

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

Wage Schedule

Appendix A & B

July 1, 2025 - June 30, 2029

As amended October 1, 2025

**APPENDIX A
WAGES, FUND CONTRIBUTIONS,
DUES CHECK-OFF, PAC, ORGANIZING, VACATION FUND, & IUPAT ADMIN FEE**

Zone 1

Belmont, Boston, Brookline, Cambridge, Chelsea, Dedham, Everett, Malden, Medford, Milton, Revere, Somerville,
Westwood & Winthrop Only

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

Brush/Tapers/Wallcoverers

Employer Contributions

Employee Deductions

| | Employer Contributions | | | | | | | | Employee Deductions | | | | | | |
|----------|------------------------|--------------------|-------|---------|---------|------|------|------|---------------------|----------------|-----|------|------|-------------|--------------------|
| | Wage | Spray Sandblast | H&W | Pension | Annuity | FTI | IBF | L/M | Total PKG | Total Spray | DCO | P/PR | ORG | VAC Fund | IUPAT Admin Fee |
| 7/1/2025 | 53.80 | 55.20 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 92.57 | 93.97 | 3% | 0.15 | 0.70 | 1.20 | 0.25 |
| 1/1/2026 | 54.85 | 56.25 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 94.02 | 95.42 | 3% | 0.15 | 0.70 | 1.20 | 0.35 |
| 7/1/2026 | | | | | | | | | 95.47 | 96.87 | | | | | |
| 1/1/2027 | | | | | | | | | 96.92 | 98.32 | | | | | |
| 7/1/2027 | | | | | | | | | 98.37 | 99.77 | | | | | |
| 1/1/2028 | | | | | | | | | 99.82 | 101.22 | | | | | |
| 7/1/2028 | | | | | | | | | 101.27 | 102.67 | | | | | |
| 1/1/2029 | | | | | | | | | 102.72 | 104.12 | | | | | |

Repaint

(*Waste Water Tank, effective July 1, 2026)

Employer Contributions

Employee Deductions

| | Employer Contributions | | | | | | | | | Employee Deductions | | | | | | | |
|----------|------------------------|--------------------|----------------------|-------|---------|---------|------|------|------|---------------------|----------------|-----------------------|-----|------|------|-------------|--------------------|
| | Wage | Spray Sandblast | Waste Water Tank* | H&W | Pension | Annuity | FTI | IBF | L/M | Total PKG | Total Spray | Total Waste Water* | DCO | P/PR | ORG | VAC Fund | IUPAT Admin Fee |
| 7/1/2025 | 51.86 | 53.26 | 51.86 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 90.63 | 92.03 | 90.63 | 3% | 0.15 | 0.70 | 1.20 | 0.25 |
| 1/1/2026 | 52.91 | 54.31 | 52.91 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 92.08 | 93.48 | 92.08 | 3% | 0.15 | 0.70 | 1.20 | 0.35 |
| 7/1/2026 | | | 58.60 | | | | | | | 93.53 | 94.93 | 98.47 | | | | | |
| 1/1/2027 | | | | | | | | | | 94.98 | 96.38 | | | | | | |
| 7/1/2027 | | | | | | | | | | 96.43 | 97.83 | | | | | | |
| 1/1/2028 | | | | | | | | | | 97.88 | 99.28 | | | | | | |
| 7/1/2028 | | | | | | | | | | 99.33 | 100.73 | | | | | | |
| 1/1/2029 | | | | | | | | | | 100.78 | 102.18 | | | | | | |

Bridge & Potable Water* Tank Painting

(*Potable Water Effective July 1, 2026)

Employer Contributions

Employee Deductions

| | Employer Contributions | | | | | | | Employee Deductions | | | | | | |
|----------|------------------------|-------|---------|---------|------|------|------|---------------------|-----|------|------|-------------|--------------------|--|
| | Wage | H&W | Pension | Annuity | FTI | IBF | L/M | Total PKG | DCO | P/PR | ORG | VAC Fund | IUPAT Admin Fee | |
| 7/1/2025 | 58.51 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 97.28 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | |
| 1/1/2026 | 59.56 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 98.73 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | |
| 7/1/2026 | | | | | | | | 100.18 | | | | | | |
| 1/1/2027 | | | | | | | | 101.63 | | | | | | |
| 7/1/2027 | | | | | | | | 103.08 | | | | | | |
| 1/1/2028 | | | | | | | | 104.53 | | | | | | |
| 7/1/2028 | | | | | | | | 105.98 | | | | | | |
| 1/1/2029 | | | | | | | | 107.43 | | | | | | |

