

**PAINTERS WAGE CHARTS**  
**Painters & Allied Trades**  
**District Council #36**  
**Master Labor Agreement**  
**BASIC PRIVATE/REPAINT**  
**COMMERCIAL/INDUSTRIAL**

Prepared by

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**JANUARY 1, 2025 THROUGH JUNE 30, 2025**

**2022-2025**  
**PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36**  
**MASTER LABOR AGREEMENT**  
**WAGE & CONTRIBUTION SCHEDULE**  
**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

**COMMERCIAL WAGES AND BENEFIT SCHEDULES**

CLASSIFICATION	BASIC COMMERCIAL/RESIDENTIAL WAGE RATE				REPAINT/*SPECIAL WAGE RATE		
	L.A., Orange, San Bernadino, Riverside & Imperial Counties	Santa Barbara, Ventura & San Luis Obispo Counties	Kern, Mono, Inyo Counties & Antelope Valley	San Diego County	L.A., Orange, San Bernadino, Riverside & Imperial Counties	Santa Barbara, Ventura & San Luis Obispo Counties	Kern, Mono, Inyo Counties & Antelope Valley
<b>JOURNEYMAN</b>	\$40.62	\$38.54	\$36.18	\$40.62	\$37.09	\$33.90	\$33.90
Working Dues (included in wage rate)	\$1.57	\$1.50	\$1.41	\$1.57	\$1.44	\$1.32	\$1.32
IUPAT Admin Dues (included in wage rate)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wage rate)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
<b>* ENTRY LEVEL JOURNEYMAN</b>	\$35.43	\$35.43	\$33.62		\$34.39	\$33.55	\$33.55
Working Dues (included in wage rate)	\$1.39	\$1.38	\$1.32		\$1.34	\$1.31	\$1.31
IUPAT Admin Dues (included in wage rate)	\$0.25	\$0.25	\$0.25		\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wage rate)	\$0.50	\$0.50	\$0.50		\$0.50	\$0.50	\$0.50
<b>FRINGE BENEFITS</b>							
Health & Welfare	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20
Pension Fund	\$6.04	\$6.04	\$6.04	\$6.04	\$6.04	\$6.04	\$6.04
Vacation	\$3.05	\$2.99	\$2.91	\$3.05	\$2.93	\$2.83	\$2.83
Apprenticeship Fund	\$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
<b>TOTAL FRINGES</b>	<b>\$20.05</b>	<b>\$19.99</b>	<b>\$19.91</b>	<b>\$20.05</b>	<b>\$19.93</b>	<b>\$19.83</b>	<b>\$19.83</b>
<b>JOURNEYMAN TOTAL PACKAGE</b>	<b>\$60.67</b>	<b>\$58.53</b>	<b>\$56.09</b>	<b>\$60.67</b>	<b>\$57.02</b>	<b>\$53.73</b>	<b>\$53.73</b>
<b>ENTRY LEVEL JOURNEYMAN TOTAL PACKAGE</b>	<b>\$55.48</b>	<b>\$55.42</b>	<b>\$53.53</b>		<b>\$54.32</b>	<b>\$53.38</b>	<b>\$53.38</b>
<b>JOURNEYMAN WAGE @ 12.5% SHIFT PAY</b>	<b>\$45.70</b>	<b>\$43.36</b>	<b>\$40.70</b>	<b>\$45.70</b>	<b>\$41.73</b>	<b>\$38.14</b>	<b>\$38.14</b>
<b>JOURNEYMAN SHIFT PAY TOTAL PACKAGE</b>	<b>\$65.75</b>	<b>\$63.35</b>	<b>\$60.61</b>	<b>\$65.75</b>	<b>\$61.66</b>	<b>\$57.97</b>	<b>\$57.97</b>
<b>ENTRY EVEL JOURNEYMAN WAGE @ 12.5% SHIFT PAY</b>	<b>\$39.86</b>	<b>\$39.86</b>	<b>\$37.82</b>		<b>\$38.69</b>	<b>\$37.74</b>	<b>\$37.74</b>
<b>ENTRY LEVEL JOURNEYMAN SHIFT PAY TOTAL PACKAGE</b>	<b>\$59.91</b>	<b>\$59.85</b>	<b>\$57.73</b>		<b>\$58.62</b>	<b>\$57.57</b>	<b>\$57.57</b>

**2022-2025**  
**PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36**  
**MASTER LABOR AGREEMENT**  
**WAGE & CONTRIBUTION SCHEDULE**  
**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

**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 changes 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 journeyman 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.

