/Wallcoverers		(*Tanks to be included, effective July 1, 2026)																
		Spray/Sandblast				EMPLOYER PAID CONTRIBUTIONS						Total	Total	EMPLOYEE DEDUCTIONS				IUPAT
Hours of Employment	Pay Period	Percentage	Wage	Wage	Pension	H & W	Annuity	FTI	IBF	LAB/MGT			DCO	P/PR	Org.	Vac Fund	Admin Fee	
0-749	1st	50%	\$27.43	\$28.83	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.45	\$42.00	\$43.40	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
750-1499	2nd	55%	\$30.17	\$31.57	\$0.00	\$10.35	\$6.93	\$2.05	\$0.72	\$1.45	\$51.67	\$53.07	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
1500-2249	3rd	60%	\$32.91	\$34.31	\$0.00	\$10.35	\$7.56	\$2.05	\$0.72	\$1.45	\$55.04	\$56.44	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
2250-2999	4th	65%	\$35.65	\$37.05	\$0.00	\$10.35	\$8.19	\$2.05	\$0.72	\$1.45	\$58.41	\$59.81	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3000-3749	5th	70%	\$38.40	\$39.80	\$11.00	\$10.55	\$8.82	\$2.05	\$0.72	\$2.25	\$73.79	\$75.19	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3750-4499	6th	75%	\$41.14	\$42.54	\$11.00	\$10.55	\$9.45	\$2.05	\$0.72	\$2.25	\$77.16	\$78.56	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
4500-5249	7th	80%	\$43.88	\$45.28	\$11.00	\$10.55	\$10.08	\$2.05	\$0.72	\$2.25	\$80.53	\$81.93	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
5250-5999	8th	90%	\$49.37	\$50.77	\$11.00	\$10.55	\$11.34	\$2.05	\$0.72	\$2.25	\$87.28	\$88.68	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
6000	J/M	100%	\$54.85	\$56.25	\$11.00	\$10.55	\$12.60	\$2.05	\$0.72	\$2.25	\$94.02	\$95.42	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	

Repaint		(*Waste Water Tank, effective July 1, 2026)																
		Spray/Sandblast				EMPLOYER PAID CONTRIBUTIONS						Total	Total	EMPLOYEE DEDUCTIONS				IUPAT
Hours of Employment	Pay Period	Percentage	Wage	Wage	Pension	H & W	Annuity	FTI	IBF	LAB/MGT			DCO	P/PR	Org.	Vac Fund	Admin Fee	
0-749	1st	50%	\$26.46	\$27.86	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.45	\$41.03	\$42.43	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
750-1499	2nd	55%	\$29.10	\$30.50	\$0.00	\$10.35	\$6.93	\$2.05	\$0.72	\$1.45	\$50.60	\$52.00	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
1500-2249	3rd	60%	\$31.75	\$33.15	\$0.00	\$10.35	\$7.56	\$2.05	\$0.72	\$1.45	\$53.88	\$55.28	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
2250-2999	4th	65%	\$34.39	\$35.79	\$0.00	\$10.35	\$8.19	\$2.05	\$0.72	\$1.45	\$57.15	\$58.55	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3000-3749	5th	70%	\$37.04	\$38.44	\$11.00	\$10.55	\$8.82	\$2.05	\$0.72	\$2.25	\$72.43	\$73.83	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3750-4499	6th	75%	\$39.68	\$41.08	\$11.00	\$10.55	\$9.45	\$2.05	\$0.72	\$2.25	\$75.70	\$77.10	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
4500-5249	7th	80%	\$42.33	\$43.73	\$11.00	\$10.55	\$10.08	\$2.05	\$0.72	\$2.25	\$78.98	\$80.38	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
5250-5999	8th	90%	\$47.62	\$49.02	\$11.00	\$10.55	\$11.34	\$2.05	\$0.72	\$2.25	\$85.53	\$86.93	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
6000	J/M	100%	\$52.91	\$54.31	\$11.00	\$10.55	\$12.60	\$2.05	\$0.72	\$2.25	\$92.08	\$93.48	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	

* Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing waste water systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate

BRIDGES & POTABLE WATER* TANK PAINTING - ZONES 1, 2 & 3

(*Potable Water, effective July 1, 2026)

