

IUPAT Local 802 Proposal from WI Finishing Contractors Association:

The contractors agreed with the proposed language changes listed to the entry level Journeyman language and the increase in food allowance. The proposal to increase the foreman pay listed in the CBA and to add the charge man language as another classification was rejected, however they did agree to reduce the number of workers under a foreman to 5 workers total from 6 workers total.

The financial proposal counter offer maintained the first two years of increase at \$2.00 each year and increased their initial offer on years three and four from \$1.35 each year to \$1.60 per year increase.

Local Union 802 Contract Negotiation Proposal Tentative agreement

Proposed foreman language

Foremen. A foreman is one who acts in a general supervisory capacity under orders from the Employer and in charge of journeymen and charge men.

- Painter Foreman (5 or more workers) will be paid an additional \$1.20 per hour, added to the Painter wage rate rates are calculated including the foreman as a worker on the jobsite.

Change to drywall Foreman language (TA)

- Drywall Foreman supervising Drywall Tapers and Finishers under Section 6 (c) of the January 2020 IUPAT constitution shall only be members of the bargaining unit covered under this collective Bargaining Agreement.
- Drywall finisher Foreman will be paid an additional \$1.20 (5 or more workers) per hour above to the Drywall Finisher wage rate. Any project with drywall finishers present shall have a designated foreman that is a member of this local union/ District Council 7.

Entry Level Journeyman Language change proposal (Tentative agreement)

Existing Language:

Section 2. New Hire. Entry Level Journeyman. An entry level journeyman is defined as an individual who has passed the required proficiency evaluation given by the Madison Area Painting and Decorating Joint Apprenticeship Committee but has not graduated from an IUPAT-affiliated Apprenticeship Program and is found to be lacking certain skills of the trade. An entry level journeyman must complete fifteen hundred (1,500) hours of employment for signatory

Employers in the classification of entry level journeyman, and also complete all mandatory certified health and safety training, as well as other courses that may be deemed appropriate by the Madison Area Painting and Decorating Joint Apprenticeship Committee, to be eligible for reevaluation as a journeyman. A ratio of (2) journeymen to one (1) apprentice must be met by an Employer before entry level journeymen can be employed. Once appropriate ratios are satisfied, entry level journeyman may be utilized at a ratio of (1) entry level journeyman for every three (3) employees. This provision notwithstanding, the Madison Area Painting and Decorating Joint Apprenticeship Committee, upon evaluation the skills and abilities of any new employee/applicant may certify the individual as a full journeyman, notwithstanding whether the individual graduated from an IUPAT-affiliated Apprenticeship Program when the Madison Area Painting and Decorating Joint Apprenticeship Committee, has determined that the individual possesses substantially all skills of a trained journeyman rate. In addition, the Business Manager/Secretary-Treasurer shall be empowered, in his/her discretion, to waive the ratios set forth herein and permit use of entry level journeymen based on manpower availability.

Upon completion of the evaluation an entry level person may be placed into the 1st or 2nd year of the apprenticeship program or placed in the classification of entry level journeyman (if not journeyman). The rate for an entry level journeyman will be 75% percent for the first 500 hours and 85% for the second 1,000 hours.

Proposed language change:

Section 2. An entry level journeyman is defined as an individual who has not graduated from an IUPAT affiliated Apprenticeship Program and is found to be lacking some skills of the trade. An entry level journeyman can complete up to fifteen hundred hours (1500) of employment for signatory employers in this classification while their skills are being evaluated. During this 1500 hours, the entry level journeyman must complete safety training that shall consist of at least OSHA 10, CPR/First Aid, and Aerial Lift Training. Entry level journeymen may be used at the ratio of one (1) entry level journeyman per every three (3) employees working in the field.

The pay rate for an entry level journeyman shall be 75% of regular journeyman rates. Fringe benefits shall be paid in accordance with the following:

- Health Fund contributions shall be paid from first day of employment (same as first tier apprentices).**
- Pension Fund contributions shall commence after the 1,001st hour (same as first tier apprentices).**
- Training Fund/Promotion Fund shall be paid from first day of employment (same as first tier apprentices).**

Employees/members who have already achieved journeyman status prior to the date of this agreement shall be considered journeymen within the meaning of this provision and may not be paid the "entry level" journeyman rate. In addition, the Business Manager/Secretary Treasurer shall have the ability to waive the ratios set forth herein and permit the use of entry level journeymen based on manpower availability.

During the first 500 hours, the contractor may elect to place the entry level journeyman into the apprenticeship program at no less than 55%.

From 501 to 1500 hours, the contractor may elect to place the entry level journeyman into the apprenticeship program with the following credit:

- 65% (this would include 1 semester of school credit). If this happens, the proposed apprentice must pass a written test given by the apprenticeship office with at least a 75 in order for the Bureau of Apprenticeship Standards (BAS) to approve the contract.
- 75% (this would include 2 semesters of school credit). If this happens, the proposed apprentice must pass a different written test given by the apprenticeship office with at least a 75% in order for the Bureau of Apprenticeship Standards (BAS) to approve the contract.

If the entry level journeyman reaches 1500 hours and there has been no determination on their status, they will become Journeyman unless otherwise agreed between the Union and the Employer.

ARTICLE 21

Travel Expense (**Tentative Agreement**)

Section 1. The Employer provides compensation starting after the fortieth (40) mile from home or shop, whichever is closest to the jobsite for all work done outside of a radius of forty (40) miles distance from the center of the City Limits of Madison, or Beloit. In the event it is necessary for an employee to use his/her own automobile on behalf of the Employer, he/she shall be paid at the current published IRS rate round trip, after the fiftieth mile. Payments are to be made only when shown on the time card. Where room and board are involved, employer will pay for room (double occupancy) and food allowance of \$30.00/per night stayed. (Change to) food allowance of \$40.00/ per night stayed.

Financial Proposal:

Four-year duration counter proposal:

- Year 1: \$2.00
- Year 2: \$2.00
- Year 3: \$1.60
- Year 4: \$1.60

Total offer proposal over 4 years \$7.20