Tapers using power vacuum, drywall sanders, bazooka, box and wipers working behind them, back rollers following spray units 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 AND AMONG FRINGES:** The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement as well as the right to divert contributions from one Fund to another Fund(s). **STATE PREVAILING JOBS:** State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9. *Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing wastewater systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate.

Zone 2

All other cities and towns in Essex, Middlesex, Norfolk, Plymouth, Barnstable, Bristol, Dukes, Nantucket and Worcester Counties of Massachusetts

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

Brush/Tapers/Wallcoverers

Employer Contributions

Employee Deductions

| | Spray | | H&W | Pension | Annuity | FTI | IBF | L/M | Total | | DCO | P/PR | VAC | | IUPAT |
|----------|-------|-----------|-------|---------|---------|------|------|------|-------|-------|-----|------|------|------|-----------|
| | Wage | Sandblast | | | | | | | PKG | Spray | | | ORG | Fund | Admin Fee |
| 7/1/2025 | 48.01 | 49.41 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 86.78 | 88.18 | 3% | 0.15 | 0.70 | 1.20 | 0.25 |
| 1/1/2026 | 49.06 | 50.46 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 88.23 | 89.63 | 3% | 0.15 | 0.70 | 1.20 | 0.35 |
| 7/1/2026 | | | | | | | | | 89.68 | 91.08 | | | | | |
| 1/1/2027 | | | | | | | | | 91.13 | 92.53 | | | | | |
| 7/1/2027 | | | | | | | | | 92.58 | 93.98 | | | | | |
| 1/1/2028 | | | | | | | | | 94.03 | 95.43 | | | | | |
| 7/1/2028 | | | | | | | | | 95.48 | 96.88 | | | | | |
| 1/1/2029 | | | | | | | | | 96.93 | 98.33 | | | | | |

Repaint

(*Waste Water Tank, effective July 1, 2026)

Employer Contributions

Employee Deductions

| | Spray | | Waste | H&W | Pension | Annuity | FTI | IBF | L/M | Total | | Total | | DCO | P/PR | VAC | | IUPAT |
|----------|-------|-----------|-------------|-------|---------|---------|------|------|------|-------|-------|--------------|-----|------|------|------|-----------|-------|
| | Wage | Sandblast | Water Tank* | | | | | | | PKG | Spray | Waste Water* | ORG | | | Fund | Admin Fee | |
| 7/1/2025 | 46.07 | 47.47 | 46.07 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 84.84 | 86.24 | 84.84 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | |
| 1/1/2026 | 47.12 | 48.52 | 47.12 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 86.29 | 87.69 | 86.29 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | |
| 7/1/2026 | | | 52.81 | | | | | | | 87.74 | 89.14 | 92.68 | | | | | | |
| 1/1/2027 | | | | | | | | | | 89.19 | 90.59 | | | | | | | |
| 7/1/2027 | | | | | | | | | | 90.64 | 92.04 | | | | | | | |
| 1/1/2028 | | | | | | | | | | 92.09 | 93.49 | | | | | | | |
| 7/1/2028 | | | | | | | | | | 93.54 | 94.94 | | | | | | | |
| 1/1/2029 | | | | | | | | | | 94.99 | 96.39 | | | | | | | |

Bridge & Potable Water* Tank Painting

(*Potable Water Effective July 1, 2026)

Employer Contributions

Employee Deductions

| | Wage | H&W | Pension | Annuity | FTI | IBF | L/M | Total | PKG | DCO | P/PR | ORG | VAC | | IUPAT |
|----------|-------|-------|---------|---------|------|------|------|--------|-----|------|------|------|------|-----------|-------|
| | | | | | | | | | | | | | Fund | Admin Fee | |
| 7/1/2025 | 58.51 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 97.28 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | | |
| 1/1/2026 | 59.56 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 98.73 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | | |
| 7/1/2026 | | | | | | | | 100.18 | | | | | | | |
| 1/1/2027 | | | | | | | | 101.63 | | | | | | | |
| 7/1/2027 | | | | | | | | 103.08 | | | | | | | |
| 1/1/2028 | | | | | | | | 104.53 | | | | | | | |
| 7/1/2028 | | | | | | | | 105.98 | | | | | | | |
| 1/1/2029 | | | | | | | | 107.43 | | | | | | | |