Hours of Employment	Pay Period	Percentage	Wage	EMPLOYER PAID CONTRIBUTIONS						Total
				Pension	H & W	Annuity	FTI	IBF	LAB/MGT	
0-749	1st	50%	\$29.78	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.45	\$44.35
750-1499	2nd	55%	\$32.76	\$0.00	\$10.35	\$6.93	\$2.05	\$0.72	\$1.45	\$54.26
1500-2249	3rd	60%	\$35.74	\$0.00	\$10.35	\$7.56	\$2.05	\$0.72	\$1.45	\$57.87
2250-2999	4th	65%	\$38.71	\$0.00	\$10.35	\$8.19	\$2.05	\$0.72	\$1.45	\$61.47
3000-3749	5th	70%	\$41.69	\$11.00	\$10.55	\$8.82	\$2.05	\$0.72	\$2.25	\$77.08
3750-4499	6th	75%	\$44.67	\$11.00	\$10.55	\$9.45	\$2.05	\$0.72	\$2.25	\$80.69
4500-5249	7th	80%	\$47.65	\$11.00	\$10.55	\$10.08	\$2.05	\$0.72	\$2.25	\$84.30
5250-5999	8th	90%	\$53.60	\$11.00	\$10.55	\$11.34	\$2.05	\$0.72	\$2.25	\$91.51
6000	J/M	100%	\$59.56	\$11.00	\$10.55	\$12.60	\$2.05	\$0.72	\$2.25	\$98.73

EMPLOYEE DEDUCTIONS				
DCO	P/PR	Org.	Vac Fund	IUPAT Admin Fee
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr

ZONE 2 All other cities and towns in **Essex Middlesex Norfolk Plymouth Bristol Barnstable** **Dukes**
Nantucket & Worcester Counties of Massachusetts

New Construction, Tanks* & Power Plants (*Tanks to be included, effective July 1, 2026)

Hours of Employment	Pay Period	Percentage	Wage	Spray/Sandblast		EMPLOYER PAID CONTRIBUTIONS						Total	Total	EMPLOYEE DEDUCTIONS					IUPAT Admin Fee
				/Tools Wage	Wage	Pension	H & W	Annuity	FTI	IBF	LAB/MGT			DCO	P/PR	Org.	Vac Fund		
																		Spray/Sandblast/Tools	
0-749	1st	50%	\$24.53	\$25.93	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.45	\$39.10	\$40.50	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
750-1499	2nd	55%	\$26.98	\$28.38	\$0.00	\$10.35	\$6.93	\$2.05	\$0.72	\$1.45	\$48.48	\$49.88	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
1500-2249	3rd	60%	\$29.44	\$30.84	\$0.00	\$10.35	\$7.56	\$2.05	\$0.72	\$1.45	\$51.57	\$52.97	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
2250-2999	4th	65%	\$31.89	\$33.29	\$0.00	\$10.35	\$8.19	\$2.05	\$0.72	\$1.45	\$54.65	\$56.05	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
3000-3749	5th	70%	\$34.34	\$35.74	\$11.00	\$10.55	\$8.82	\$2.05	\$0.72	\$2.25	\$69.73	\$71.13	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
3750-4499	6th	75%	\$36.80	\$38.20	\$11.00	\$10.55	\$9.45	\$2.05	\$0.72	\$2.25	\$72.82	\$74.22	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
4500-5249	7th	80%	\$39.25	\$40.65	\$11.00	\$10.55	\$10.08	\$2.05	\$0.72	\$2.25	\$75.90	\$77.30	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
5250-5999	8th	90%	\$44.15	\$45.55	\$11.00	\$10.55	\$11.34	\$2.05	\$0.72	\$2.25	\$82.06	\$83.46	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
6000	J/M	100%	\$49.06	\$50.46	\$11.00	\$10.55	\$12.60	\$2.05	\$0.72	\$2.25	\$88.23	\$89.63	3% of gross	0.15/hr.	0.70hr.	1.20/hr.	0.35/hr		