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

**LMCC BREAKDOWN**

\$0.25 FCA Affiliates  
\$0.10 LMCC Admin  
\$0.30 PATCAT  
\$0.05 IAF  
\$0.19 STAR  
\$0.12 LMCI/LMP  
**\$1.01 Total**

**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**.

On jobs with five (5) to ten (10) employees, the foreman rate shall be two dollars (\$2.00) per hour over the scale.

On jobs with eleven (11) or more employees, the foreman rate shall be three dollars (\$3.00) 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**

Journeyman 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. Journeyman paperhangers shall not contract nor sub-contract. Twenty-Five (\$0.25) cents will be added to the applicable wage rates.

**2022-2025**  
**PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36**  
**MASTER LABOR AGREEMENT**  
**APPRENTICESHIP**  
**WAGE & CONTRIBUTION SCHEDULE**  
**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

LOS ANGELES, ORANGE, SAN BERNARDINO, SAN DIEGO, RIVERSIDE, IMPERIAL COUNTIES - APPRENTICE BASIC RATES

	<u>1st</u> <u>PERIOD</u>	<u>2nd</u> <u>PERIOD</u>	<u>3rd</u> <u>PERIOD</u>	<u>4th</u> <u>PERIOD</u>	<u>5th</u> <u>PERIOD</u>	<u>6th</u> <u>PERIOD</u>	<u>7th</u> <u>PERIOD</u>	<u>8th</u> <u>PERIOD</u>
WAGES	\$19.90	\$20.72	\$21.70	\$23.51	\$25.33	\$27.15	\$29.00	\$30.81
WORKING DUES								
(included in wages)	\$0.76	\$0.79	\$0.83	\$0.90	\$0.99	\$1.06	\$1.13	\$1.20
(IUPAT Admin Dues)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wages)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
HEALTH & WELFARE	\$7.25	\$7.55	\$8.47	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20
VACATION	\$1.19	\$1.23	\$1.47	\$1.55	\$2.19	\$2.27	\$2.38	\$2.46
PENSION	\$1.51	\$1.56	\$2.17	\$2.91	\$3.09	\$3.94	\$4.55	\$4.68
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
<b>TOTAL FRINGES</b>	<b>\$11.71</b>	<b>\$12.10</b>	<b>\$13.87</b>	<b>\$15.42</b>	<b>\$16.24</b>	<b>\$17.17</b>	<b>\$18.13</b>	<b>\$19.05</b>
<b>TOTAL PACKAGE</b>	<b>\$31.61</b>	<b>\$32.82</b>	<b>\$35.57</b>	<b>\$38.93</b>	<b>\$41.57</b>	<b>\$44.32</b>	<b>\$47.13</b>	<b>\$49.86</b>
<b>WAGE @12.5% SHIFT PAY</b>	<b>\$22.39</b>	<b>\$23.31</b>	<b>\$24.41</b>	<b>\$26.45</b>	<b>\$28.50</b>	<b>\$30.54</b>	<b>\$32.63</b>	<b>\$34.66</b>
<b>SHIFT PAY TOTAL PACKAGE</b>	<b>\$34.10</b>	<b>\$35.41</b>	<b>\$38.28</b>	<b>\$41.87</b>	<b>\$44.74</b>	<b>\$47.71</b>	<b>\$50.76</b>	<b>\$53.71</b>

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**MASTER LABOR AGREEMENT**  
**APPRENTICESHIP**  
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**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

