

Revised 8/7/09

DATE: 09/01/09

TO: PAYROLL

NOTE: PLEASE PAY "MODIFIED STRAIGHT, OVERTIME, & DOUBLE TIME WAGE" & "MODIFIED PENSION RATE"

REFERENCE FOR STRAIGHT-TIME

TRADE SHOW & EXHIBIT INSTALLERS' WAGE/BENEFITS/SUPPLEMENTAL HOURLY DUES SCHEDULE

September 1, 2009 - December 31, 2009

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
|---|-----------------------|----------------------------------|---------------------------|---|----------------|---------------------|-----------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Classification | Contract Rate 9/09 | Supplemental Pension -1.40 | Modified Straight Wage | 7.6% Vac/Hol | Travel Pay | Health Insurance | Modified Pension Rate | Training | LMC | LMCI | PAC | Hourly Dues |
| Certified Journeyman (CJ) | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per day</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> |
| Straight-time | \$31.98 | -\$1.40 | \$30.58 | \$2.43 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 |
| AJ | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per day</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> |
| Straight-time | \$26.02 | -\$1.40 | \$24.62 | \$1.98 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 |
| Experienced B Helper | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per day</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> |
| Straight-time | \$18.20 | -\$1.40 | \$16.80 | \$1.38 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 |
| ←A "BP", prior to 09/01/08, who has worked 210 hours and has met training requirements.← ←A "BP", as of 09/01/08, who has worked 500 hours and has met training requirements.← | | | | | | | | | | | | |
| Cleaning & Service | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per day</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> |
| Straight-time | \$14.68 | -\$1.40 | \$13.28 | \$1.12 | N/A | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.28 |
| Probationary B Helper | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per day</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> | <i>Per hour</i> |
| Straight-time | \$17.10 | -\$1.40 | \$15.70 | No 7.6% or Travel Pay for Probationary B Employees. | | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.73 |

| Column | Employer Cost | Summary of Employer/Employee Obligations: |
|---------------------|---------------|---|
| 1-4 | ✓ | Contract Classifications & Rates of Pay for employees (members and non-members). |
| 5 | ✓ | 7.6% (Vacation and Holiday) is paid on all hours worked based on actual rate of pay inclusive of overtime and double-time to a maximum of forty hours per week. |
| 6 | ✓ | Minimum Travel Pay (Paid directly to the employee through weekly payroll). See CBA for additional Travel related compensation. |
| 7 | ✓ | Monthly Health Premium \$805.00 as per CBA. |
| 5,7,8,9,10,11,12,13 | ✓ | These columns indicate hourly amounts that need to be reported on the Local 831 Health Trust Fund Report by the 10th of each month for the previous work month. |
| 10-11 | ✓ | The Painters and Allied Trades Labor Management Cooperation Initiative |
| 12 | ✓ | Political Action Committee (PAC) done by employee authorization, and done through payroll deduction. |
| 13 | ✓ | Working Dues current cap is 2,000 hours a calendar year as per CBA. Employer to deduct from employees' payroll. |
| Note: | ✓ | Parking reimbursed through weekly payroll. |
| Note: | ✓ | Certified Rigger -- \$1.00 per hour premium and ETCP Certified -- \$2.00 per hour premium as per CBA. |

REVISED: 8/03/09

SEE BACK-SIDE FOR O.T. / D.T. →

Revised 8/7/09

REFERENCE FOR OVER-TIME TIME & ONE HALF - PAY MODIFIED WAGE

TRADE SHOW & EXHIBIT INSTALLERS' WAGE/BENEFITS/SUPPLEMENTAL HOURLY DUES SCHEDULE

September 1, 2009 - December 31, 2009

| Classification | Contract Rate 9/09 | X 1.5 | Supplemental Pension -1.40 | Modified Overtime Wage | <i>SEE STRAIGHT TIME SCHEDULE FOR BENEFITS INFORMATION</i> |
|----------------------------------|-----------------------|-----------------|----------------------------------|------------------------------|--|
| Certified Journeyman (CJ) | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Overtime | \$31.98 | \$47.97 | \$46.57 | \$46.57 | |
| AJ | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Overtime | \$26.02 | \$39.03 | \$37.63 | \$37.63 | |
| Experienced B Helper | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Overtime | \$18.20 | \$27.30 | \$25.90 | \$25.90 | |
| Cleaning & Service | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Overtime | \$14.68 | \$22.02 | \$20.62 | \$20.62 | |
| Probationary B Helper | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Overtime | \$17.10 | \$25.65 | \$24.25 | \$24.25 | |

