

## Employee Group 22 Painters

Effective Date: May 2, 2015

Issued Date: 08/07/2015

Job Code & Description	Grade	Step	Hourly Rate
750115 PAINTER (BRUSH) (U)	001	1: W/PERA for certified EE's grandfathered in PERA	31.42
	001	2: W/O PERA rate for certified EE's	33.78
	001	3: W/O PERA rate for Temp EE's	33.86
750120 LEAD PAINTER (U)	002	1: W/PERA for certified EE's grandfathered in PERA	32.35
	002	2: W/O PERA rate for certified EE's	34.78
	002	3: W/O PERA rate for Temp EE's	34.86
750110 APPRENTICE PAINTER (U) (INDENTURED ON/BEFORE 9/1/2013)	003	1: 0 - 2000 hours	16.93
	003	2: 2001 - 4000 hours	22.01
	003	3: 4001 - 5000 hours	27.09
	003	4: 5001 - 6000 hours	30.47
750111 APPRENTICE PAINTER (U) (0 – 2000 HOURS)	004	1: 0 - 2000 hours	16.43
750112 APPRENTICE PAINTER (U) (2001+ HOURS)	004	2: 2001 - 4000 hours	21.51
750113 APPRENTICE PAINTER (U) (4001+ HOURS)	004	3: 4001 - 5000 hours	26.59
750114 APPRENTICE PAINTER (U) (5001+ HOURS)	004	4: 5001 - 6000 hours	29.97

### **BENEFITS:**

Painters do not receive City benefits. Employer contributions are made on behalf of employees for union-provided fringe benefits. Rates include the taxable Vacation deduction of \$1.50. New employees do not participate in PERA.

Step 01 - W/PERA rate for Certified employees grandfathered in PERA.

Step 02 - W/O PERA rate for Certified employees.

Step 03 - W/O PERA rate for Temporary employees (separate Occupation Code and Rate required due to outside pension contribution difference.).

Grade 003 – Apprentice Indentured on/before to 9/1/2013 – Temporary W/O PERA rates

Grade 004 – Apprentice Indentured on/after 9/1/2013 – Temporary W/O PERA rates

**PREMIUM RATE:**

When performing the following types of work the rate shall be seventy-five cents (\$.75) per hour over the basic hourly wage rate for any class covered by this Agreement:

Sandblasting, swing-stage work, erected structural steel skeleton work, all bridge work, all exterior work where safety belt or window jacks are used, spray painting and when applying materials over 50% creosote and for application of all two component epoxy materials.

**OVERTIME:**

The rate of one and one-half (1.5) the hourly rate shall be the overtime rate for work performed under the following circumstances:

Time worked in excess of eight (8) hours in any one normal work day and; Time worked in excess of forty (40) hours in any work week. The time and one-half overtime rate shall be based on the total rate, including any premium pay, being earned during the overtime hours worked.

Overtime compensation for employees working under a flexible work schedule (Article 7.3) shall be subject to the overtime provisions of the Fair Labor Standards Act.

**SAFETY SHOES:**

Effective January 1, 2010: The Employer agrees to pay \$75.00 toward the cost of a pair of safety shoes purchased by an employee who is a member of this unit. The Employer shall contribute toward the cost of one pair of shoes per contract year and shall not be responsible for any additional cost for any additional shoes thereafter. The reimbursement of \$75.00 shall be made only after investigation and approval by the immediate supervisor of that employee. This \$75.00 Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes.

**UNIFORM ALLOWANCE:**

New employees appointed to the title of Painter in the SPRWS shall receive a one-time payment of \$289.00 for initial uniform items purchased consistent with the SPRWS uniform policy. See requirements MOA signed 7/6/2009. This uniform allowance shall be made as a cash payment to be placed on the employee's paycheck. Effective January 1 of each year, or closest pay period, \$125.00 shall be paid to employees holding the title of Painter for replacing uniforms. This payment shall be made as a cash payment to be placed on the employee's paycheck. The MOA shall run concurrently with the 2013 – 2016 Maintenance Labor Agreement.