LOS ANGELES, ORANGE, SAN BERNARDINO, RIVERSIDE, IMPERIAL COUNTIES - APPRENTICE REPAINT RATES

	<u>1st</u> <u>PERIOD</u>	<u>2nd</u> <u>PERIOD</u>	<u>3rd</u> <u>PERIOD</u>	<u>4th</u> <u>PERIOD</u>	<u>5th</u> <u>PERIOD</u>	<u>6th</u> <u>PERIOD</u>	<u>7th</u> <u>PERIOD</u>	<u>8th</u> <u>PERIOD</u>
WAGES	\$19.90	\$20.57	\$21.19	\$22.80	\$24.38	\$25.96	\$27.54	\$29.13
WORKING DUES								
(included in wages)	\$0.76	\$0.78	\$0.82	\$0.88	\$0.96	\$1.02	\$1.08	\$1.14
(IUPAT Admin Dues)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wages)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
HEALTH & WELFARE	\$7.25	\$7.55	\$8.47	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20
VACATION	\$1.19	\$1.23	\$1.47	\$1.55	\$2.19	\$2.27	\$2.38	\$2.46
PENSION	\$1.51	\$1.56	\$2.17	\$2.91	\$3.09	\$3.94	\$4.55	\$4.68
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
<b>TOTAL FRINGES</b>	<b>\$11.71</b>	<b>\$12.10</b>	<b>\$13.87</b>	<b>\$15.42</b>	<b>\$16.24</b>	<b>\$17.17</b>	<b>\$18.13</b>	<b>\$19.05</b>
<b>TOTAL PACKAGE</b>	<b>\$31.61</b>	<b>\$32.67</b>	<b>\$35.06</b>	<b>\$38.22</b>	<b>\$40.62</b>	<b>\$43.13</b>	<b>\$45.67</b>	<b>\$48.18</b>
<b>WAGE @12.5% SHIFT PAY</b>	<b>\$22.38</b>	<b>\$23.14</b>	<b>\$23.84</b>	<b>\$25.64</b>	<b>\$27.43</b>	<b>\$29.21</b>	<b>\$30.98</b>	<b>\$32.78</b>
<b>SHIFT PAY TOTAL PACKAGE</b>	<b>\$34.09</b>	<b>\$35.24</b>	<b>\$37.71</b>	<b>\$41.06</b>	<b>\$43.67</b>	<b>\$46.38</b>	<b>\$49.11</b>	<b>\$51.83</b>

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**MASTER LABOR AGREEMENT**  
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**WAGE & CONTRIBUTION SCHEDULE**  
**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

KERN, INYO, MONO COUNTIES AND ANTELOPE VALLEY - APPRENTICE BASIC RATES

	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>
	<u>PERIOD</u>	<u>PERIOD</u>	<u>PERIOD</u>	<u>PERIOD</u>	<u>PERIOD</u>	<u>PERIOD</u>	<u>PERIOD</u>	<u>PERIOD</u>
WAGES	\$19.98	\$20.66	\$21.36	\$22.83	\$24.32	\$25.74	\$27.23	\$28.69
WORKING DUES								
(included in wages)	\$0.76	\$0.79	\$0.82	\$0.88	\$0.95	\$1.01	\$1.07	\$1.12
(IUPAT Admin Dues)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wages)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
HEALTH & WELFARE	\$7.25	\$7.55	\$8.47	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20
VACATION	\$1.23	\$1.27	\$1.51	\$1.59	\$2.20	\$2.28	\$2.36	\$2.44
PENSION	\$1.68	\$1.74	\$2.00	\$2.46	\$2.58	\$3.24	\$3.91	\$4.59
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
<b>TOTAL FRINGES</b>	<b>\$11.92</b>	<b>\$12.32</b>	<b>\$13.74</b>	<b>\$15.01</b>	<b>\$15.74</b>	<b>\$16.48</b>	<b>\$17.23</b>	<b>\$17.99</b>
<b>TOTAL PACKAGE</b>	<b>\$31.90</b>	<b>\$32.98</b>	<b>\$35.10</b>	<b>\$37.84</b>	<b>\$40.06</b>	<b>\$42.22</b>	<b>\$44.46</b>	<b>\$46.68</b>
<b>WAGE @12.5% SHIFT PAY</b>	<b>\$22.48</b>	<b>\$23.24</b>	<b>\$24.03</b>	<b>\$25.68</b>	<b>\$27.36</b>	<b>\$28.96</b>	<b>\$30.63</b>	<b>\$32.28</b>
<b>SHIFT PAY TOTAL PACKAGE</b>	<b>\$34.40</b>	<b>\$35.56</b>	<b>\$37.77</b>	<b>\$40.69</b>	<b>\$43.10</b>	<b>\$45.44</b>	<b>\$47.86</b>	<b>\$50.27</b>

**2022-2025**  
**PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36**  
**MASTER LABOR AGREEMENT**  
**APPRENTICESHIP**  
**WAGE & CONTRIBUTION SCHEDULE**  
**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