DOUBLE-TIME - PAY MODIFIED WAGE

TRADE SHOW & EXHIBIT INSTALLERS' WAGE/BENEFITS/SUPPLEMENTAL HOURLY DUES SCHEDULE

September 1, 2009 - December 31, 2009

| Classification | Contract Rate 9/09 | X 2 | Supplemental Pension -1.40 | Modified DoubleTime Wage | <i>SEE STRAIGHT TIME SCHEDULE FOR BENEFITS INFORMATION</i> |
|----------------------------------|-----------------------|-----------------|----------------------------------|--------------------------------|--|
| Certified Journeyman (CJ) | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Double-time | \$31.98 | \$63.96 | \$62.56 | \$62.56 | |
| AJ | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Double-time | \$26.02 | \$52.04 | \$50.64 | \$50.64 | |
| Experienced B Helper | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Double-time | \$18.20 | \$36.40 | \$35.00 | \$35.00 | |
| Cleaning & Service | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Double-time | \$14.68 | \$29.36 | \$27.96 | \$27.96 | |
| Probationary B Helper | <i>Per hour</i> | <i>Per hour</i> | <i>-1.40</i> | <i>Per hour</i> | |
| Double-time | \$17.10 | \$34.20 | \$32.80 | \$32.80 | |

REVISED: 8/03/09

SEE FRONT-SIDE FOR STRAIGHT RATE →

Revised 8/7/09

DATE: 09/01/09

TO: PAYROLL DEPT

NOTE: PLEASE PAY "MODIFIED STRAIGHT, OVERTIME & DOUBLE TIME WAGE" & "MODIFIED PENSION RATE"

REFERENCE FOR STRAIGHT-TIME

TRADE SHOW & EXHIBIT INSTALLERS' "APPRENTICES" WAGE/BENEFITS/SUPPLEMENTAL HOURLY DUES SCHEDULE

September 1, 2009 - December 31, 2009

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
|-----------------------------------|------------------|----------------------------------|--------------|------------------------------|------------|---------------------|---------------------|----------|----------|----------|----------|----------------|----------|
| Classification | CONTRACT 9/09 | Supplemental Pension -1.40 | 7.6% Vac/Hol | Modified Straight Wage | Travel Pay | Health Insurance | Modified Pension | Training | LMC | LMCI | PAC | Hourly Dues | |
| TS96: Entry Level Jym (EJ) | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$30.89 | -\$1.40 | \$2.18 | \$27.31 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |
| TS95: Level 8 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$29.35 | -\$1.40 | \$2.07 | \$25.88 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |
| TS94: Level 7 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$27.80 | -\$1.40 | \$1.96 | \$24.44 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |
| TS93: Level 6 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$26.25 | -\$1.40 | \$1.86 | \$22.99 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |
| TS92: Level 5 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$24.71 | -\$1.40 | \$1.75 | \$21.56 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |
| TS91: Level 4 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$23.17 | -\$1.40 | \$1.64 | \$20.13 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |
| TS90: Level 3 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$21.62 | -\$1.40 | \$1.53 | \$18.69 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |
| TS89: Level 2 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$20.08 | -\$1.40 | \$1.42 | \$17.26 | \$10.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |
| TS88: Level 1 | Per hour | Per hour | Per hour | Per hour | Per day | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour | Per hour |
| Straight-time | \$18.53 | -\$1.40 | N/A | \$17.13 | \$0.00 | \$5.70 | \$6.05 | \$0.52 | \$0.12 | \$0.02 | \$ 0.05 | \$0.63 | |

| Column | Employer Cost | |
|---------------------|---------------|---|
| 1, 2, 4, 5 | ✓ | Summary of Employer/Employee Obligations: |
| 4 | ✓ | Contract Classifications & Rates of Pay for employees (apprentices). |
| 6 | ✓ | 7.6% (Vacation and Holiday) is paid on all hours worked based on actual rate of pay inclusive of overtime and double-time to a maximum of forty hours per week. |
| 4,7,8,9,10,11,12,13 | ✓ | Minimum Travel Pay (Paid directly to the employee through weekly payroll). See Sec. 11 for additional Travel related compensation. |
| 10 & 11 | ✓ | These columns indicate hourly amounts that need to be reported on the Local 831 Health Trust Fund Report by the 10th of each month for the previous work month. |
| 12 | | The Painters and Allied Trades Labor Management Cooperation Initiative |
| 13 | | Political Action Committee (PAC) done by employee authorization, and done through payroll deduction. |
| Note: | ✓ | Working Dues current cap is 2,000 hours a calendar year as per CBA. Employer to deduct from employees' payroll. |
| Note: | | Parking reimbursed through weekly payroll. |
| Note: | | Overtime - See backside of this chart. |

REVISED: 8/03/09

SEE BACK-SIDE FOR O.T./D.T. →

REFERENCE FOR OVERTIME

TRADE SHOW & EXHIBIT INSTALLERS- "APPRENTICES"

