**CERAMIC TILE LAYERS 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; &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>+1.01</td>
<td>+.25</td>
<td>+.24</td>
<td>-----</td>
<td>+.69</td>
<td>-----</td>
<td>+.14</td>
<td>+.03</td>
<td>-----</td>
<td>+ $2.36</td>
<td></td>
</tr>
<tr>
<td>TOTAL:</td>
<td>$47.50</td>
<td>$11.00</td>
<td>$5.69</td>
<td>$.10</td>
<td>$7.96</td>
<td>$.40</td>
<td>$2.41</td>
<td>$.76</td>
<td>$.01</td>
<td>$75.83</td>
<td></td>
</tr>
</tbody>
</table>

The **ANNUITY, DCTC (APPR.), IPF, and IMI Funds** are calculated on each hour for which employee receives pay. All partial hours reported worked or paid are to be reported as a full hour, per employee.

**EFFECTIVE 06/01/19 DISTRICT COUNCIL DUES CHECK-OFF WILL BE $2.46 PER HOUR FOR JOURNEY LEVEL. BREAKDOWN: $1.70 LOCAL DUES & $.76 IU DUES.**

**NEW EFFECTIVE 06/01/19 DISTRICT COUNCIL DUES CHECK OFF WILL BE $2.16 PER HOUR FOR APPRENTICES. BREAKDOWN: $1.50 AND $.66.**

**Foremen Wages:** Foremen receive $4.00 per hour above the regular Tile Layers Wage. **General Expense:** $4.00 per day or part thereof. **Out of Town:** $35.00 per day for board. **Parking:** Any parking paid within our entire geographic jurisdiction will be reimbursed up to $16.00 per day with receipt. It is understood that General Expense will NOT BE PAID IF parking is paid. **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 1000 HOURS WORKED = $23.75
- 60% OF JOURNEYMAN’S WAGE SCALE FOR THE 2nd 1000 HOURS WORKED = $28.50
- 65% OF JOURNEYMAN’S WAGE SCALE FOR THE 3rd 1000 HOURS WORKED = $30.88
- 70% OF JOURNEYMAN’S WAGE SCALE FOR THE 4th 1000 HOURS WORKED = $33.25
- 75% OF JOURNEYMAN’S WAGE SCALE FOR THE 5th 1000 HOURS WORKED = $35.63
- 80% OF JOURNEYMAN’S WAGE SCALE FOR THE 6th 1000 HOURS WORKED = $38.00
- 85% OF JOURNEYMAN’S WAGE SCALE FOR THE 7th 1000 HOURS WORKED = $40.38
- 90% OF JOURNEYMAN’S WAGE SCALE FOR THE 8th 1000 HOURS WORKED = $42.75

AFTER 8000 Hours Worked: The Apprentice/Improver is eligible to receive 100% of the Journeyman’s Wages $47.50 providing Class Hours have been completed. Tile Finishers who enter the Tile Layer Program begin as a 85% IMPROVER, and follow the scale below: 85% of the Journeyman’s wage scale for the 1st 1000 hours worked = $40.38, 90% of the Journeyman’s wage scale for the 2nd 1000 hours worked = $42.75, 95% of the Journeyman’s Wage Scale for the 3rd 1000 hours worked = $45.13.

2020 INCREASE = $2.36  
2021 INCREASE = $2.36