CERAMIC TILE FINISHERS WAGE & BENEFIT RATES
JUNE 1, 2019 THROUGH MAY 31, 2020

<table>
<thead>
<tr>
<th></th>
<th>06-01-19</th>
<th>BASE WAGE</th>
<th>HEALTH &amp; WELFARE</th>
<th>PENSION</th>
<th>PROMO</th>
<th>ANNUITY</th>
<th>DCTC APPR FUND</th>
<th>IPF</th>
<th>IMI</th>
<th>CISCO</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHANGE</td>
<td>+1.00</td>
<td>+.25</td>
<td>$24</td>
<td>-------</td>
<td>$.45</td>
<td>+.06</td>
<td>+.09</td>
<td>+.03</td>
<td>------</td>
<td>------</td>
<td>+ $2.12</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$40.56</td>
<td>$11.00</td>
<td>$5.69</td>
<td>$.10</td>
<td>$5.50</td>
<td>$.40</td>
<td>$1.61</td>
<td>$.66</td>
<td>$.01</td>
<td>------</td>
<td>$65.53</td>
</tr>
</tbody>
</table>

The ANNUITY, APPRENTICE, IPF, and IMI Funds are payable on each hour for which employee receives pay. All partial hours are to be reported & paid as a full hour (per employee.)

**EFFECTIVE 6/1/19 DISTRICT COUNCIL DUES CHECK-OFF WILL BE $2.13 PER HOUR WORKED FOR JOURNEY LEVEL. BREAKDOWN: $1.47 LOCAL DUES AND $.66 IU DUES.**

**NEW EFFECTIVE 6/1/19 DISTRICT COUNCIL DUES CHECK-OFF WILL BE $1.87 PER HOUR FOR APPRENTICES. BREAKDOWN: $1.30 LOCAL DUES AND $.57 IU DUES.**

**Hauling shop tools or materials:** If a Tile Finisher hauls Employer-owned tools in his/her personal vehicle, he/she shall receive $15.00 per day. **Parking:** $12.50 per day, with receipt. **Out of Town:** $35.00 per day for board.

**Hauling shop tools or materials:** If a Tile Layer or Tile Finisher hauls Employer-owned equipment in employee's personal vehicle, he/she shall receive $15.00/day in addition to general expense.

**Note:** Hours “worked” is defined as the actual number of hours worked. Hours “paid” considers overtime hours which is different than hours worked. E.g.: 8 hours worked on Saturday is reported as: 8 hours worked but 12 hours paid. Monday through Friday work in excess of 8 hours: the 9th & 10th hours are paid at time- and-1/2. After the 10th hour, pay-rate is double-time. This provision applies to continuous hours worked on any one job, and only when the job starts at the regular designated start time, per Article 5.1

**Apprentice & Improver Wage Scale is based on hours worked as follows:**

- **50% of Journeyman’s Wage Scale for the 1st 500 Hours Worked = $20.28**
- **60% of Journeyman’s Wage Scale for the 2nd 500 Hours Worked = $24.34**
- **65% of Journeyman’s Wage Scale for the 3rd 500 Hours Worked = $26.36**
- **70% of Journeyman’s Wage Scale for the 4th 500 Hours Worked = $28.39**
- **75% of Journeyman’s Wage Scale for the 5th 500 Hours Worked = $30.42**
- **80% of Journeyman’s Wage Scale for the 6th 500 Hours Worked = $32.45**
- **85% of Journeyman’s Wage Scale for the 7th 500 Hours Worked = $34.48**
- **90% of Journeyman’s Wage Scale for the 8th 500 Hours Worked = $36.50**

**AFTER 4000 Hours Worked:** The Apprentice/Improver is eligible to receive 100% of the Journeyman’s Wages $40.56 providing Class Hours have been completed.

**2020 INCREASE = $2.12**

**2021 INCREASE = $2.13**