Tapers using power vacuum, drywall sanders, bazooka, box and wipers working behind them, back rollers following spray units 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 AND AMONG FRINGES:** The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement as well as the right to divert contributions from one Fund to another Fund(s). **STATE PREVAILING JOBS:** State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9. *Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing wastewater systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate.

Zone 3

Berkshire, Franklin, Hampshire & Hamden Counties of Massachusetts

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

Brush/Tapers/Wallcoverers

Employer Contributions

Employee Deductions

| | Spray | | H&W | Pension | Annuity | FTI | IBF | L/M | Total | | DCO | P/PR | VAC | | IUPAT | |
|----------|-------|-----------|-------|---------|---------|------|------|------|-------|-------|-----|------|------|------|-----------|--|
| | Wage | Sandblast | | | | | | | PKG | Spray | | | ORG | Fund | Admin Fee | |
| 7/1/2025 | 39.73 | 41.13 | 10.50 | 10.95 | 8.25 | 1.95 | 0.72 | 1.85 | 73.95 | 75.35 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | |
| 1/1/2026 | 40.63 | 42.03 | 10.55 | 11.00 | 8.35 | 2.05 | 0.72 | 1.95 | 75.25 | 76.65 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | |
| 7/1/2026 | | | | | | | | | 76.60 | 78.00 | | | | | | |
| 1/1/2027 | | | | | | | | | 77.90 | 79.30 | | | | | | |
| 7/1/2027 | | | | | | | | | 79.25 | 80.65 | | | | | | |
| 1/1/2028 | | | | | | | | | 80.55 | 81.95 | | | | | | |
| 7/1/2028 | | | | | | | | | 81.90 | 83.30 | | | | | | |
| 1/1/2029 | | | | | | | | | 83.20 | 84.60 | | | | | | |

Repaint

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

Employer Contributions

Employee Deductions

| | Spray | | Waste | | H&W | Pension | Annuity | FTI | IBF | L/M | Total | | Total | | DCO | P/PR | VAC | | IUPAT | |
|----------|-------|-----------|-------------|--|-------|---------|---------|------|------|------|-------|-------|--------------|-----|------|------|------|-----------|-------|--|
| | Wage | Sandblast | Water Tank* | | | | | | | | PKG | Spray | Waste Water* | ORG | | | Fund | Admin Fee | | |
| 7/1/2025 | 37.05 | 38.45 | 37.05 | | 10.50 | 10.95 | 8.25 | 1.95 | 0.72 | 1.85 | 71.27 | 72.67 | 71.27 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | | |
| 1/1/2026 | 37.95 | 39.35 | 37.95 | | 10.55 | 11.00 | 8.35 | 2.05 | 0.72 | 1.95 | 72.57 | 73.97 | 72.57 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | | |
| 7/1/2026 | | | 44.28 | | | | | | | | 73.92 | 75.32 | 79.60 | | | | | | | |
| 1/1/2027 | | | | | | | | | | | 75.22 | 76.62 | | | | | | | | |
| 7/1/2027 | | | | | | | | | | | 76.57 | 77.97 | | | | | | | | |
| 1/1/2028 | | | | | | | | | | | 77.87 | 79.27 | | | | | | | | |
| 7/1/2028 | | | | | | | | | | | 79.22 | 80.62 | | | | | | | | |
| 1/1/2029 | | | | | | | | | | | 80.52 | 81.92 | | | | | | | | |

Bridge & Potable Water* Tank Painting

(*Potable Water Effective July 1, 2026)