Hours of Employment	Pay Period	Percentage	Wage	Spray/Sandblast		EMPLOYER PAID CONTRIBUTIONS						Total	Total	EMPLOYEE DEDUCTIONS					IUPAT Admin Fee
				/Tools Wage	Wage	Pension	H & W	Annuity	FTI	IBF	LAB/MGT			DCO	P/PR	Org.	Vac Fund		
																		(*Waste Water Tank, effective July 1, 2026) Spray/Sandblast/Tools	
0-749	1st	50%	\$23.56	\$24.96	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.45	\$38.13	\$39.53	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
750-1499	2nd	55%	\$25.92	\$27.32	\$0.00	\$10.35	\$6.93	\$2.05	\$0.72	\$1.45	\$47.42	\$48.82	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
1500-2249	3rd	60%	\$28.27	\$29.67	\$0.00	\$10.35	\$7.56	\$2.05	\$0.72	\$1.45	\$50.40	\$51.80	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
2250-2999	4th	65%	\$30.63	\$32.03	\$0.00	\$10.35	\$8.19	\$2.05	\$0.72	\$1.45	\$53.39	\$54.79	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
3000-3749	5th	70%	\$32.98	\$34.38	\$11.00	\$10.55	\$8.82	\$2.05	\$0.72	\$2.25	\$68.37	\$69.77	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
3750-4499	6th	75%	\$35.34	\$36.74	\$11.00	\$10.55	\$9.45	\$2.05	\$0.72	\$2.25	\$71.36	\$72.76	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
4500-5249	7th	80%	\$37.70	\$39.10	\$11.00	\$10.55	\$10.08	\$2.05	\$0.72	\$2.25	\$74.35	\$75.75	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
5250-5999	8th	90%	\$42.41	\$43.81	\$11.00	\$10.55	\$11.34	\$2.05	\$0.72	\$2.25	\$80.32	\$81.72	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
6000	J/M	100%	\$47.12	\$48.52	\$11.00	\$10.55	\$12.60	\$2.05	\$0.72	\$2.25	\$86.29	\$87.69	3% of gross	0.15/hr.	0.70hr.	1.20/hr.	0.35/hr		

* Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing waste water systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate

ZONE 3 Massachusetts Counties of - Berkshire Franklin Hampshire Hampden
New Construction, Tanks*, Power Plants (*Tanks to be included, effective July 1, 2026)

Hours of Employment	Pay Period	Percentage	Wage	Spray/Sandblast		EMPLOYER PAID CONTRIBUTIONS					Total	Spray/Sandblast/Tools		EMPLOYEE DEDUCTIONS					
				/Tools	Wage	Pension	H & W	Annuity	FTI	IBF		LAB/MGT	Total	Total	DCO	P/PR	Org.	Vac Fund	IUPAT Admin Fee
0-749	1st	50%	\$20.32	\$21.72	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.15	\$34.59	\$35.99	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
750-1499	2nd	55%	\$22.35	\$23.75	\$0.00	\$10.35	\$4.59	\$2.05	\$0.72	\$1.15	\$41.21	\$42.61	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
1500-2249	3rd	60%	\$24.38	\$25.78	\$0.00	\$10.35	\$5.01	\$2.05	\$0.72	\$1.15	\$43.66	\$45.06	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
2250-2999	4th	65%	\$26.41	\$27.81	\$0.00	\$10.35	\$5.43	\$2.05	\$0.72	\$1.15	\$46.11	\$47.51	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
3000-3749	5th	70%	\$28.44	\$29.84	\$11.00	\$10.55	\$5.85	\$2.05	\$0.72	\$1.95	\$60.56	\$61.96	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
3750-4499	6th	75%	\$30.47	\$31.87	\$11.00	\$10.55	\$6.26	\$2.05	\$0.72	\$1.95	\$63.00	\$64.40	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
4500-5249	7th	80%	\$32.50	\$33.90	\$11.00	\$10.55	\$6.68	\$2.05	\$0.72	\$1.95	\$65.45	\$66.85	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
5250-5999	8th	90%	\$36.57	\$37.97	\$11.00	\$10.55	\$7.52	\$2.05	\$0.72	\$1.95	\$70.36	\$71.76	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
6000	J/M	100%	\$40.63	\$42.03	\$11.00	\$10.55	\$8.35	\$2.05	\$0.72	\$1.95	\$75.25	\$76.65	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		