SANTA BARBARA, VENTURA, SAN LUIS OBISPO COUNTIES - APPRENTICE BASIC RATES

	<u>1st</u> <u>PERIOD</u>	<u>2nd</u> <u>PERIOD</u>	<u>3rd</u> <u>PERIOD</u>	<u>4th</u> <u>PERIOD</u>	<u>5th</u> <u>PERIOD</u>	<u>6th</u> <u>PERIOD</u>	<u>7th</u> <u>PERIOD</u>	<u>8th</u> <u>PERIOD</u>
WAGES	\$19.77	\$20.45	\$21.46	\$23.12	\$24.80	\$26.47	\$28.13	\$29.81
WORKING DUES								
(included in wages)	\$0.75	\$0.78	\$0.83	\$0.89	\$0.97	\$1.03	\$1.10	\$1.16
(IUPAT Admin Dues)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wages)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
HEALTH & WELFARE	\$7.25	\$7.55	\$8.47	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20
VACATION	\$1.19	\$1.23	\$1.47	\$1.70	\$2.19	\$2.27	\$2.35	\$2.46
PENSION	\$1.57	\$1.62	\$2.06	\$2.47	\$2.84	\$3.60	\$4.36	\$4.72
APPRENTICESHIP	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$1.16
LMCC	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01
<b>TOTAL FRINGES</b>	<b>\$11.77</b>	<b>\$12.16</b>	<b>\$13.76</b>	<b>\$15.13</b>	<b>\$15.99</b>	<b>\$16.83</b>	<b>\$17.67</b>	<b>\$18.55</b>
<b>TOTAL PACKAGE</b>	<b>\$31.54</b>	<b>\$32.61</b>	<b>\$35.22</b>	<b>\$38.25</b>	<b>\$40.79</b>	<b>\$43.30</b>	<b>\$45.80</b>	<b>\$48.36</b>
<b>WAGE @12.5% SHIFT PAY</b>	<b>\$22.24</b>	<b>\$23.01</b>	<b>\$24.14</b>	<b>\$26.01</b>	<b>\$27.90</b>	<b>\$29.78</b>	<b>\$31.65</b>	<b>\$33.54</b>
<b>SHIFT PAY TOTAL PACKAGE</b>	<b>\$34.01</b>	<b>\$35.17</b>	<b>\$37.90</b>	<b>\$41.14</b>	<b>\$43.89</b>	<b>\$46.61</b>	<b>\$49.32</b>	<b>\$52.09</b>

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**WAGE & CONTRIBUTION SCHEDULE**  
**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