Employer Contributions

Employee Deductions

| | Wage | H&W | Pension | Annuity | FTI | IBF | L/M | Total | PKG | DCO | P/PR | ORG | VAC | Fund | IUPAT | |
|----------|-------|-------|---------|---------|------|------|------|--------|-----|------|------|------|------|------|-----------|--|
| | | | | | | | | | | | | | | | Admin Fee | |
| 7/1/2025 | 58.51 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 97.28 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | | | |
| 1/1/2026 | 59.56 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 98.73 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | | | |
| 7/1/2026 | | | | | | | | 100.18 | | | | | | | | |
| 1/1/2027 | | | | | | | | 101.63 | | | | | | | | |
| 7/1/2027 | | | | | | | | 103.08 | | | | | | | | |
| 1/1/2028 | | | | | | | | 104.53 | | | | | | | | |
| 7/1/2028 | | | | | | | | 105.98 | | | | | | | | |
| 1/1/2029 | | | | | | | | 107.43 | | | | | | | | |

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Zone 4

VT: Counties of Bennington & Windham; NH: Counties of Cheshire, Hillsborough, Rockingham & Stratford;
ME: County of York

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

Employer Contributions

Employee Deductions

| | Wage | H&W | Pension Annuity | | FTI | IBF | L/M | Total | PKG | DCO | P/PR | ORG | VAC Fund | IUPAT |
|----------|-------|-------|-----------------|------|------|------|------|-------|-----|------|------|------|----------|-----------|
| | | | | | | | | | | | | | | Admin Fee |
| 7/1/2025 | 37.82 | 10.50 | 7.36 | 6.85 | 1.95 | 0.72 | 1.85 | 67.05 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | |
| 1/1/2026 | 38.62 | 10.55 | 7.41 | 6.95 | 2.05 | 0.72 | 1.95 | 68.25 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | |
| 7/1/2026 | | | | | | | | 69.45 | | | | | | |
| 1/1/2027 | | | | | | | | 70.65 | | | | | | |
| 7/1/2027 | | | | | | | | 71.85 | | | | | | |
| 1/1/2028 | | | | | | | | 73.05 | | | | | | |
| 7/1/2028 | | | | | | | | 74.25 | | | | | | |
| 1/1/2029 | | | | | | | | 75.45 | | | | | | |

Repaint

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

Employer Contributions

Employee Deductions

| | Waste | | H&W | Pension | Annuity | FTI | IBF | L/M | Total | PKG | Waste | | DCO | P/PR | ORG | VAC Fund | IUPAT |
|----------|-------|-------------|-------|---------|---------|------|------|------|-------|-------|-------------|-----------|------|------|------|----------|-------|
| | Wage | Water Tank* | | | | | | | | | Water Tank* | Admin Fee | | | | | |
| 7/1/2025 | 35.14 | 35.14 | 10.50 | 7.36 | 6.85 | 1.95 | 0.72 | 1.85 | 64.37 | 64.37 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | | |
| 1/1/2026 | 35.94 | 35.94 | 10.55 | 7.41 | 6.95 | 2.05 | 0.72 | 1.95 | 65.57 | 65.57 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | | |
| 7/1/2026 | | 39.44 | | | | | | | 66.77 | 69.77 | | | | | | | |
| 1/1/2027 | | | | | | | | | 67.97 | | | | | | | | |
| 7/1/2027 | | | | | | | | | 69.17 | | | | | | | | |
| 1/1/2028 | | | | | | | | | 70.37 | | | | | | | | |
| 7/1/2028 | | | | | | | | | 71.57 | | | | | | | | |
| 1/1/2029 | | | | | | | | | 72.77 | | | | | | | | |

Bridge & Potable Water* Tank Painting

(*Potable Water Effective July 1, 2026)

Employer Contributions

Employee Deductions

| | Wage | H&W | Pension Annuity | | FTI | IBF | L/M | Total | PKG | DCO | P/PR | ORG | VAC Fund | IUPAT |
|----------|-------|------|-----------------|------|------|------|------|-------|-----|------|------|------|----------|-----------|
| | | | | | | | | | | | | | | Admin Fee |
| 7/1/2025 | 43.43 | 6.67 | 7.41 | 5.85 | 1.43 | 0.46 | 1.80 | 67.05 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | |
| 1/1/2026 | 44.23 | 6.72 | 7.46 | 5.95 | 1.53 | 0.46 | 1.90 | 68.25 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | |
| 7/1/2026 | | | | | | | | 69.45 | | | | | | |
| 1/1/2027 | | | | | | | | 70.65 | | | | | | |
| 7/1/2027 | | | | | | | | 71.85 | | | | | | |
| 1/1/2028 | | | | | | | | 73.05 | | | | | | |
| 7/1/2028 | | | | | | | | 74.25 | | | | | | |
| 1/1/2029 | | | | | | | | 75.45 | | | | | | |