Hours of Employment	Pay Period	Percentage	Wage	Spray/Sandblast		EMPLOYER PAID CONTRIBUTIONS					Total	Spray/Sandblast/Tools		EMPLOYEE DEDUCTIONS					
				/Tools	Wage	Pension	H & W	Annuity	FTI	IBF		LAB/MGT	Total	Total	DCO	P/PR	Org.	Vac Fund	IUPAT Admin Fee
0-749	1st	50%	\$18.98	\$20.38	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.15	\$33.25	\$34.65	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
750-1499	2nd	55%	\$20.87	\$22.27	\$0.00	\$10.35	\$4.59	\$2.05	\$0.72	\$1.15	\$39.73	\$41.13	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
1500-2249	3rd	60%	\$22.77	\$24.17	\$0.00	\$10.35	\$5.01	\$2.05	\$0.72	\$1.15	\$42.05	\$43.45	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
2250-2999	4th	65%	\$24.67	\$26.07	\$0.00	\$10.35	\$5.43	\$2.05	\$0.72	\$1.15	\$44.37	\$45.77	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
3000-3749	5th	70%	\$26.57	\$27.97	\$11.00	\$10.55	\$5.85	\$2.05	\$0.72	\$1.95	\$58.69	\$60.09	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
3750-4499	6th	75%	\$28.46	\$29.86	\$11.00	\$10.55	\$6.26	\$2.05	\$0.72	\$1.95	\$60.99	\$62.39	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
4500-5249	7th	80%	\$30.36	\$31.76	\$11.00	\$10.55	\$6.68	\$2.05	\$0.72	\$1.95	\$63.31	\$64.71	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
5250-5999	8th	90%	\$34.16	\$35.56	\$11.00	\$10.55	\$7.52	\$2.05	\$0.72	\$1.95	\$67.95	\$69.35	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		
6000	J/M	100%	\$37.95	\$39.35	\$11.00	\$10.55	\$8.35	\$2.05	\$0.72	\$1.95	\$72.57	\$73.97	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr		

* Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing waste water systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate

Zone 4
Vermont counties of - Bennington
New Hampshire counties of - Cheshire
Maine counties of - York
New Construction, Tanks* & Non Nuclear powerplants
 Windham
 Hillsborough Rockingham Stratford
 (*Tanks to be included, effective July 1, 2026)

Hours of Employment	Pay Period	Percentage	Wage	EMPLOYER PAID CONTRIBUTIONS						Total
				Pension	H & W	Annuity	FTI	IBF	LAB/MGT	
0-749	1st	50%	\$19.31	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.15	\$33.58
750-1499	2nd	55%	\$21.24	\$0.00	\$10.35	\$3.82	\$2.05	\$0.72	\$1.15	\$39.33
1500-2249	3rd	60%	\$23.17	\$0.00	\$10.35	\$4.17	\$2.05	\$0.72	\$1.15	\$41.61
2250-2999	4th	65%	\$25.10	\$0.00	\$10.35	\$4.52	\$2.05	\$0.72	\$1.15	\$43.89
3000-3749	5th	70%	\$27.03	\$7.41	\$10.55	\$4.87	\$2.05	\$0.72	\$1.95	\$54.58
3750-4499	6th	75%	\$28.97	\$7.41	\$10.55	\$5.21	\$2.05	\$0.72	\$1.95	\$56.86
4500-5249	7th	80%	\$30.90	\$7.41	\$10.55	\$5.56	\$2.05	\$0.72	\$1.95	\$59.14
5250-5999	8th	90%	\$34.76	\$7.41	\$10.55	\$6.26	\$2.05	\$0.72	\$1.95	\$63.70
6000	J/M	100%	\$38.62	\$7.41	\$10.55	\$6.95	\$2.05	\$0.72	\$1.95	\$68.25

EMPLOYEE DEDUCTIONS					IUPAT
DCO	P/PR	Org.	Vac Fund	Admin Fee	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	

Zone 4
Repaint
 (*Waste Water Tank to be included effective July 1, 2026)