**INDUSTRIAL WAGE AND BENEFIT SCHEDULE**

CLASSIFICATION	BASIC INDUSTRIAL				REPAINT/*SPECIAL WAGE RATE		
	L.A., Orange, San Bernadino, Riverside & Imperial Counties	Santa Barbara, Ventura & San Luis Obispo Counties	Kern, Mono, Inyo Counties & Antelope Valley	San Diego County	L.A., Orange, San Bernadino, Riverside & Imperial Counties	Santa Barbara, Ventura & San Luis Obispo Counties	Kern, Mono, Inyo Counties & Antelope Valley
<b>JOURNEYMAN INDUSTRIAL</b>	\$44.02	\$44.02	\$44.02	\$44.02	\$40.34	\$40.34	\$40.34
Working Dues (included in wage rate)	\$1.71	\$1.71	\$1.71	\$1.71	\$1.57	\$1.57	\$1.57
IUPAT Admin Dues (included in wage rate)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wage rate)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
<b>* ENTRY LEVEL JOURNEYMAN INDUSTRIAL</b>	\$38.59	\$38.59	\$38.59	\$38.59	\$38.59	\$38.59	\$38.59
Working Dues (included in wage rate)	\$1.51	\$1.51	\$1.51	\$1.51	\$1.50	\$1.50	\$1.50
IUPAT Admin Dues (included in wage rate)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wage rate)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
<b>FRINGE BENEFITS</b>							
Health & Welfare	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20
Pension Fund	\$6.04	\$6.04	\$6.04	\$6.04	\$6.04	\$6.04	\$6.04
Vacation	\$3.35	\$3.35	\$3.35	\$3.35	\$3.21	\$3.21	\$3.21
Apprenticeship Fund	\$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
<b>TOTAL FRINGES</b>	<b>\$20.45</b>	<b>\$20.45</b>	<b>\$20.45</b>	<b>\$20.45</b>	<b>\$20.31</b>	<b>\$20.31</b>	<b>\$20.31</b>
<b>JOURNEYMAN TOTAL PACKAGE</b>	<b>\$64.47</b>	<b>\$64.47</b>	<b>\$64.47</b>	<b>\$64.47</b>	<b>\$60.65</b>	<b>\$60.65</b>	<b>\$60.65</b>
<b>ENTRY LEVEL JOURNEYMAN TOTAL PACKAGE</b>	<b>\$59.04</b>	<b>\$59.04</b>	<b>\$59.04</b>	<b>\$59.04</b>	<b>\$58.90</b>	<b>\$58.90</b>	<b>\$58.90</b>
<b>JOURNEYMAN WAGE @ 12.5% SHIFT PAY</b>	<b>\$49.52</b>	<b>\$49.52</b>	<b>\$49.52</b>	<b>\$49.52</b>	<b>\$45.38</b>	<b>\$45.38</b>	<b>\$45.38</b>
<b>JOURNEYMAN SHIFT PAY TOTAL PACKAGE</b>	<b>\$69.97</b>	<b>\$69.97</b>	<b>\$69.97</b>	<b>\$69.97</b>	<b>\$65.69</b>	<b>\$65.69</b>	<b>\$65.69</b>
<b>ENTRY LEVEL JOURNEYMAN WAGE @ 12.5% SHIFT PAY</b>	<b>\$43.41</b>	<b>\$43.41</b>	<b>\$43.41</b>	<b>\$43.41</b>	<b>\$43.41</b>	<b>\$43.41</b>	<b>\$43.41</b>
<b>ENTRY LEVEL JOURNEYMAN SHIFT PAY TOTAL PACKAGE</b>	<b>\$63.86</b>	<b>\$63.86</b>	<b>\$63.86</b>	<b>\$63.86</b>	<b>\$63.72</b>	<b>\$63.72</b>	<b>\$63.72</b>



**2022-2025**  
**PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36**  
**MASTER LABOR AGREEMENT**  
**APPRENTICESHIP**  
**WAGE & CONTRIBUTION SCHEDULE**  
**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

**INDUSTRIAL APPRENTICE BASIC RATES - ALL COUNTIES**

	<u>1st</u> <u>PERIOD</u>	<u>2nd</u> <u>PERIOD</u>	<u>3rd</u> <u>PERIOD</u>	<u>4th</u> <u>PERIOD</u>	<u>5th</u> <u>PERIOD</u>	<u>6th</u> <u>PERIOD</u>	<u>7th</u> <u>PERIOD</u>	<u>8th</u> <u>PERIOD</u>
WAGES	\$22.01	\$24.21	\$26.41	\$28.61	\$30.81	\$33.02	\$35.22	\$37.42
WORKING DUES								
(included in wages)	\$0.84	\$0.92	\$1.01	\$1.09	\$1.20	\$1.28	\$1.36	\$1.45
(IUPAT Admin Dues)	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Industry Expansion Dues (included in wages)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
HEALTH & WELFARE	\$7.25	\$7.55	\$8.47	\$9.20	\$9.20	\$9.20	\$9.20	\$9.20
VACATION	\$1.33	\$1.39	\$1.66	\$1.77	\$2.42	\$2.53	\$2.64	\$2.73
PENSION	\$1.64	\$1.80	\$2.48	\$3.24	\$3.44	\$4.31	\$4.92	\$5.08
APPRENTICESHIP	\$0.85	\$0.85	\$0.85	\$0.85	\$0.85	\$0.85	\$1.09	\$1.80
LMCC	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01	\$1.01
<b>TOTAL FRINGES</b>	<b>\$12.08</b>	<b>\$12.60</b>	<b>\$14.47</b>	<b>\$16.07</b>	<b>\$16.92</b>	<b>\$17.90</b>	<b>\$18.86</b>	<b>\$19.82</b>
<b>TOTAL PACKAGE</b>	<b>\$34.09</b>	<b>\$36.81</b>	<b>\$40.88</b>	<b>\$44.68</b>	<b>\$47.73</b>	<b>\$50.92</b>	<b>\$54.08</b>	<b>\$57.24</b>
<b>WAGE @12.5% SHIFT PAY</b>	<b>\$24.76</b>	<b>\$27.24</b>	<b>\$29.71</b>	<b>\$32.19</b>	<b>\$34.66</b>	<b>\$37.15</b>	<b>\$39.62</b>	<b>\$42.10</b>
<b>SHIFT PAY TOTAL PACKAGE</b>	<b>\$36.84</b>	<b>\$39.84</b>	<b>\$44.18</b>	<b>\$48.26</b>	<b>\$51.58</b>	<b>\$55.05</b>	<b>\$58.48</b>	<b>\$61.92</b>