Nuclear Power Plants

Employer Contributions

Employee Deductions

| | Spray | | H&W | Pension | Annuity | FTI | IBF | L/M | Total | Total | DCO | P/PR | ORG | VAC | IUPAT |
|----------|-------|-----------|-------|---------|---------|------|------|------|-------|-------|-----|------|------|------|-----------|
| | Wage | Sandblast | | | | | | | PKG | Spray | | | | Fund | Admin Fee |
| 7/1/2025 | 38.83 | 40.23 | 10.50 | 10.95 | 7.45 | 1.95 | 0.72 | 1.85 | 72.25 | 73.65 | 3% | 0.15 | 0.70 | 1.20 | 0.25 |
| 1/1/2026 | 39.63 | 41.03 | 10.55 | 11.00 | 7.55 | 2.05 | 0.72 | 1.95 | 73.45 | 74.85 | 3% | 0.15 | 0.70 | 1.20 | 0.35 |
| 7/1/2026 | | | | | | | | | 74.65 | 76.05 | | | | | |
| 1/1/2027 | | | | | | | | | 75.85 | 77.25 | | | | | |
| 7/1/2027 | | | | | | | | | 77.05 | 78.45 | | | | | |
| 1/1/2028 | | | | | | | | | 78.25 | 79.65 | | | | | |
| 7/1/2028 | | | | | | | | | 79.45 | 80.85 | | | | | |
| 1/1/2029 | | | | | | | | | 80.65 | 82.05 | | | | | |

Tapers using power vacuum, drywall sanders, bazoooka, box and wipers working behind them, back rollers following spray units 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 AND AMONG FRINGES:** The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement as well as the right to divert contributions from one Fund to another Fund(s). **STATE PREVAILING JOBS:** State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9. *Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing wastewater systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate.

Zone 5

ME: Counties of Androscoggin, Aroostock, Cumberland, Franklin, Hancock, Kennebec, Knox, Lincoln, Oxford, Penobscot, Piscataquis, Sagadahoc, Somerset, Waldo, & Washington **VT:** Counties of Addison, Caledonia, Chittenden, Essex, Franklin, Grand Isle, Lamoille, Orange, Orleans, Rutland, Washington, & Windsor **NH:** All Counties of Belknap, Carroll, Coos, Grafton, Merrimack, & Sullivan

Industrial Paper Mills Non-Nuclear Power Plants

Employer Contributions

Employee Deductions

IUPAT

| | Wage | H&W | Pension | Annuity | FTI | IBF | L/M | Total | PKG | DCO | P/PR | ORG | VAC | Fund | Admin Fee |
|----------|-------|------|---------|---------|------|------|------|-------|-----|-----|------|------|------|------|-----------|
| 7/1/2025 | 36.90 | 6.60 | 7.36 | 5.85 | 1.30 | 0.45 | 1.85 | 60.31 | | 3% | 0.15 | 0.70 | 1.20 | | 0.25 |
| 1/1/2026 | 37.70 | 6.65 | 7.41 | 5.95 | 1.40 | 0.45 | 1.95 | 61.51 | | 3% | 0.15 | 0.70 | 1.20 | | 0.35 |
| 7/1/2026 | | | | | | | | 62.71 | | | | | | | |
| 1/1/2027 | | | | | | | | 63.91 | | | | | | | |
| 7/1/2027 | | | | | | | | 65.11 | | | | | | | |
| 1/1/2028 | | | | | | | | 66.31 | | | | | | | |
| 7/1/2028 | | | | | | | | 67.51 | | | | | | | |
| 1/1/2029 | | | | | | | | 68.71 | | | | | | | |

