

On this 11th day of January, 2021 the OFFICE OF EMPLOYEES INTERNATIONAL UNION, LOCAL 153, AFL-CIO ("the Union") and PAINTING INDUSTRY INSURANCE FUND thereafter referred to as ("the Employer") agree to enter a new collective bargaining agreement with the following terms:

1. The contract term will be from November 1, 2020 until October 31, 2023. The Employer and Union agree that the agreement from November 1, 2017 through October 31, 2020 shall remain in full force except as herein modified.

2. Wages, Hours (Article 4)

Modify Section 5-A as follows:

- a) Effective November 1, 2020 each employee shall receive a fifty cents (\$.50) per hour wage increase.
- b) Effective November 1, 2021 each employee shall receive a one dollar (\$1.00) per hour wage increase.
- c) Effective November 1, 2022 each employee shall receive a one dollar (\$1.00) per hour wage increase.

3. Vacations (Article 9)

Modify first sentence in Section 4 as follows: Employees may annually roll over up to one work week (five days) of their vacation time.

4. Miscellaneous (Article 14)

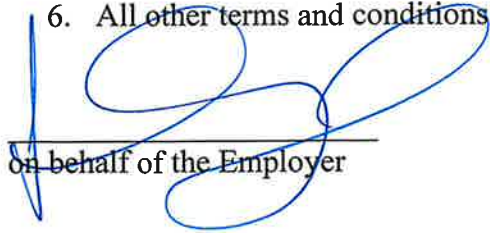
Add Section 5 as follows: The Employer shall use its best efforts to find alternative space for an employee breach room and lunch space (e.g. mezzanine and first floor).


5. Pension Plan (Article 17)

Insert Annual Pension contribution to the Local 153, OPEIU Pension Fund:

11/1/20 3.00%
11/1/21 3.00%
11/1/22 3.00%

6. All other terms and conditions of employment previously agreed upon remain the same.


on behalf of the Employer

 1/11/21
on behalf of the Union