**2022-2025**  
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**MASTER LABOR AGREEMENT**  
**WAGE & CONTRIBUTION SCHEDULE**  
**EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

**#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 hr premium above Master Labor Agreement Foreman Rate

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

High Iron & Steel	\$2.00 per hr premium
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**High Iron & Steel definition (Applies to both #1 & #2):** Ariel towers, towers, radio towers, smoke stacks, flag poles, (any flag poles that can be finished from the ground with a ladder excluded), elevated water towers, tower tanks, steeples and domes in their entirety and any other extremely high and hazardous work, cooning steel, bos'n chair or other similar devices, painting in other high hazardous buildings shall be classified as high iron & steel.

**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 (1/1/2023)	<b>Employers with 26 or More Employees</b>	<b>Employers with 25 or Fewer Employees</b>
	<b>WAGE RATE \$15.50 PER HR**</b>	<b>WAGE RATE \$15.50 PER HR**</b>
	<b>WORKING DUES \$0.56 PER HR</b>	<b>WORKING DUES \$0.56 PER HR</b>
Effective (1/1/2024)	<b>WAGE RATE \$16.00 PER HR**</b>	<b>WAGE RATE \$16.00 PER HR**</b>
	<b>WORKING DUES \$0.58 PER HR</b>	<b>WORKING DUES \$0.58 PER HR</b>

**\*\*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 \$12.00 in January 2019, then to \$13.00 on January 1, 2020. The minimum wage will then go up by a dollar in each of the following years until it reaches \$15.00 in 2022, after which it will continue to rise each year by up to 3.5% to account for inflation. Businesses with 25 or fewer employees get an extra year to raise their wage, so that workers will be paid \$16.00 by 2024.**

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

**2022-2025  
 PAINTERS & ALLIED TRADES DISTRICT COUNCIL NO. 36  
 MASTER LABOR AGREEMENT  
 WAGE & CONTRIBUTION SCHEDULE  
 EFFECTIVE JANUARY 1, 2025 THROUGH JUNE 30, 2025**

**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, OVERTIME AND DOUBLE PAY:**

HOLIDAYS 2024-2025		
Independence Day	Thursday	July 4, 2024
Labor Day - NO WORK	Monday	September 2, 2024
Veterans Day	Monday	November 11, 2024
Thanksgiving Day	Thursday	November 28, 2024
Day after Thanksgiving Day	Friday	November 29, 2024
Christmas Day	Wednesday	December 25, 2024
New Year's Day	Wednesday	January 1, 2025
Memorial Day	Monday	May 26, 2025

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

- A. Overtime shall be paid at the rate of one and a half (1.5) times the regular rate of pay on Saturday.
- B. Double the regular rate of pay shall be paid for the following work hours.
  - 1. On all hours worked on Sunday.
  - 2. On all hours worked over twelve (12) in any one day.

**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.**

**2022-2025**  
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**WAGE & CONTRIBUTION SCHEDULE**  
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**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 01/01/25 thru 06/30/25, 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		(\$40.62 per hr. X 40 hrs)	\$1,624.80			
Vacation		(\$3.05 per hr. X 40 hrs)	\$122.00			
Gross Pay					\$1,746.80	
*Includes working dues of \$1.57 per hr. (3.6% x base hourly wage rate and vacation totaling \$43.67)						
<u>Deductions:</u>						
Various federal & state taxes (ESTIMATE)			\$366.70			
IUPAT Administrative Dues		(\$0.25 x 40 hrs)	\$10.00			
Vacation		(\$3.05 per hr. X 40 hrs.)	\$122.00			
Working Dues		(\$1.57 per hr. X 40 hrs.)	\$62.80			
Industry Expansion Dues		(\$0.50 x 40 hrs)	\$20.00			
			Total Deductions		\$581.50	
			<b>ESTIMATED Net Amount</b>			<b>\$1,165.30</b>