Commercial New Construction Repaint

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

Employer Contributions

Employee Deductions

IUPAT

| | Water | | | | | | | | Water | | | | | IUPAT | | | |
|----------|-------|-------------|------|---------|---------|------|------|------|-------|-----|-------------|-----|------|-------|------|------|-----------|
| | Wage | Waste Tank* | H&W | Pension | Annuity | FTI | IBF | L/M | Total | PKG | Waste Tank* | DCO | P/PR | ORG | VAC | Fund | Admin Fee |
| 7/1/2025 | 34.90 | 34.90 | 6.60 | 7.36 | 5.85 | 1.30 | 0.45 | 1.85 | 58.31 | | 58.31 | 3% | 0.15 | 0.70 | 1.20 | | 0.25 |
| 1/1/2026 | 35.70 | 35.70 | 6.65 | 7.41 | 5.95 | 1.40 | 0.45 | 1.95 | 59.51 | | 59.51 | 3% | 0.15 | 0.70 | 1.20 | | 0.35 |
| 7/1/2026 | | 39.20 | | | | | | | 60.71 | | 63.71 | | | | | | |
| 1/1/2027 | | | | | | | | | 61.91 | | | | | | | | |
| 7/1/2027 | | | | | | | | | 63.11 | | | | | | | | |
| 1/1/2028 | | | | | | | | | 64.31 | | | | | | | | |
| 7/1/2028 | | | | | | | | | 65.51 | | | | | | | | |
| 1/1/2029 | | | | | | | | | 66.71 | | | | | | | | |

Bridge & Potable Water Tank Painting

(*Potable Water Effective July 1, 2026)

Employer Contributions

Employee Deductions

IUPAT

| | Wage | H&W | Pension | Annuity | FTI | IBF | L/M | Total | PKG | DCO | P/PR | ORG | VAC | Fund | Admin Fee |
|----------|-------|------|---------|---------|------|------|------|-------|-----|-----|------|------|------|------|-----------|
| 7/1/2025 | 43.43 | 6.67 | 7.36 | 5.85 | 1.43 | 0.46 | 1.85 | 67.05 | | 3% | 0.15 | 0.70 | 1.20 | | 0.25 |
| 1/1/2026 | 44.23 | 6.72 | 7.41 | 5.95 | 1.53 | 0.46 | 1.95 | 68.25 | | 3% | 0.15 | 0.70 | 1.20 | | 0.35 |
| 7/1/2026 | | | | | | | | 69.45 | | | | | | | |
| 1/1/2027 | | | | | | | | 70.65 | | | | | | | |
| 7/1/2027 | | | | | | | | 71.85 | | | | | | | |
| 1/1/2028 | | | | | | | | 73.05 | | | | | | | |
| 7/1/2028 | | | | | | | | 74.25 | | | | | | | |
| 1/1/2029 | | | | | | | | 75.45 | | | | | | | |

Nuclear Power Plants

Employer Contributions

Employee Deductions

| | Spray | | | | | | | | Total | Total | VAC | | | | IUPAT |
|----------|-------|-----------|-------|---------|---------|------|------|------|-------|-------|-----|------|------|------|-----------|
| | Wage | Sandblast | H&W | Pension | Annuity | FTI | IBF | L/M | PKG | Spray | DCO | P/PR | ORG | Fund | Admin Fee |
| 7/1/2025 | 38.83 | 40.23 | 10.50 | 10.95 | 7.45 | 1.95 | 0.72 | 1.85 | 72.25 | 73.65 | 3% | 0.15 | 0.70 | 1.20 | 0.25 |
| 1/1/2026 | 39.63 | 41.03 | 10.55 | 11.00 | 7.55 | 2.05 | 0.72 | 1.95 | 73.45 | 74.85 | 3% | 0.15 | 0.70 | 1.20 | 0.35 |
| 7/1/2026 | | | | | | | | | 74.65 | 76.05 | | | | | |
| 1/1/2027 | | | | | | | | | 75.85 | 77.25 | | | | | |
| 7/1/2027 | | | | | | | | | 77.05 | 78.45 | | | | | |
| 1/1/2028 | | | | | | | | | 78.25 | 79.65 | | | | | |
| 7/1/2028 | | | | | | | | | 79.45 | 80.85 | | | | | |
| 1/1/2029 | | | | | | | | | 80.65 | 82.05 | | | | | |

Tapers using power vacuum, drywall sanders, bazooka, box and wipers working behind them, back rollers following spray units 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 AND AMONG FRINGES:** The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement as well as the right to divert contributions from one Fund to another Fund(s). **STATE PREVAILING JOBS:** State prevailing rate jobs shall be done at the posted rate(s) except when prohibited under Article VI, Section 9. *Waste Water Tank, effective July 1, 2026: Sludge tanks (defined as waste water tanks under Repaint in Appendix A) in existing wastewater systems and or facilities will be paid three dollars (\$3.00) per hour above new construction rate.

**APPENDIX B -
ARTICLE WAGES, FUND CONTRIBUTIONS,
DUES CHECK-OFF, PAC, ORGANIZING, VACATION FUND, & IUPAT ADMIN FEE**

GLAZIERS

Zone 1

Belmont, Boston, Brookline, Cambridge, Chelsea, Dedham, Everett, Malden, Medford,
Milton, Revere, Somerville, Westwood & Winthrop Only

| | Employer Contributions | | | | | | | | Employee Deductions | | | | | VAC | IUPAT | | |
|----------|-------------------------------|-------|-------|---------|---------|------|------|------|----------------------------|--------------|-----|------|------|------------|--------------|------|-----------|
| | <u>Swing</u> | | H&W | Pension | Annuity | FTI | IBF | L/M | <u>Total</u> | <u>Total</u> | DCO | P/PR | ORG | | | Fund | Admin Fee |
| | Wage | Stage | | | | | | | PKG | Swing | | | | | | | |
| 7/1/2025 | 53.80 | 55.80 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 92.57 | 94.57 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | | |
| 1/1/2026 | 54.85 | 56.85 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 94.02 | 96.02 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | | |
| 7/1/2026 | | | | | | | | | 95.47 | 97.47 | | | | | | | |
| 1/1/2027 | | | | | | | | | 96.92 | 98.92 | | | | | | | |
| 7/1/2027 | | | | | | | | | 98.37 | 100.37 | | | | | | | |
| 1/1/2028 | | | | | | | | | 99.82 | 101.82 | | | | | | | |
| 7/1/2028 | | | | | | | | | 101.27 | 103.27 | | | | | | | |
| 1/1/2029 | | | | | | | | | 102.72 | 104.72 | | | | | | | |

Zone 2

All other cities and towns in Essex, Middlesex, Norfolk, Plymouth, Bristol (Easton), and Worcester

| | Employer Contributions | | | | | | | | Employee Deductions | | | | | VAC | IUPAT | | |
|----------|-------------------------------|-------|-------|---------|---------|------|------|------|----------------------------|--------------|-----|------|------|------------|--------------|------|-----------|
| | <u>Swing</u> | | H&W | Pension | Annuity | FTI | IBF | L/M | <u>Total</u> | <u>Total</u> | DCO | P/PR | ORG | | | Fund | Admin Fee |
| | Wage | Stage | | | | | | | PKG | Swing | | | | | | | |
| 7/1/2025 | 48.01 | 50.01 | 10.50 | 10.95 | 12.50 | 1.95 | 0.72 | 2.15 | 86.78 | 88.78 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | | |
| 1/1/2026 | 49.06 | 51.06 | 10.55 | 11.00 | 12.60 | 2.05 | 0.72 | 2.25 | 88.23 | 90.23 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | | |
| 7/1/2026 | | | | | | | | | 89.68 | 91.68 | | | | | | | |
| 1/1/2027 | | | | | | | | | 91.13 | 93.13 | | | | | | | |
| 7/1/2027 | | | | | | | | | 92.58 | 94.58 | | | | | | | |
| 1/1/2028 | | | | | | | | | 94.03 | 96.03 | | | | | | | |
| 7/1/2028 | | | | | | | | | 95.48 | 97.48 | | | | | | | |
| 1/1/2029 | | | | | | | | | 96.93 | 98.93 | | | | | | | |

ALLOCATION TO AND AMONG FRINGES: The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement as well as the right to divert contributions from one Fund to another Fund(s). **STATE PREVAILING 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 \$2.00 per hour above specified rates when performing such work involving swing stage.

GLAZIERS

Zone 4

Maine - County of York

Vermont - Counties of Bennington & Windham

New Hampshire - Counties of Cheshire, Hillsborough, Rockingham, & Stafford

Employer Contributions

Employee Deductions

| | <u>Swing</u> | | | | | | | | <u>Total</u> | | | | | <u>Total</u> | | <u>VAC</u> | | <u>IUPAT</u> |
|----------|--------------|-------|-------|---------|---------|------|------|------|--------------|-------|-----|------|------|--------------|-------|------------|--|--------------|
| | Wage | Stage | H&W | Pension | Annuity | FTI | IBF | L/M | PKG | Swing | DCO | P/PR | ORG | Fund | Admin | Fee | | |
| 7/1/2025 | 37.82 | 39.82 | 10.50 | 7.36 | 6.85 | 1.95 | 0.72 | 1.85 | 67.05 | 69.05 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | | | |
| 1/1/2026 | 38.62 | 40.62 | 10.55 | 7.41 | 6.95 | 2.05 | 0.72 | 1.95 | 68.25 | 70.25 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | | | |
| 7/1/2026 | | | | | | | | | 69.45 | 71.45 | | | | | | | | |
| 1/1/2027 | | | | | | | | | 70.65 | 72.65 | | | | | | | | |
| 7/1/2027 | | | | | | | | | 71.85 | 73.85 | | | | | | | | |
| 1/1/2028 | | | | | | | | | 73.05 | 75.05 | | | | | | | | |
| 7/1/2028 | | | | | | | | | 74.25 | 76.25 | | | | | | | | |
| 1/1/2029 | | | | | | | | | 75.45 | 77.45 | | | | | | | | |

Zone 5

Maine – Counties Of Androscoggin, Aroostock, Cumberland, Franklin, Hancock, Kennebec, Knox, Lincoln, Oxford, Penobscot, Piscataquis, Sagadahoc, Somerset, Waldo, & Washington

Vermont – Counties Of Addison, Caledonia, Chittenden, Essex, Franklin, Grand Isle, Lamoille, Orange, Orleans, Rutland, Washington, & Windsor

New Hampshire – All Counties Of Belknap, Carroll, Coos, Grafton, Merrimack, & Sullivan

Employer Contributions

Employee Deductions

| | <u>Swing</u> | | | | | | | | <u>Total</u> | | | | | <u>Total</u> | | <u>VAC</u> | | <u>IUPAT</u> |
|----------|--------------|-------|------|---------|---------|------|------|------|--------------|-------|-----|------|------|--------------|-------|------------|--|--------------|
| | Wage | Stage | H&W | Pension | Annuity | FTI | IBF | L/M | PKG | Swing | DCO | P/PR | ORG | Fund | Admin | Fee | | |
| 7/1/2025 | 34.90 | 36.90 | 6.60 | 7.36 | 5.85 | 1.30 | 0.45 | 1.85 | 58.31 | 60.31 | 3% | 0.15 | 0.70 | 1.20 | 0.25 | | | |
| 1/1/2026 | 35.70 | 37.70 | 6.65 | 7.41 | 5.95 | 1.40 | 0.45 | 1.95 | 59.51 | 61.51 | 3% | 0.15 | 0.70 | 1.20 | 0.35 | | | |
| 7/1/2026 | | | | | | | | | 60.71 | 62.71 | | | | | | | | |
| 1/1/2027 | | | | | | | | | 61.91 | 63.91 | | | | | | | | |
| 7/1/2027 | | | | | | | | | 63.11 | 65.11 | | | | | | | | |
| 1/1/2028 | | | | | | | | | 64.31 | 66.31 | | | | | | | | |
| 7/1/2028 | | | | | | | | | 65.51 | 67.51 | | | | | | | | |
| 1/1/2029 | | | | | | | | | 66.71 | 68.71 | | | | | | | | |

ALLOCATION TO AND AMONG FRINGES: The UNION shall have the option to divert monies from Wages to any of the Funds provided for in this Agreement as well as the right to divert contributions from one Fund to another Fund(s). **STATE PREVAILING 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 \$2.00 per hour above specified rates when performing such work involving swing stage.