OVERTIME RATE IS CALCULATED (9/09 CONTRACT RATE) X 1.5 <1.40> <VAC/HOL>

September 1, 2009 - December 31, 2009

| Classification | Contract 9/09 | Time & One Half | Supplemental Pension -1.40 | 7.6% Vac/Hol | Modified Overtime Wage |
|-----------------------------------|-----------------|-----------------|----------------------------|--------------|------------------------|
| TS96: Entry Level Jym (EJ) | <i>Per hour</i> | X 1.5 | -1.40 | 2.18 | <i>Per hour</i> |
| Overtime | \$30.89 | \$46.34 | \$44.94 | \$42.76 | \$42.76 |
| TS95: Level 8 | <i>Per hour</i> | X 1.5 | -1.40 | 2.07 | <i>Per hour</i> |
| Overtime | \$29.35 | \$44.03 | \$42.63 | \$40.56 | \$40.56 |
| TS94: Level 7 | <i>Per hour</i> | X 1.5 | -1.40 | 1.96 | <i>Per hour</i> |
| Overtime | \$27.80 | \$41.70 | \$40.30 | \$38.34 | \$38.34 |
| TS93: Level 6 | <i>Per hour</i> | X 1.5 | -1.40 | 1.86 | <i>Per hour</i> |
| Overtime | \$26.25 | \$39.38 | \$37.98 | \$36.12 | \$36.12 |
| TS92: Level 5 | <i>Per hour</i> | X 1.5 | -1.40 | 1.75 | <i>Per hour</i> |
| Overtime | \$24.71 | \$37.07 | \$35.67 | \$33.92 | \$33.92 |
| TS91: Level 4 | <i>Per hour</i> | X 1.5 | -1.40 | 1.64 | <i>Per hour</i> |
| Overtime | \$23.17 | \$34.76 | \$33.36 | \$31.72 | \$31.72 |
| TS90: Level 3 | <i>Per hour</i> | X 1.5 | -1.40 | 1.53 | <i>Per hour</i> |
| Overtime | \$21.62 | \$32.43 | \$31.03 | \$29.50 | \$29.50 |
| TS89: Level 2 | <i>Per hour</i> | X 1.5 | -1.40 | 1.42 | <i>Per hour</i> |
| Overtime | \$20.08 | \$30.12 | \$28.72 | \$27.30 | \$27.30 |
| TS88: Level 1 | <i>Per hour</i> | X 1.5 | -1.40 | 0 | <i>Per hour</i> |
| Overtime | \$18.53 | \$27.80 | \$26.40 | \$26.40 | \$26.40 |

SEE STRAIGHT TIME SCHEDULE FOR BENEFITS INFORMATION

REFERENCE FOR DOUBLETIME

TRADE SHOW & EXHIBIT INSTALLERS- "APPRENTICES"

DOUBLETIME RATE IS CALCULATED (9/09 CONTRACT RATE) X 2 <1.40>

September 1, 2009 - December 31, 2009

| Classification | CONTRACT 9/09 | Double | Supplemental Pension -1.40 | 7.6% Vac/Hol | Modified DoubleTime Wage |
|-----------------------------------|-----------------|------------|----------------------------|--------------|--------------------------|
| TS96: Entry Level Jym (EJ) | <i>Per hour</i> | X 2 | -1.40 | 2.18 | <i>Per hour</i> |
| Doubletime | \$30.89 | \$61.78 | \$60.38 | \$58.20 | \$58.20 |
| TS95: Level 8 | <i>Per hour</i> | X 2 | -1.40 | 2.07 | <i>Per hour</i> |
| Doubletime | \$29.35 | \$58.70 | \$57.30 | \$55.23 | \$55.23 |
| TS94: Level 7 | <i>Per hour</i> | X 2 | -1.40 | 1.96 | <i>Per hour</i> |
| Doubletime | \$27.80 | \$55.60 | \$54.20 | \$52.24 | \$52.24 |
| TS93: Level 6 | <i>Per hour</i> | X 2 | -1.40 | 1.86 | <i>Per hour</i> |
| Doubletime | \$26.25 | \$52.50 | \$51.10 | \$49.24 | \$49.24 |
| TS92: Level 5 | <i>Per hour</i> | X 2 | -1.40 | 1.75 | <i>Per hour</i> |
| Doubletime | \$24.71 | \$49.42 | \$48.02 | \$46.27 | \$46.27 |
| TS91: Level 4 | <i>Per hour</i> | X 2 | -1.40 | 1.64 | <i>Per hour</i> |
| Doubletime | \$23.17 | \$46.34 | \$44.94 | \$43.30 | \$43.30 |
| TS90: Level 3 | <i>Per hour</i> | X 2 | -1.40 | 1.53 | <i>Per hour</i> |
| Doubletime | \$21.62 | \$43.24 | \$41.84 | \$40.31 | \$40.31 |
| TS89: Level 2 | <i>Per hour</i> | X 2 | -1.40 | 1.42 | <i>Per hour</i> |
| Doubletime | \$20.08 | \$40.16 | \$38.76 | \$37.34 | \$37.34 |
| TS88: Level 1 | <i>Per hour</i> | X 2 | -1.40 | N/A | <i>Per hour</i> |
| Doubletime | \$18.53 | \$37.06 | \$35.66 | \$0.00 | \$35.66 |

SEE STRAIGHT TIME SCHEDULE FOR BENEFITS INFORMATION

REVISED: 8/03/09

SEE FRONT-SIDE FOR STRAIGHT RATE →