Hours of Employment	Pay Period	Percentage	Wage	EMPLOYER PAID CONTRIBUTIONS						Total
				Pension	H & W	Annuity	FTI	IBF	LAB/MGT	
0-749	1st	50%	\$17.97	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.15	\$32.24
750-1499	2nd	55%	\$19.77	\$0.00	\$10.35	\$3.82	\$2.05	\$0.72	\$1.15	\$37.86
1500-2249	3rd	60%	\$21.56	\$0.00	\$10.35	\$4.17	\$2.05	\$0.72	\$1.15	\$40.00
2250-2999	4th	65%	\$23.36	\$0.00	\$10.35	\$4.52	\$2.05	\$0.72	\$1.15	\$42.15
3000-3749	5th	70%	\$25.16	\$7.41	\$10.55	\$4.87	\$2.05	\$0.72	\$1.95	\$52.71
3750-4499	6th	75%	\$26.96	\$7.41	\$10.55	\$5.21	\$2.05	\$0.72	\$1.95	\$54.85
4500-5249	7th	80%	\$28.75	\$7.41	\$10.55	\$5.56	\$2.05	\$0.72	\$1.95	\$56.99
5250-5999	8th	90%	\$32.35	\$7.41	\$10.55	\$6.26	\$2.05	\$0.72	\$1.95	\$61.29
6000	J/M	100%	\$35.94	\$7.41	\$10.55	\$6.95	\$2.05	\$0.72	\$1.95	\$65.57

EMPLOYEE DEDUCTIONS					IUPAT
DCO	P/PR	Org.	Vac Fund	Admin Fee	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	

* Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing waste water systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate

Zone 4

Bridge & Potable Water* Tank Painting

(*Potable Water, effective July 1, 2026)

Hours of Employment	Pay Period	Percentage	Wage	EMPLOYER PAID CONTRIBUTIONS						Total	EMPLOYEE DEDUCTIONS				IUPAT Admin Fee
				Pension	H & W	Annuity	FTI	IBF	LAB/MGT		DCO	P/PR	Org.	Vac Fund	
0-749	1st	50%	\$22.12	\$0.00	\$6.52	\$0.00	\$1.53	\$0.46	\$1.10	\$31.73	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
750-1499	2nd	55%	\$24.33	\$0.00	\$6.52	\$3.27	\$1.53	\$0.46	\$1.10	\$37.21	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
1500-2249	3rd	60%	\$26.54	\$0.00	\$6.52	\$3.57	\$1.53	\$0.46	\$1.10	\$39.72	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
2250-2999	4th	65%	\$28.75	\$0.00	\$6.52	\$3.87	\$1.53	\$0.46	\$1.10	\$42.23	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3000-3749	5th	70%	\$30.96	\$7.46	\$6.72	\$4.17	\$1.53	\$0.46	\$1.90	\$53.20	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3750-4499	6th	75%	\$33.17	\$7.46	\$6.72	\$4.46	\$1.53	\$0.46	\$1.90	\$55.70	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
4500-5249	7th	80%	\$35.38	\$7.46	\$6.72	\$4.76	\$1.53	\$0.46	\$1.90	\$58.21	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
5250-5999	8th	90%	\$39.81	\$7.46	\$6.72	\$5.36	\$1.53	\$0.46	\$1.90	\$63.24	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
6000	J/M	100%	\$44.23	\$7.46	\$6.72	\$5.95	\$1.53	\$0.46	\$1.90	\$68.25	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr

Zone 4

Nuclear Power Plants

Spray/Sandblast

Hours of Employment	Pay Period	Percentage	Wage	/Tools Wage	EMPLOYER PAID CONTRIBUTIONS						Total	Total	EMPLOYEE DEDUCTIONS				IUPAT Admin Fee
					Pension	H & W	Annuity	FTI	IBF	LAB/MGT			DCO	P/PR	Org.	Vac Fund	
0-749	1st	50%	\$19.82	\$21.22	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.15	\$34.09	\$35.49	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
750-1499	2nd	55%	\$21.80	\$23.20	\$0.00	\$10.35	\$4.15	\$2.05	\$0.72	\$1.15	\$40.22	\$41.62	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
1500-2249	3rd	60%	\$23.78	\$25.18	\$0.00	\$10.35	\$4.53	\$2.05	\$0.72	\$1.15	\$42.58	\$43.98	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
2250-2999	4th	65%	\$25.76	\$27.16	\$0.00	\$10.35	\$4.91	\$2.05	\$0.72	\$1.15	\$44.94	\$46.34	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3000-3749	5th	70%	\$27.74	\$29.14	\$11.00	\$10.55	\$5.29	\$2.05	\$0.72	\$1.95	\$59.30	\$60.70	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
3750-4499	6th	75%	\$29.72	\$31.12	\$11.00	\$10.55	\$5.66	\$2.05	\$0.72	\$1.95	\$61.65	\$63.05	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
4500-5249	7th	80%	\$31.70	\$33.10	\$11.00	\$10.55	\$6.04	\$2.05	\$0.72	\$1.95	\$64.01	\$65.41	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
5250-5999	8th	90%	\$35.67	\$37.07	\$11.00	\$10.55	\$6.80	\$2.05	\$0.72	\$1.95	\$68.74	\$70.14	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr
6000	J/M	100%	\$39.63	\$41.03	\$11.00	\$10.55	\$7.55	\$2.05	\$0.72	\$1.95	\$73.45	\$74.85	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr

Zone 5

Maine Counties	Androscoggin		Aroostock	Cumberland	Franklin	Hancock	Kennebec	Knox	Lincoln	Oxford	Penobscot
	piscataquis		Sagadahoc	Somerset	Waldo	Washington					
Vermont Counties	Addison		Caledonia	Chittenden	Essex	Franklin	Grand Isle		Lamoille		Orange
	Orleans		Rutland		Washington		Windsor				
New Hampshire Counties	Belknap	Carroll	Coos	Grafton	Merrimack		Sullivan				

Industrial Paper Mills/Non-Nuclear Power Plants

Hours of Employment	Pay Period	Percentage	Wage	EMPLOYER PAID CONTRIBUTIONS						Total	EMPLOYEE DEDUCTIONS					IUPAT Admin Fee
				Pension	H & W	Annuity	FTI	IBF	LAB/MGT		DCO	P/PR	Org.	Vac Fund		
0-749	1st	50%	\$18.85	\$0.00	\$10.35	\$0.00	\$1.40	\$0.45	\$1.15	\$32.20	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
750-1499	2nd	55%	\$20.74	\$0.00	\$10.35	\$3.27	\$1.40	\$0.45	\$1.15	\$37.36	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
1500-2249	3rd	60%	\$22.62	\$0.00	\$10.35	\$3.57	\$1.40	\$0.45	\$1.15	\$39.54	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
2250-2999	4th	65%	\$24.51	\$0.00	\$10.35	\$3.87	\$1.40	\$0.45	\$1.15	\$41.73	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3000-3749	5th	70%	\$26.39	\$7.41	\$10.55	\$4.17	\$1.40	\$0.45	\$1.95	\$52.32	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3750-4499	6th	75%	\$28.28	\$7.41	\$10.55	\$4.46	\$1.40	\$0.45	\$1.95	\$54.50	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
4500-5249	7th	80%	\$30.16	\$7.41	\$10.55	\$4.76	\$1.40	\$0.45	\$1.95	\$56.68	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
5250-5999	8th	90%	\$33.93	\$7.41	\$10.55	\$5.36	\$1.40	\$0.45	\$1.95	\$61.05	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
6000	J/M	100%	\$37.70	\$7.41	\$10.55	\$5.95	\$1.40	\$0.45	\$1.95	\$65.41	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	

Zone 5

Commercial New Construction Repaint

(*Tanks & *Waste Water Tank to be included, effective July 1, 2026)

Hours of Employment	Pay Period	Percentage	Wage	EMPLOYER PAID CONTRIBUTIONS						Total	EMPLOYEE DEDUCTIONS					IUPAT Admin Fee
				Pension	H & W	Annuity	FTI	IBF	LAB/MGT		DCO	P/PR	Org.	Vac Fund		
0-749	1st	50%	\$17.85	\$0.00	\$6.45	\$0.00	\$1.40	\$0.45	\$1.15	\$27.30	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
750-1499	2nd	55%	\$19.64	\$0.00	\$6.45	\$3.27	\$1.40	\$0.45	\$1.15	\$32.36	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
1500-2249	3rd	60%	\$21.42	\$0.00	\$6.45	\$3.57	\$1.40	\$0.45	\$1.15	\$34.44	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
2250-2999	4th	65%	\$23.21	\$0.00	\$6.45	\$3.87	\$1.40	\$0.45	\$1.15	\$36.53	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3000-3749	5th	70%	\$24.99	\$7.41	\$6.65	\$4.17	\$1.40	\$0.45	\$1.95	\$47.02	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3750-4499	6th	75%	\$26.78	\$7.41	\$6.65	\$4.46	\$1.40	\$0.45	\$1.95	\$49.10	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
4500-5249	7th	80%	\$28.56	\$7.41	\$6.65	\$4.76	\$1.40	\$0.45	\$1.95	\$51.18	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
5250-5999	8th	90%	\$32.13	\$7.41	\$6.65	\$5.36	\$1.40	\$0.45	\$1.95	\$55.35	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
6000	J/M	100%	\$35.70	\$7.41	\$6.65	\$5.95	\$1.40	\$0.45	\$1.95	\$59.51	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	

* Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing waste water systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate

Zone 5

Bridges & Potable Water* Tank Painting

(*Potable Water, effective July 1, 2026)

Hours of Employment	Pay Period	Percentage	Wage	EMPLOYER PAID CONTRIBUTIONS						Total	EMPLOYEE DEDUCTIONS					IUPAT Admin Fee
				Pension	H & W	Annuity	FTI	IBF	LAB/MGT		DCO	P/PR	Org.	Vac Fund		
0-749	1st	50%	\$22.12	\$0.00	\$6.52	\$0.00	\$1.53	\$0.46	\$1.15	\$31.78	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
750-1499	2nd	55%	\$24.33	\$0.00	\$6.52	\$3.27	\$1.53	\$0.46	\$1.15	\$37.26	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
1500-2249	3rd	60%	\$26.54	\$0.00	\$6.52	\$3.57	\$1.53	\$0.46	\$1.15	\$39.77	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
2250-2999	4th	65%	\$28.75	\$0.00	\$6.52	\$3.87	\$1.53	\$0.46	\$1.15	\$42.28	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3000-3749	5th	70%	\$30.96	\$7.41	\$6.72	\$4.17	\$1.53	\$0.46	\$1.95	\$53.20	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3750-4499	6th	75%	\$33.17	\$7.41	\$6.72	\$4.46	\$1.53	\$0.46	\$1.95	\$55.70	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
4500-5249	7th	80%	\$35.38	\$7.41	\$6.72	\$4.76	\$1.53	\$0.46	\$1.95	\$58.21	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
5250-5999	8th	90%	\$39.81	\$7.41	\$6.72	\$5.36	\$1.53	\$0.46	\$1.95	\$63.24	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
6000	J/M	100%	\$44.23	\$7.41	\$6.72	\$5.95	\$1.53	\$0.46	\$1.95	\$68.25	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	

Zone 5

Nuclear Power Plants

Spray/Sandblast

Spray/Sandblast/Tools

Hours of Employment	Pay Period	Percentage	Wage	/Tools Wage	EMPLOYER PAID CONTRIBUTIONS						Total	Total	EMPLOYEE DEDUCTIONS					IUPAT Admin Fee
					Pension	H & W	Annuity	FTI	IBF	LAB/MGT			DCO	P/PR	Org.	Vac Fund		
0-749	1st	50%	\$19.82	\$21.22	\$0.00	\$10.35	\$0.00	\$2.05	\$0.72	\$1.15	\$34.09	\$35.49	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
750-1499	2nd	55%	\$21.80	\$23.20	\$0.00	\$10.35	\$4.15	\$2.05	\$0.72	\$1.15	\$40.22	\$41.62	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
1500-2249	3rd	60%	\$23.78	\$25.18	\$0.00	\$10.35	\$4.53	\$2.05	\$0.72	\$1.15	\$42.58	\$43.98	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
2250-2999	4th	65%	\$25.76	\$27.16	\$0.00	\$10.35	\$4.91	\$2.05	\$0.72	\$1.15	\$44.94	\$46.34	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3000-3749	5th	70%	\$27.74	\$29.14	\$11.00	\$10.55	\$5.29	\$2.05	\$0.72	\$1.95	\$59.30	\$60.70	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
3750-4499	6th	75%	\$29.72	\$31.12	\$11.00	\$10.55	\$5.66	\$2.05	\$0.72	\$1.95	\$61.65	\$63.05	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
4500-5249	7th	80%	\$31.70	\$33.10	\$11.00	\$10.55	\$6.04	\$2.05	\$0.72	\$1.95	\$64.01	\$65.41	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
5250-5999	8th	90%	\$35.67	\$37.07	\$11.00	\$10.55	\$6.80	\$2.05	\$0.72	\$1.95	\$68.74	\$70.14	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	
6000	J/M	100%	\$39.63	\$41.53	\$11.00	\$10.55	\$7.55	\$2.05	\$0.72	\$1.95	\$73.45	\$74.85	3% of gross	0.15/hr.	0.70/hr.	1.20/hr.	0.35/hr	

* Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing waste water systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate