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CASCADIA REGIONAL MASTER AGREEMENT
(ALASKA, OREGON, WASHINGTON AND NORTHERN IDAHO)

Between the

WESTERN STATES ASSOCIATION OF UNION CONTRACTORS

And the

WESTERN STATES REGIONAL COUNCIL OF CARPENTERS AND ITS AFFILIATED LOCAL UNIONS

Effective June 1, 2024 through May 31, 2028

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INTRODUCTION

THIS AGREEMENT negotiated by and between the Western States Association of Union Contractors (WS-AUC), and the Western States Regional Council of Carpenters (WSRCC) for the purpose of performing construction work within the States of Alaska, Oregon, Washington, and Northern Idaho. This agreement shall be referred to as the Cascadia Regional Master Agreement (Agreement).

The terms and conditions of this Cascadia Regional Master Agreement shall cover all work claimed in Article 3 of this Agreement for the states of Alaska, Oregon, Washington, and Northern Idaho in the area where the work is being performed unless specifically modified in the Area Addenda to this Agreement. Additional terms and conditions may be further modified through the specific Craft Addenda to this Agreement.

PURPOSE

It is the purpose of this Agreement to assure a supply of competent and capable employees for the performance of the work undertaken by the Employer(s), to maintain a continuity of employment to the people employed, to insure amicable labor-management relations, to avoid work stoppage or delays in the prosecution of all work undertaken by the Employer, to improve the competitive position of the organized sector of the construction industry, and to establish the terms and conditions of employment arrived at through the process of collective bargaining.

ARTICLE 1
DEFINITIONS

Section 1.1
The term “WS-AUC” shall refer to the Western States Association of Union Contractors.

Section 1.2
The term “Association,” as used herein, shall refer to the Western States Association of Union Contractors previously named and signatory to this Agreement negotiating on behalf of its eligible members.

Section 1.3
The term “Employer(s)” as used herein shall refer individually and collectively to a regular member of WS-AUC and any contractor signatory to this Agreement.

Section 1.4
The term “Union” or “WSRCC” shall refer collectively and individually to the Western States Regional Council of Carpenters and its affiliated Local Unions of the United Brotherhood of Carpenters and Joiners of America within the territory of this Agreement.

Section 1.5
The term “Worker” or “Workers,” as used herein, shall refer to a person, or persons, in the labor market who are not employed.

Section 1.6
The term “WS-AUC Member,” as used herein, shall refer to an employer that has provided WS-AUC with its bargaining rights. An employer that has withdrawn such rights shall still be bound to the terms of this Agreement but shall no longer be considered a WS-AUC Member.

Section 1.7
The term "Employee(s)," as used herein, shall refer to the employed person, or persons, working in the craft jurisdiction covered by this Agreement.

Section 1.8
All personal nouns and pronouns refer to the male and female gender.

Section 1.9
The "Method of Delivery of Notices," required by this Agreement, except for the notice required under Section 29.1, will be satisfied by one of the following means of delivery: e-mail, certified mail, or regular mail.

ARTICLE 2
RECOGNITION

Section 2.1
The Employer hereby recognizes the Union as the sole and exclusive collective bargaining representative of all employees and persons employed to perform work covered by this Agreement. It is understood that the Union does not at this time, nor will it during the term of this Agreement, claim jurisdiction over the following class of employees: Executives, superintendents, assistant superintendents, master mechanics, timekeepers, messengers, office workers or any employees of the Employers above the rank of craft general foreman. Employees and persons employed to perform work covered by this Agreement specifically include Craft Foreman and Craft General Foreman.

Section 2.2
The Union recognizes the Western States Association of Union Contractors as the sole and exclusive bargaining representatives for its respective eligible members, present and future, who are or who become bound by this Agreement and agree that during the term of this Agreement they will not negotiate or enter into any agreement with such regular members of the Association relative to part or all of the subject matter covered by this Agreement. Regular members of the Association bound to this Agreement and Employers bound to this Agreement shall thereby become a member of the multi-employer collective bargaining unit established by this Agreement.

Section 2.3
This Agreement shall be binding upon each and every eligible regular member of the Western States Association of Union Contractors. All such eligible members shall remain liable under this Agreement for the term of the Agreement irrespective of whether they shall resign or be suspended from the Association prior to the expiration date of this Agreement and such liability shall survive the termination or suspension of membership and remain in force during the term of this Agreement. Such former or suspended regular member shall be bound by any renewals, modifications or extensions of this Agreement, unless it gives the Association and the Union at least not more than ninety (90) calendar days nor less than sixty (60) calendar days written notice prior to May 31, 2028, or sixty (60) calendar days prior to the termination date of any renewed, modified or extended Agreement, of their intention not to be bound by any new, extended or renewed Agreement. The Association will advise the Union of any new or resigned or suspended regular members within thirty (30) calendar days after admission to membership or change in membership status.

Section 2.4
The Western States Regional Council of Carpenters has asserted and presented evidence or offered to present evidence that a majority of the Employer's employees performing work within the scope of the Carpenter trade has designated the WSRCC to represent them in collective bargaining. Predicated on that showing of majority support and the WSRCC's request for recognition as majority representative, the WS-AUC and the Employer hereby recognizes the WSRCC as NLRA Section 9 (a) collective bargaining representative for all employees

performing work within the Carpenter trade within the geographical jurisdiction of the WSRCC for which the Employer has assigned its bargaining rights to the Association on all present and future job sites, which the parties agree is a unit appropriate for bargaining under Section 9(a) of the National Labor Relations Board.

ARTICLE 3
SCOPE OF AGREEMENT/CRAFT JURISDICTION

Section 3.1 Scope of Work
This Agreement covers all craft work defined in Section 3.4 of this Agreement and performed by the employees of the Employer. The Union understands and recognizes that the WS-AUC and WS-AUC Members may be signatory to Collective Bargaining Agreement(s) with one or more Building Trades Unions that may traditionally perform work that is claimed by the Carpenters and the UBC affiliate crafts noted in this agreement. The parties agree that the scopes and work practices that are traditionally performed by other building trade unions may continue to be performed in the traditional manner by WS-AUC Members that are signatory with other building trades unions. The Union agrees not to invoke or enforce Article 3 or to create any jurisdictional dispute concerning the work described in this Article 3 that may be traditionally performed by other building trades crafts that an employer is signatory to, as long as such contract remains in effect.

Section 3.2 Craft Jurisdiction
This Agreement shall cover and apply to all Carpenter scope work falling within the recognized jurisdiction of the Union as more specifically described in this Article 3.

Section 3.3 Work Affected
This Agreement shall cover work on building, heavy highway, and engineering construction, including the construction of, in whole or in part, or improvement or modification thereof, including any structure or operations which are incidental thereto, the assembly, operation, maintenance and repair of all equipment, vehicles, and other facilities, including helicopters used in connection with the performance of the aforementioned work and services and including without limitation the following types or classes of work:

Section 3.3.1
Street and highway work, grading and paving, excavation of earth and rock, grade separations, elevated highways, viaducts, bridges, abutments, cast-in place elements such as retaining walls, head walls, wing walls, barrier rails, manholes, and box culverts, mechanically stabilized earth walls, template setting for bollards or other safety barriers, templates and anchorage for street and highway signage bases, utility pedestals, truncated domes, subways, plinth and pedestal for precision set and/or elevated rail, rail stations, airport grading, surfacing and drainage, electric transmission line and conduit projects, broadband and communications projects, water supply, water development, reclamation, irrigation, draining and flood control projects, water mains, pipelines, sanitation and sewer projects, water and sewage treatment projects, dams, aqueducts, canals, reservoirs, intakes, drop inlets, channels, levees, dikes, revetments, quarrying of breakwater or riprap stone, foundations, footings, pile driving, piers, locks, dikes, river and harbor projects, breakwaters, jetties, dredging, tunnels, soil testing and building inspection. The handling, cleaning, erection, installation and dismantling of machinery, equipment, and all work on robotics, included but not limited to the rigging, handling, installation, maintenance, programming, and the use of all stationary and/or portable robots. This shall include the use of all robots used in any industry, including the nuclear field.

Section 3.3.2
The construction, erection, alteration, repair, modification, demolition, addition or improvement, in whole or in part, of any building structure, including oil or gas refineries and incidental structures, manufacturing, including chemical manufacturing, processing mills, mining and ore processing, solar energy installations, solar fields, energy storage, nuclear, hydroelectric, wind, geothermal, tidal energy, biodigesters, carbon capture, emission reduction, hydrogen storage or refinement, and all other traditional energy or green energy installations and

structures, offshore structures, military structures including missile and anti-missile silos, and appurtenances thereto, also including any grading, excavation, or similar operations which are incidental thereto, or the installation, operation, maintenance and repair of equipment, and other facilities used in connection with the performance of such building construction.

Section 3.4 Scopes of Work Covered
All layout work traditionally performed by Carpenters, including layout for work to be performed by the carpenter trades, shall be performed by Carpenters covered by this Agreement. This shall include all layout and shooting of grades from the initial control point and/or benchmark and use of all equipment incidental thereto, including use of transit, and "total station" equipment, survey instruments either optical or electronic. This shall include any field adjustments to be used for layout purposes, excluding initial survey and quality control related survey work.

Section 3.4.1
All work in connection with the hoisting of materials which are to be used by the Carpenters including but not limited to the rigging, guiding, and handling, and all other movements and removal of useable or reusable material used by Carpenters on the jobsite.

Section 3.4.2
All work in connection with the installation of studs, frames, platforms, boards, shingles, siding, cladding, flashing, roofing, or other components or systems claimed under this agreement regardless of composition, including, but not limited to wood, metal, plastics, or other materials, used in the performance of carpentry work.

Section 3.4.3
All onsite welding and material preparation associated with the performance of Carpentry work.

Section 3.4.4
The operation of the forklift, knuckle boom, lifts, mobile elevated work platforms, travelers and other mobile scaffolding, all stationary and mobile material handling equipment, or any other ground transportation used to move Carpenter materials.

Section 3.4.5
Carpenters claim the onsite fabrication, construction, and installation of all temporary or permanent safety components and structures necessary for Carpenters to perform their work, including all handrails, guardrail, walkways, gangways, temporary and permanent working platforms, site-built ladders or stairs, access and egress.

Section 3.4.5.1
All setting, skirting, leveling, decking, and shade structures associated with jobsite trailers, yards, shops, break stations, equipment stations, or structures associated with any jobsite.

Section 3.4.6
This Agreement shall cover all wood framing and concrete form work, regardless of material used, including, but not limited to, the fabrication, constructing, placing, erection, rigging and hoisting, setting, plumbing, lining, setting of all ledgers, placing of form liners or rigged forms, barrier rail, planters, walers, waler systems, taper ties, spreaders, water stops, control/expansion joints, block outs, knee bracing, baring pads, bulkheads, ledger bolts, template bolts and any other embedded items for structural attachment, and stripping and removing of all forms. This shall include all washouts, slurry, or other forms that provide either a finished or unfinished concrete surface.

Section 3.4.7
All wood framing and concrete formwork, including without limitation all stem, gang, deck, wall, column, interior curb, and any other forms or panels or framed walls regardless of material composition to be used on the jobsite

for a specific project and such work shall be performed only by carpenters under the terms of this Agreement. Walls to be used on the jobsite for a specific project and such work shall be performed only by carpenters under the terms of this Agreement. The Employer may subcontract such work on concrete forms or framed walls in accordance with the terms of this Agreement; provided that such work by a subcontractor shall be performed by Carpenters under the terms of this Agreement, or an appropriate agreement with the Union. An Employer, party to this Agreement may construct such concrete forms or framed walls away from the jobsite, and in that event, such work shall be performed under the terms of this Agreement only by Carpenters that are employees of the Employer. Any concrete forms that are constructed by the Carpenters under the provisions of this Section of this Agreement may be reused on any job site by any Employer. Any modifications of concrete forms shall be performed only under the provisions of this Agreement. The provisions of this Section of this Agreement shall not apply to the manufacturing of patented, identifiable standard, manufactured commercial brand name forms such as Universal, Symons, Peri, Doka, Aluma, RMD Kwikform, Hi Lite, Atlas, Dayton Superior, Efco, Meva, Harsco or similar type forms. Any additional assembly, modification, or installation work of such patented, identifiable, standard manufactured commercial brand name forms performed on the jobsite shall be covered under the terms of the Agreement. Carpenters shall assemble, modify, and install such forms on the jobsite. Curvilinear forms created by computer numeric control (CNC) machines will be acceptable when practical means of carpentry cannot produce the same level of accuracy or efficiency.

Section 3.4.8
This Agreement shall cover all onsite work in connection with siding and cladding that are part of the building envelope, including, but not limited to, any precast, prestressed concrete stone or fabricated units, lightweight precast, GFRC, GFRG, sheet metal, insulated metal panels, ceramic, terracotta, hardy board, wood, plastics, or any other system of panels that is attached to the interior or exterior of any building or structure regardless of material composition, including storefront systems. Any prestressed, precast, metal, or other structural framing members, columns, lintels, racking, clips, beams, and studs in reference to all the above work.

Section 3.4.9
This Agreement shall cover all work in connection with tilt-up slabs, including, but not limited to, benchmarks, lay out, setting of all forms, setting of all form liners, architectural reveals, block outs, metal door and window jambs, templates for bolts, lift points, knee braces, all stripping of forms (whether or not to be reused) rigging, setting, plumbing, and lining, welding, drilling, cleaning, ledger bolts, setting ledgers, setting of expansion joints and caulking, installation of interior or exterior wall or column panels. Also to include forms for stairs and loading docks (setting and stripping), installation of all doors including rollup, installation of laminated beams or precast structures.

Section 3.4.10
This agreement shall cover all work in connection with the fabrication, construction, grading, placing, erection, rigging and hoisting, stripping, and removing of all shoring, falsework, decking, beams, and lagging regardless of material composition.

Section 3.4.11
This Agreement shall cover all work in connection with Hico and similar type beams including, but not limited to the unloading, carrying, spotting, and stacking the initial delivery, the installation, and stripping and removing of Hico shores.

Section 3.4.12
This Agreement shall cover all work in connection with plywood decking, or any decking, used as temporary formwork, regardless of material composition serving the same purpose, including, but not limited to, the carrying, stacking, installation and removal.

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Section 3.4.13
This Agreement shall cover all work in connection with beam sides and beam soffits, including, but not limited to the cutting, setting, removal, relocation and stacking of beam sides and soffits, bracing and pads.

Section 3.4.14
All work in connection with the installation, erection and/or application, carrying, transportation, handling, stocking and scrapping of all materials and component parts of walls and partitions (beyond the point of supplier's delivery) regardless of their material composition or method or manner of their installation, attachment or connection, including but not limited to all floor and ceiling runners, studs, stiffeners, cross bracing, fire blocking resilient channels, furring channels, unistrut, doors and windows, including frames, casing, molding, hardware, and base accessory trim items, gypsum drywall materials, laminated gypsum systems, backing for all systems, thin coat and other finished systems, plastic and/or paint finished bases, finish board, fireproofing of beams and columns, sound and thermal insulation materials, cladding, perma-barrier, air and/or moisture barrier systems installed in connection with Carpenter scope work, fixture attachments including all layout work, security doors and windows, including electric panel and key fob systems, preparation of all openings for lighting, air vents or other purposes, and all other necessary or related work in connection therewith.

Section 3.4.15
No limitation shall be placed on the work covered by this Section by reason of the surface or texture or purpose for which the materials described herein are used, designed, or intended.

Section 3.4.16
It is further specifically understood that the installation, tying and connection of all types of iron and metal studs and all types of furring erected to receive the materials specified in this article, including but not limited to gypsum wallboard, walls, partitions, ceiling heat panels, backing, sheathing, plastic or acoustical materials or any material attached to the above-described iron or metal construction is specifically included in the work covered by this Section.

Section 3.4.17
The installation, erection and construction to include the work of fabrication of all materials to receive a plaster finish, to also include the completing of all iron construction, furring, making and erecting of brackets, clips and hangers; metal lath, corner beads and arches erected for the purpose of holding gypsum plaster, cement plaster and all other plaster bases.

Section 3.4.18
All carrying bars, purlins and furring, regardless of size, iron and metal furring of all descriptions such as rods, channel flat iron and other ceiling systems for the receipt of metal lath, freeform or rock lath, and all other plaster bases which are to receive plaster on one or both sides, to include any and all plastering accessories.

Section 3.4.19
The nailing, tying, cutting, welding, and fastening, regardless of method, of the above and all wire and metallic lath of all descriptions connected therewith.

Section 3.4.20
The placing, handling, moving and erection of all drywall/lathing materials which fall within the description of work set forth in this Section. The erecting and moving of all scaffolds and the moving and handling of all materials to be used in the erection of scaffolds.

Section 3.4.21
The work covered by this Agreement shall include all x-ray supports, light supports, cable vault supports, racks, shelving, ceiling grids, clean room wall framing, ceiling supports, utility screen supports, unistrut metal framing

systems of all lightweight standardized components which can be bolted together to form walls, roofs, decks and special structural elements of varying modular configurations and all other necessary structural support assemblies.

Section 3.4.22
All insulation installation work including, but not limited to, sprayed, rolled, batt, loose filled, radiant, reflective, rigid, and block insulation. This agreement shall also include all firestop materials and all related work, including, but not limited to cementitious, intumescent, ablative, and endothermic firestopping materials, that are applied in connection with Carpenter work.

Section 3.4.23
All work in connection with the fabrication and installation of acoustical, decorative, or functional materials on walls and ceilings.

Section 3.4.24 Mass Timber
All installation of mass timber, any other components or system associated with the installation of mass timber regardless of material composition, and any other component or system which serves a structural purpose while also providing a final finished surface composed of wood, drywall, or other Carpenter craft materials.

Section 3.4.25 Modular Furniture
All work in connection with office modular furniture systems including, but not limited to the unloading by any means, stockpiling, distribution to point of erection, carrying, handling, transportation, uncrating, installation, cleaning, and/or staging of all office, commercial, industrial, institutional, and hotel furniture, furniture systems, furnishings, stadium seating, etc., including (but not limited to) all component parts (regardless of their materials or method or manner of installation, attachment or connection). Also included will be layout work including the use of level, transit and any other instrument or tool (or adaptable tool) required for the work herein described.

Section 3.4.26
All layout, fabrication, construction, placement, application, erection, rigging and hoisting of all systems, barriers, containments, surfaces, and preparations intended to control the spread of particles, infectious agents, and pathogens within a permanent or temporary structure. Removal of reusable components of such systems shall be the work of the Carpenters. Also included shall be all layout, fabrication, construction, movement, placement, application, erection, rigging and hoisting of all systems associated with clean rooms ceiling systems and closure assemblies, including strut support systems, clean room filter housing / filter media set and LED light set, clean room wall system, including integral glazing, clean room doors, clean room auto door operators, clean room pass through doors, and all associated hardware, laminar flow module units, clean room stainless steel crash rail, and all architectural accessories.

Section 3.4.27
All fence building work, including any permanent or temporary fencing may be performed under the terms of this Agreement.

Section 3.4.28
All work performed in the Employer's warehouses, shops or yards which have been particularly provided or set up to handle work in connection with a specific job or project covered by the terms of this Agreement and all of the production or fabrication of materials by the Employer for use on the project shall be subject to the terms and conditions of this Agreement.

Section 3.4.29
Safety related activities on active construction sites may be performed by Carpenters under the terms of this Agreement.

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Section 3.4.30 Drywall/Lathing
Drywall work/Lathing work, as defined in the area Exterior/Interior Systems Agreement, and which is covered in this Agreement and is considered as bargaining unit work, shall be performed under all the terms and conditions of the Area Exterior/Interior Systems (or Drywall/Lathing) Master Agreement or any other Association. Provided, however, that an Employer may perform minor and incidental drywall work under the terms and conditions of this Agreement. All metal stud panels shall be constructed on the jobsite by carpenters working under the provisions of this Agreement. The Employer may subcontract work on metal stud panels or framed walls in accordance with the terms of this Agreement; provided that such work by a subcontractor shall be performed by Carpenters under the terms of this Agreement or an appropriate agreement with the Union. An Employer party to this Agreement may construct such panels or framed walls away from the jobsite, and in that event, such work shall be performed under the terms of this Agreement, or an appropriate agreement with the Union, only by Carpenters that are employees of the Employer. Carpenters shall be responsible for all setting, leveling, connection, and modification associated with modular construction.

Section 3.4.31 Scaffold Work
This Agreement shall cover all work in connection with suspended working platforms, self-supporting scaffolds or scaffold built for special purposes including, but not limited to, handling, building, erecting, modifying, and disassembling, and the operation of all equipment, including lifts, hoists (excluding temporary elevators), and other mobile equipment, and all site-built ladders and stairs used in connection with this work. Scaffolds erected and dismantled by the scaffold contractors, shall be the work of the Carpenters and shall be covered under the Scaffold Addendum.

Section 3.4.32 Divers Work
All diving performed, including all wet diving, for the purposes of construction, maintenance, or demolition shall be considered Carpenter scope work as covered under the Divers' Addendum.

Section 3.4.33 Millwright Work
This Agreement shall cover all millwright work as defined in the Millwright Regional Master Agreement. For all Millwright new construction and maintenance scopes of work, the Employer shall observe all terms and conditions set forth under the Millwright Regional Master Agreement.

Section 3.4.34 Flooring Work
This Agreement shall cover all Carpenter floor coverings and treatments, including but not limited to, wood flooring, pursuant to the terms set forth in The Floor Layers Addendum.

Section 3.4.35 Pile Drivers, Bridge, Dock and Wharf Carpenters Work
All work in connection with piledriving, including but not limited to the layout, loading or unloading, preparation, rigging and hoisting, placement, erection, driving and pulling of all piles, caissons, and casings; the layout, loading or unloading, rigging, tagging, signaling, cutting, burning, welding, chain sawing, driving, setting and pulling of all soldier piles and soldier beams together with all necessary waling, shoring, underpinning, struts, bracing, capping and lagging necessary for construction of subterranean structures of all types to include, but not limited to subways, subway stations, buildings, storm drains, sewers, pipe lines, foundations, crane pads, and all open cut and cover construction projects; all covers and access mats to include all necessary rigging for setting and removing, whether intermittently or regularly and installation and removal of timber decking; all splicing, cutting, burning, welding, reinforcing, anchoring, and any other modification or inspections performed on any pier, port, vessel, or barge shall be performed only by Carpenter Divers and Piledrivers under the terms of this Agreement. Loading, unloading, and securing of all materials associated with work covered under the terms of this Agreement from any barges or vessels shall be covered work. For all Pile Drivers work the Employer shall observe all terms and conditions set forth in the Pile Drivers, Bridge, Dock and Wharf Carpenters Addendum

Section 3.4.36 Shipwright
This Agreement shall cover all Shipwrights/Marine Carpenters engaged in maintenance, repair, construction, scrapping, and/or conversion of all floating structures and shall apply to all work and activities of the Employer in connection therewith. Such as: Construction and repair of all structural members of a vessel including but not limited to keels, beams, planking, stems, knees, caulking, decking, masts and booms, bulkheads, fiberglass work, framing, superstructure, and all scaffolding and staging required to perform such work. Construction and repair of all interior/exterior finishes of a vessel including but not limited to, all joiner work, doors and hardware, windows, railings, flooring, overheads, wall panels, heads, cabins, bunks, galleys, dinettes, countertops, cabinets, settees, and sign boards. Removal and installation of all insulation including but not limited to hull board, mineral wool, fiberglass, foam, and microporous insulation. All work in connection with yard and drydock maintenance, and blocking, cribbing, and shoring of vessels. All onsite fabrication, construction, and installation of temporary or permanent safety components and structures necessary to perform work, including all handrail, guardrail, walkways, gangways, temporary and permanent working platforms, site-built ladders, or stairs, for access and egress.

Section 3.4.37
This Agreement shall cover the use of robotic equipment, whether autonomous or operated, for work covered under the terms of this Agreement, including, but not limited to layout, nailing, screwing, or welding, moving or scrapping materials used by Carpenters on the jobsite. The parties agree to effects bargaining prior to implementing any equipment which is operated by any type of artificial intelligence or machine learning model.

Section 3.5
The foregoing craft jurisdiction asserted by the Union is intended for the protection of the craft jurisdiction of the Union as compared with the alleged craft jurisdiction of any other union.

Section 3.6
Upon request by the Union, the Employer shall make a work assignment in writing on the Employer's official letterhead where such an assignment would be to the Carpenter's Union. A copy of such written assignment shall be furnished to the Union.

ARTICLE 4
UNION SECURITY

Section 4.1
Membership in the Union shall be a condition of employment beginning with the eighth (8th) day following the beginning of such employment, or the effective date of this Agreement, whichever is the latter. Membership in the Union shall be available upon terms and qualifications not more burdensome than those applicable at such times to other applicants for membership to the Union. Employees shall remain members in good standing to retain their employment.

Section 4.2
It is agreed that all Union Carpenters employed by the Employer shall maintain their membership with the current month's dues paid in their Local Union. Failure of any employee to pay or tender normal initiation fees or dues as required by this Agreement shall upon the request of the Union in writing, result in the termination of such employee.

ARTICLE 5
SUBCONTRACTING/PRE-JOB CONFERENCE

Section 5.1
The Employer agrees that, in the event any of the Carpenter work coming under the scope of this Agreement is

to be sub-contracted, as well as any traditional Millwright, Piledriver, Diver, Scaffold and Drywall jurisdiction, they shall:

(a) Upon written request from the Union the Employer shall furnish the Union with the name and address of said subcontractor;
(b) Require the sub-contractor to be signatory to and in compliance with this Agreement;
(c) The Union agrees to allow a sub-contractor to be bound by the terms of this Agreement without requiring any bonding or other prequalification which is not universally applied to all other new signatory subcontractors; and
(d) Be ultimately responsible for maintaining daily records of the subcontractors' employees, jobsite hours, and be liable for their sub-contractor's adherence to the terms and conditions of this Agreement, including, but not limited to, the timely payment of travel, wages and contributions to the applicable fringe benefit trust funds.

Section 5.2 DBE-W/MBE
Whenever the Employer is obligated to satisfy DBE-W/MBE recruiting requirements required by the owner or developer agreement the Union and the Employer by mutual agreement may waive subsections (b) and (c) and/or (d) of Section 5.1, above, prior to commencement of the work in the event an Employer and Union are unable to find qualified competitive signatory DBE-W/MBE subcontractors.

Section 5.3 Pre-Job Conference
When requested by the Union or the Employer, a Pre-job Conference shall be mandatory. Such Pre-job Conference shall be held in a mutually agreeable location in close proximity to the project unless the parties mutually agree to a more convenient location. Video conference meetings are an acceptable form of meeting provided all participants can properly access and participate in the meeting.

ARTICLE 6
HIRING

Section 6.1
In the employment of workers for all work covered by this Agreement in the territory described above, the following provisions of this Agreement will govern.

Section 6.2
The WSRCC will establish and maintain open and nondiscriminatory employment lists for the use of workers desiring employment on work covered by this Agreement.

Section 6.3
The Employers will call upon the WSRCC or its designated agent having work and area jurisdiction for such workers as they may from time-to-time need and the WSRCC will furnish to the Employers the required number of qualified and competent workers and skilled mechanics of the classifications as requested by the Employers. The Employer may not put an employee to work without a referral from the appropriate Hiring Hall.

Section 6.3.1
Subject to rules enacted by the Union, the Union shall make all efforts not to dispatch any worker that does not have the following certifications: OSHA 10, Fall Protection, and CPR/First Aid. Upon specific request from an Employer, the Union shall dispatch workers without the certifications listed herein to meet project labor needs.

Section 6.4
It will be the responsibility of the Employers, when ordering workers, to give the WSRCC all of the pertinent information regarding the worker's employment, including any special requests or qualifications. WSRCC agrees, where possible, to dispatch based on any legal criteria provided by the Employer as a requirement for the project

(e.g., veteran status, zip code, pre-apprentice, etc.).

Section 6.5
All referrals from the WSRCC must be in writing, on a standard form to be provided by the WSRCC. The written referral will contain the name of the Employer, address of the jobsite, and the appropriate wage scale and the required fringe benefit rates. WSRCC will dispatch in accordance with the request of the Employer each such qualified and competent worker from among those entered on said lists in the following order of preference:

(a) Workers specifically requested by name and whose names are entered on the out of work list; then
(b) Workers who, within the five (5) years immediately before the Employers order for workers, have performed work covered by this Agreement in the geographic area of this Agreement in response to any special request of the Employer, provided such workers are available for employment; then
(c) Workers whose names are entered on said list and who are available for employment, in numerical order.

Section 6.6
With respect to the operation of the Hiring Hall described in this Agreement, any worker registered on any WSRCC Hiring Hall employment list maintained pursuant to this Article will have his/her name stricken therefrom in the event he/she performs work within the recognized craft jurisdiction of the Union for any Employer or as an Employer (in either case without regard to whether the Employer is bound to this Agreement) in the area covered by this Agreement other than pursuant to a proper Work Referral as described above.

Section 6.7
All workers must obtain a referral from the WSRCC Hiring Hall prior to going to work. Failure to obtain a work referral will be grounds for removing an employee from the project and denying such employee a subsequent work referral to that project. Responsibility for obtaining a work referral lies with both the Employer and the worker.

Section 6.8
Workers who reside within the geographical jurisdiction of the WSRCC and whose names appear on the Hiring Hall lists will be free to solicit work from any signatory Employer.

Section 6.9
When ordering workers of the skills required, the Employer will give notice to the WSRCC not later than 2:30 p.m. of the day prior (Monday through Friday) and, in the event that forty-eight (48) hours passes after such notice has been given and the WSRCC does not furnish such workers, the Employer may procure employees from any other source. If workers are employed, the Employer shall promptly report each employee by name to the WSRCC.

Section 6.10
No employee or applicant for employment will be required as a condition of employment or continued employment to take any test or sign a waiver of lien. No employee will be required to take a medical exam as a condition of employment unless required by job or owner requirements, or upon mutual agreement between the Union and the Employer. This section does not apply to employees whose regular job duties require frequent climbing at heights or lifting of 20 lbs. or more, such employees may be required to undergo pre-employment fitness for duty testing at the Employer’s expense. Additionally, any employee approved by a doctor to return from a work related or non-work-related injury may at the Employer’s request be required to undergo fitness for duty testing at the Employer’s expense.

Section 6.11
Qualified applicants reporting to the jobsite at the requested time after being ordered must be put to work or paid the proper show-up time, unless the WSRCC is notified of cancellation prior to referral. An Employer shall have

no responsibility to pay show-up pay to applicants reporting after a twenty-four (24) hour period from the time of dispatch, Saturday, Sunday, and Holidays excluded.

Section 6.12
Any dispute involving these Hiring Hall provisions, or involving the operation or practice of these Hiring Hall provisions, including any claim by an individual that they were in any manner harmed by the operation of the Hiring Hall, or by the negligent or intentional conduct of any individual in connection with the operation of the Hiring Hall, shall be resolved exclusively through the grievance and arbitration procedures established in this Agreement.

Section 6.13
Subject to the foregoing, Employers shall have complete freedom of selectivity in hiring and Employers retain the right to reject any job applicant referred by the Union for any reason. The Employer is the sole judge as to the competence of all its employees and applicants for employment. All employees must perform their work to the satisfaction of the Employer. Whenever an employee is discharged and is not eligible for rehire, it shall be so stated on the separation of employment document. A worker who receives three (3) separation of employment documents in a twelve (12) consecutive month period for lack of competency shall be referred to the local training center for additional training or Journeyman enhancement before being eligible for re-dispatch.

Section 6.14
No employee shall be discharged or discriminated against for activities on behalf of, or in official representation of the Union, not interfering with the proper performance of his/her duties. Any discharge may be subject to the provisions of the grievance and arbitration procedures established in this Agreement.

Section 6.15
The Employer may discharge any employee. Upon request of the Business Representative, the Employer shall specify in writing the reason for discharge. Disputes shall be subject to and exclusively resolved through the grievance and arbitration procedures established in this Agreement. The arbitrator shall be free to sustain the discharge or to find discipline other than discharge to be appropriate and may order reinstatement with full or partial back pay as the arbitrator deems appropriate.

Section 6.16
The Employer may transfer employees who are on the employer's payroll within the area of the WSRCC without limitation, provided the Employer is signatory in the area to which the employee is being transferred.

Section 6.17
Employees employed by any Employer pursuant to the terms of this Agreement, and remaining in good standing in the Union, shall not be removed or transferred by the Union unless the prior approval of the Employer has been obtained.

Section 6.18
An apprentice may work no more than six months in an area outside the geographical area of the program where he/she is indentured unless he/she transfers to the apprenticeship program for the geographical area where he/she is working. This shall not apply to where the apprenticeship program(s) in question have reciprocal or cooperation agreements in place that allows for work in neighboring jurisdiction.

Section 6.19
When an employee is referred to the job by the Union, such a referral shall be on a non-discriminatory basis and not affected by membership or non-membership in the Union, past or present union activities, or age, sex, race, creed, color, or national origin.

Section 6.20 Unlawful Discrimination and Harassment
The parties recognize and agree that discrimination against and/or the harassment of an applicant or employee as defined by local, state, and federal laws is adverse to the interests of both the Union and the Employer. The parties agree that such discrimination and/or harassment, including retaliation, is strictly prohibited.

ARTICLE 7
DISPUTE RESOLUTION PROCEDURE

Section 7.1
All grievances and disputes that arise concerning the interpretation or application of the terms of this Agreement and/or claim of a Statutory Dispute (as defined below) shall be brought to the attention of the Employer or party within ten (10) business days after the employee, the Union, the Association or the Employer submitting the grievance hereinafter "Grievant" first becomes aware, or by use of reasonable diligence should have been aware, of the occurrence on which the grievance is based. A "Statutory Dispute" is any dispute that involves a claim of violation of any federal, state or local law, including, but not limited to Title VII, FLSA, ADEA, ADA, any provision of the Alaska, Oregon or Washington Labor Codes/laws, or any whistleblower statute or law. A grievance shall be considered null and void if not brought to the attention of the Employer within ten (10) business days after the occurrence of the incident which initiated the alleged grievance. If not resolved in Step 1, the grievance shall be put in writing and delivered to the other party within fifteen (15) business days. Grievances shall be appealed to the next higher step within ten (10) business days after the meeting in the next lower step. The parties may mutually agree to extend the time limits. Settlement of grievances may be arrived at in any step of the grievance procedure, which will be final and binding.

Section 7.2
Grievances shall be handled in the following manner:

(a) **Step 1:** Between the Representative of the WSRCC and the Employer's Supervisor at the job site;
(b) **Step 2:** Between the WSRCC Representative, the Employer's Supervisor or Labor Relations Manager and a representative of the WS-AUC;
(c) **Step 3:** If no agreement is reached in Step 3, either party may submit the grievance to a Joint Adjustment Board composed of two (2) members selected by the WSRCC, and two (2) members selected by the WS-AUC. Any party filing a grievance not requesting a Joint Adjustment Board hearing within the ten (10) calendar days shall be regarded as waived unless the parties otherwise agree in writing. The Joint Adjustment Board shall meet within ten (10) calendar days of receipt of such request. A decision by a majority of the Joint Adjustment Board shall be final and binding on both parties. In the event that the Joint Adjustment Board fails to render a decision within ten (10) calendar days from their meeting date, either party may, within ten (10) calendar days, give written notice to the other party requesting arbitration.
(d) **Step 4:** If the parties are unable to affect a settlement or adjustment of any grievance in the previous steps, then the matter shall be referred to arbitration selected from a panel of seven (7) candidates provided by the Federal Mediation and Conciliation Services (FMCS). The arbitrator shall be selected by mutual agreement by the parties or, if no mutual agreement is reached, the parties shall utilize the strike through method with the WSRCC striking first and then alternating until a single arbitrator remains. The Arbitrator's decision shall be confined to the question posed by the grievance. The Arbitrator shall not have authority to modify, amend, alter, add to, or subtract from any provision of this Agreement. Any award of the Arbitrator shall be final and binding upon all parties. Any award may also provide retroactivity from the time of the filing of the grievance, however such retroactivity shall not exceed fifteen (15) calendar days prior to the date the issue is brought to the attention of the Union by the employee. By mutual agreement, the aforementioned time frames in this Article may be waived or extended. The parties to the arbitration shall share the costs and expenses of the arbitration equally.

Section 7.3
Unless all steps of the dispute resolution processes above have been adhered to, all grievances and arbitrations of all Statutory Disputes shall be brought by the individual employee in an individual capacity only and not as a grievant or class member in any purported class or representative grievance or arbitration proceeding. The Arbitrator shall have the exclusive authority to consolidate individual grievances for hearing but shall not have the authority to fashion a proceeding as a class or collective action or to award relief to a group or class of employees in one grievance or arbitration proceeding.

ARTICLE 8
SETTLEMENT OF JURISDICTIONAL DISPUTES

Section 8.1
There will be no strikes, no work stoppages or slowdowns or other interference with the work because of jurisdictional disputes.

Section 8.2
The Employer shall be responsible for all jurisdictional assignments. In issuing such assignments, the Employer shall be guided by local award and area practices.

Section 8.3
If a jurisdictional dispute arises, it shall first be submitted to the WSRCC and the affected Employer or their authorized representative for settlement. If no understanding or agreement is reached within forty-eight (48) hours, the parties may refer the dispute to the International Unions with which the disputing Unions are affiliated for resolution and the Employer shall abide by the resolution. The disputed work shall continue as assigned by the Employer until the dispute has been resolved, and in no case shall the Employer be liable for any retroactive wages, benefit contributions or other damages if the original assignment is overturned.

ARTICLE 9
NO STRIKE / NO LOCKOUT

Section 9.1
During the term of this Agreement, there shall be no lockout by the Employer and no strikes, picketing, work stoppages, slow-downs, or other disruptive activity for any reason by the Union or by any employee covered by this agreement.

Section 9.2
Employees will not be discharged, disciplined, or permanently replaced for participating in any protected activity related to the recognition of a primary picket line approved by the Union party to this Agreement.

ARTICLE 10
HOURS OF WORK / OVERTIME / SHIFT WORK / SHOW-UP / CALL BACK / REPORTING PAY / MEALS & REST PERIODS

Section 10.1 Hours of Work Single Shift Operation

(a) **Workday:** Eight (8) hours of continuous work between 5:00 a.m. and 6:00 p.m. shall constitute a day's work (excluding an unpaid one-half hour for lunch).
(b) **Work Week-Five Day/Eight Hour Schedule**: Five (5) days shall constitute a week's work, Monday through Friday.
(c) **Work Week-Four Day/Ten Hour Schedule**: A Four (4) day, ten (10) hour shifts at the straight-time rate may be established Monday through Thursday or Tuesday through Friday.
(d) **Shut Down**: In the event the job is down due to weather conditions or other conditions beyond the control

of the Employer, then Saturday (or Friday, when working Monday through Thursday on a four (4) day, ten (10) hour shift) may, at the option of the Employer be worked as a voluntary make-up day at the straight-time rate. No employee shall be discharged, laid off, disciplined, replaced, or transferred for refusing to work a voluntary make-up day. Make-up work under this provision shall be voluntary on the part of the employee.

(e) **Civil Emergency:** In the event of a civil emergency such as, but not limited to, earthquakes, floods, or fires, the starting time of the shift may be made to fit the emergency and work will be performed at two times the straight time rate of pay due to the heightened risk inherent to such an assignment. Work under this provision shall be voluntary on the part of the employee.

Section 10.1.1 Special Shifts

(a) If, due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift, then, upon three (3) days written notice to the Union, a Special Shift may be worked, Monday through Friday, at the straight-time rate.

(b) The starting time of work for the Special Shift will be arranged to fit such conditions of work. Such Special Shift shall consist of eight (8) hours of work for eight (8) hours of pay or ten (10) hours of work for ten (10) hours of pay on a four-ten workweek schedule.

Section 10.1.2 Multiple Shift Operations

Multiple Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows:

(a) **Two Shift Operation.** On a two (2) consecutive shift operation, each shift must be scheduled for at least eight (8) hours in a five (5) day, forty (40) hours workweek or ten (10) hours in a four (4) day, forty (40) hours work week except as provided for in Section 10.1 of this Article 10. On a two (2) consecutive shift operation, the second shift shall be established for a minimum of three (3) days.

(1) First Shift - The regular hours of work on the first shift of a two-shift operation shall be eight (8) or ten (10) hours of continuous employment between the hours of 5:00 a.m. and 6:00 p.m. except for the lunch period at mid-shift.

(2) Second Shift - The regular hours of work on the second shift of a two-shift operation shall be paid as eight (8) hours pay for seven and one-half (7½) hours work, or ten (10) hours pay for nine and one-half (9½) hours work at the applicable hourly wage rates except for the lunch period at mid-shift.

(b) **Three Shift Operation.** On a three-shift operation, the following shall apply:

(1) First Shift - The regular hours of work on the first shift of three-shift operations shall be eight (8) hours of continuous employment, except for an unpaid meal period at mid-shift, between the hours of 5:00 a.m. and 6:00 p.m. at the straight-time hourly wage rate.

(2) Second Shift - The second shift shall be paid as eight (8) hours pay for seven and one-half (7½) hours work, or ten (10) hours pay for nine and one-half (9½) hours work at the applicable hourly wage rates except for the lunch period at mid-shift.

(3) Third Shift - The third shift shall be paid as eight (8) hours pay for seven (7) hours work, or ten (10) hours pay for nine (9) hours work at the applicable hourly wage rates except for the lunch period at mid-shift.

(c) **Multiple Shift Operation.** A multiple shift (a two or three-shift) operation will not be construed or applied to the entire project if, at any time, it is deemed advisable and necessary by the Employer to implement a multiple shift schedule on a specific operation. Only those groups of employees who relieve first shift groups of employees and such first shift groups of employees who are relieved by groups of employees on a second shift, and on a three-shift operation, those groups of employees who relieve the groups of employees on a second shift, shall be construed as working multiple shifts. The intent of this clause shall be construed so as to recognize that a "reliever group" and a "relief group" do not necessarily mean "person for person" relief.

(d) **Shift Rates.** It is understood and agreed that when the first shift of a multiple shift (a two or three-shift) operation is started at the basic straight-time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate.

Section 10.2 Overtime

(a) Monday through Friday, the first four (4) hours of overtime in excess of eight (8) hours of straight-time work shall be paid at one and one half (1½) times the straight-time rate of pay. All additional overtime will be paid at two (2) times the straight-time rate of pay. The first ten (10) hours worked on Saturday shall be paid at one and one-half (1½) times the straight-time rate of pay and all hours worked on Saturday in excess of ten (10) hours shall be paid at two (2) times the straight-time rate of pay.

(b) On a four (4) day, ten (10) hour shift, Monday through Thursday or Tuesday through Friday, the first two (2) hours of overtime in excess of ten (10) hours of straight-time work shall be paid at one and one half (1½) times the straight-time rate of pay. All additional overtime will be paid at two (2) times the straight-time rate of pay.

(c) On a four (4) day, ten (10) hour shift, the first twelve (12) hours of work on the fifth day (Friday or Saturday, as applicable) will be paid at one and one half (1½) times the straight-time rate of pay; provided the fifth day is not a voluntary make-up day as provided in Section 8.1(c), above. All additional overtime shall be paid at two (2) times the straight-time rate of pay.

(d) All work performed on Sunday and Holidays shall be paid at two (2) times the straight-time rate of pay.

(e) When an employee is called out to work without at least eight (8) hours off since his/her previous shift, all such call out time shall be paid at the applicable overtime rate until he/she shall have eight (8) hours off.

(f) The Employer shall have the sole discretion to assign overtime work to employees.

Section 10.3 Pay for Actual Time Worked

Except as specifically provided elsewhere in this Agreement, an employee is only entitled to receive pay for actual time worked.

Section 10.4 Reporting and Minimum Hours Pay

(a) When an employee or applicant reports to work for his/her regular or assigned shift and, weather permitting, is not put to work, he/she shall be paid two (2) hours reporting time and shall remain at the jobsite for the two (2) hours if required by the Employer.

(b) Employees who work less than four (4) hours shall be paid for four (4) hours; they shall be paid a minimum of six (6) hours if required to work more than four (4) hours; they shall be paid eight (8) hours if required to work more than six (6) hours; and they shall be paid ten (10) hours if required to work more than eight (8) hours on a regularly established ten (10) hour shift. Employees who cannot work a full shift because of weather conditions shall be paid for actual hours worked.

(c) When employees or applicants, reporting for work arrive on the job unprepared to perform the work required (for example, under the influence of alcohol or drugs, without tools required for the job or inadequately clothed), the Employer shall not be expected to put such individuals to work nor shall the individuals be entitled to reporting pay if not put to work.

Section 10.5 Call Back Pay

When an employee completes his/her scheduled shift and is “called back” to perform work and is put to work, the employee shall receive a minimum guarantee of four (4) hours pay at the applicable overtime rate; provided, however, that if the employee is called back to work, but is not put to work, then the employee shall receive two (2) hours pay at the applicable overtime rate.

Section 10.6 Emergency Call Out Pay

When an employee has completed their scheduled shift, and the designated rest period has passed, and is called out to perform special work, including tide work, he/she shall receive a minimum of four (4) hours pay due at the applicable rate.

Section 10.7 Meal Periods

Employees shall not be required to work more than five (5) hours from the start of the shift without a one-half (½) hour unpaid break for a meal. This meal period shall not begin earlier than three and one-half (3½) hours after the start of the shift. The meal breaks for individual employees may be staggered within the allowable time periods. If employees are required to work past five (5) hours, then they shall be paid one-half (½) hour at the applicable overtime rate (wages and benefits) and must be allowed time to eat their meal. If not allowed to eat their meal, employees will be paid an additional one (1) hour at the applicable overtime rate (wages and benefits). Such penalty for late or missed meal shall not count toward the calculation of overtime or time off between shifts. On unscheduled overtime, Employees required to work more than two (2) hours after the end of the regular shift shall be allowed a one-half (½) hour meal period which shall be considered as time worked, and, if it is impractical for the employees to leave the job, then they shall be provided a meal by and at the expense of the Employer. If employees are not allowed to leave the job, and no meal is provided during this second meal period, they shall be paid an additional one-half (½) hour of overtime. At the Employer's option and consistent with state law, the second meal period may be waived, and the Employees paid an additional one-half (½) hour at the overtime rate [i.e., a total of twelve (12) hours pay for eleven and one-half (11½) hours work]. Such additional one-half (½) hour for the waived meal shall not count toward the calculation of overtime or time off between shifts.

In the event that the Employer establishes a ten (10) hour day, then the meal period shall be at mid-shift. Employees' meal period may be staggered during the period of three and one-half (3½) to five (5) hours from the start of the shift to cover necessary work of a continuous nature.

Section 10.7.1

For the purpose of this Section, the applicable overtime rate following a delay/missed meal, as noted above, shall be as follows:

(a) In the event, the rate of the day is time and a half (1½), the applicable overtime rate will be two (2) times the straight-time rate of pay.
(b) In the event, the rate of the day is double time, the applicable overtime rate will be two and one-half (2½) times the straight-time rate of pay.
(c) Such a penalty for late or missed meal shall not count toward the calculation of overtime or time off between shifts.

Section 10.7.2 Rest Periods

(a) Employees shall be allowed a rest period of not less than ten (10) minutes, on the Employer's time, for each four (4) hours of working time. Rest periods shall be scheduled as near as possible to the midpoint of the work period. No employee shall be required to work more than three (3) hours without a rest period. The rest period will be taken at the employee's workstation. Where the nature of the work allows employees to take intermittent rest periods equivalent to ten (10) minutes for each four (4) hours worked, scheduled rest periods are not required. A rest period means to stop work duties, exertions, or activities for personal rest and rejuvenation. The rest periods may not be added to the meal period or deducted from the beginning or end of the work period to reduce the overall length of the total work period.
(b) It will be the responsibility of both the Employer to assign, and the employee to take, rest periods. If an employee is unable to take a rest period due to jobsite conditions, then the employee must notify his/her supervisor as soon as it is safe to do so, and a rest period will be provided. If either or both rest periods are missed in a day, one half-hour of straight-time wages shall be paid (excluding benefits). Such a penalty for missed rest period shall not count toward the calculation of overtime or time off between shifts.
(c) Any disputes shall be resolved through the grievance procedures in this Agreement.

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ARTICLE 11
WORK RULES

Section 11.1 Working Rules

(a) Employees shall have sufficient time to put away tools before the quitting time of each shift.

(b) No Employee shall rent, loan, or in any way furnish any automobile, pickup, truck, or other transportation, optical instruments, welders, torches, power tools of any kind, precision tools not on the standard tool list, any ladders, horses, benches or trestles, or any other tools and equipment normally furnished by the Employer, to the Employee for whom employed.

(c) Employees must comply with all Employer safety rules and policies. It shall not be considered a violation of this Agreement where employees refuse to work with unsafe equipment or to perform any unsafe act. When directed by the Employer, the Employees shall be paid for all pre-job/site-specific training(s) and orientation(s) for actual time spent.

(d) Training for certifications and general competency shall be on the Employee's own time unless reimbursed at the Employer's sole discretion.

(e) An Employer shall furnish warm, dry, clean, change rooms of ample size equipped with heat, adequate for drying clothes, lights when power is available, and with seating and tables away from direct contact with employees' gear for use during lunch period. Same to be situated close to the site of the work and shall not be used for storage of materials or equipment.

(f) **Safety Equipment:**

(1) When working in toxic or radiation areas and where creosote and/or treated or oiled materials are handled, adequate time shall be allowed for cleaning up before lunch and before the end of the shift.

(2) On subterranean water jobs such as tunnels, caissons, etc., rain gear and rubber boots with puncture-resistant insoles shall be furnished by the Employer.

(3) On operations requiring boots higher than calf length, they shall be furnished by the Employer. The employee shall furnish his own calf height rubber boots when otherwise needed.

(4) Employees will furnish their own rainwear. In the course of welding or burning or handling of hazardous or contaminated material, should rainwear become damaged, the Employer will replace the damaged rainwear with new rain gear, provided the employee turns in their damaged rain gear to the Employer.

(5) The Employer will furnish welding equipment including all leathers. The Employer will furnish to all Carpenter employees necessary hard hats, eye protection, ear protection, respirators, reflective vests, all personal fall protection and restraint equipment, and equipment needed to work with hazardous or contaminated material.

(g) **Travel to Jobsite in Employer Provided Vehicle:**

1) When the Employer requires an employee to show up at the Employer's premises or at a prescribed workplace, time spent driving or riding as a passenger in a company-provided vehicle from the Employer's place of business to the job site, and job site to job site is considered hours worked.

2) Time spent riding in a company-provided vehicle from the Employer's place of business to the job site is not considered hours worked when an employee voluntarily reports to the Employer's location merely to obtain a ride as a passenger for the employee's convenience, is not on duty, and is not required or directed to perform work, such as loading or unloading any equipment, materials, gear, etc.

3) Time spent driving a company-provided vehicle during an employee's ordinary travel, when the employee is not on duty and performs no work while driving between home and the first or last job site of the day, is not considered hours worked.

Section 11.2 Foreman

The Employer shall have the sole right to select and designate a Foreman to issue instruction to workers. Should the Employer designate a Foreman, such Foreman shall receive ten percent (10%) above the highest paid journeyman classification working under him/her.

Section 11.3 General Foreman
Whenever an employee has the responsibility to supervise and coordinate multiple foreman and subcontractors on a project, he/she will be paid at least the general foreman's scale. General Foreman shall receive fifteen percent (15%) per hour above the Journeyman wage classification of this Agreement. A Superintendent who is a member of the Carpenters Union shall be authorized to supervise up to and including five (5) Carpenters without being required to appoint a foreman.

Section 11.4 Termination for Cause
For the purpose of this Agreement, "cause" as related to discharge for cause shall include, but not be limited to excessive tardiness, absenteeism, disobedience of orders, unsatisfactory performance of duties, use or possession of unlawful drugs or alcohol, and violation of owners' rules imposed upon the Employer. The Employer shall furnish each person discharged a termination slip. Discharge shall be immediate in cases where termination for cause results from fighting on the job, possession of a firearm, threats of violence, or any other cause which poses an immediate danger to other Employees or workers on the jobsite. The Employer shall furnish each person discharged for such offenses a termination slip.

Section 11.5 Employer Required Physicals
The Employer shall pay for all Employer required physicals, immunizations, drug testing, and respirator fit tests. The employee is entitled to wages for the actual time spent while engaged in these activities. Whenever possible, the Union shall furnish employees that already have the necessary qualifications. Physicals may not be required unless required of all new applicants for an equivalent position. If an employee fails a pre-hire drug test, they will not be entitled to compensation for time spent.

Section 11.6 Welding Certifications
The Union shall furnish previously certified welders with current certifications whenever possible. If an Employer requires a special welding procedure that the employees do not already have, the Union shall provide the testing prior to dispatch, provided that the Employer has notified the Union of the necessary procedure at least two (2) weeks prior to dispatch. All job site welding certifications shall be provided by the Employer. The employees shall receive wages and other pay while engaged in job site welding certifications.

Section 11.7 Welding Premium
Employees dispatched as certified welders will receive a welding premium of two-and-a-half percent (2½%) of the applicable journeymen scale per hour for the shift when performing welds required by the plans or specifications to be certified.

Section 11.8 Lost-Time and Accidents
The Employer shall notify the Union as promptly as possible of all lost-time accidents and shall furnish the Union with a copy of the Employer's accident report showing the name of the insurance carrier at the time such report is furnished to the insurance company.

Section 11.9 Work Injuries
If an Employee is injured on the job, provided the injury is reported to the Employer and requires medical attention off the site of work, then such employee is to be paid for time spent for such medical attention. If the doctor or applicable medical personnel determines and certifies that the employee is unable to return to work because of the injury, the employee shall be paid for the balance of the shift during which the injury occurred. This provision applies to medical attention received during working hours only.

Section 11.10 Light Duty
It is agreed that the Employer may return an injured member to light duty status when allowed by the employee's doctor and when such light duty work is available. When such light duty work is available, light duty functions shall be in accordance with the restrictions outlined by the employee's doctor. At no time will an employee's rate

of pay be less than the base rate of pay, at the time of injury, for hours worked. Further, the Employee will be provided with a full fringe package, as per the collective bargaining agreement, over and above total remuneration. Should the employee on light duty be laid off, due to no work available, the employer will not adversely affect their ability to continue to receive loss time benefits from the Industrial Insurance Division of Labor and Industries (including self-insured employers), provided they are still medically eligible.

Section 11.11 Safety Carpenter
Employees may be dispatched, at their otherwise applicable rate of pay, for the primary purpose of performing jobsite safety related tasks related either to Carpenter specific work-related safety issues or to general jobsite safety. The Union shall work towards developing additional safety focused curriculum for journeyman enhancement courses.

Section 11.12 Carpenter – Mass Timber Erector Certification
The Union shall create a certification process for mass timber carpenters. Such Carpenter Mass Timber Erector shall be certified at minimum in mass timber installation, rigging/hoisting, mobile and elevated work platforms, scaffold, and AWS welding.

Section 11.13 Carpenter - Mass Timber Erector Premium
Employees dispatched as mass timber carpenters will receive a premium of fifteen percent (15%) of the journeyman total package, which shall be added onto the applicable wage on all hours worked performing work on mass timber installation or as part of a Mass Timber Erector crew.

Section 11.14 Robotics
One cent ($0.01) per hour from the Apprenticeship Training contribution will be earmarked for Robotics.

Section 11.15 Piledriver / Bridge Carpenter Premium
Employees dispatched as Piledrivers, or Bridge, Dock and Wharf Carpenters shall be paid a premium of two-and-a-half percent (2½%) of the applicable journeymen taxable wage per hour on all hours worked under such classifications. Unless otherwise noted in the applicable area addendum.

Section 11.16 Carpenter Helper

(a) Carpenter Helpers may assist journeymen and apprentices in all aspects of construction and perform the following tasks individually: transportation of material, jobsite stockpiling, material handling, and cleanup. Carpenter helpers may not perform layout work. They may use power tools intermittently but only under the direct supervision of a journeyman.
(b) For Commercial construction, the ratio of Carpenter Helpers to Journey level workers employed on any project shall not exceed 1:5 (one Carpenter Helper may be employed per each five (5) Journey level workers employed. For residential construction, the ratio of Carpenter Helpers to Journey level workers employed on any project shall not exceed 1:2 (one Carpenter Helper may be employed per each two (2) Journey Level workers employed.
(c) Wages for Carpenter Helpers shall be 63% of the Journeyman rate spelled out in the Cascadia Regional Masters Agreement. Benefit rates for Carpenter Helpers shall be 100% of the Area benefit rates except that no Health and Welfare contribution will be required on the first 250 hours of employment for each Carpenter Helper, and no retirement contribution will be required for the first 500 hours of employment of each Carpenter Helper. It is the responsibility of the Employer to track Carpenter Helper hours and inform the employee and the union when the hourly requirements have been met. No Carpenter Helper shall begin any program of apprenticeship and suffer a reduction in wage rate from what being earned as a Carpenter Helper.
(d) Carpenter Helpers may be hired from alternate sources but are subject to the Union security clause and dispatch requirements.
(e) In the event a Carpenter Helper is assigned to work on a prevailed wage project they shall receive the

journey level pay rate for the scope of work performed. Their benefits and authorized deductions will be paid to the Southwest Carpenters Trusts.

ARTICLE 12
WAGES / FRINGE BENEFITS / PAY DAY

Section 12.1 Wages and Benefits
Employees shall be paid the applicable wage and fringe benefit hourly rates and classification rates as contained in the Addenda to this Agreement applicable to the classification and geographic area in which the work is performed.

Section 12.2 Fringe Benefit Funds
Each Employer agrees to be bound to and comply with all terms and conditions currently existing or hereafter amended applicable to those fringe benefit trust fund agreements specifically identified in this Agreement and rates specified in the applicable Addenda. Each Employer further agrees to execute all necessary documents required to participate in such fringe benefit trust funds.

Section 12.3 Future Negotiated Increases
Total package annual increases that have been negotiated between WS-AUC and the Union are stated in the applicable Addenda to this Agreement. If an early extended Agreement is negotiated prior to June 1,2027, Employers who do not extend said Agreement shall be subject to an additional one dollar ($1.00) per hour increase to be allocated to Pension (off benefit and will not result in additional benefit accruals). The Union shall have the right to allocate future increases to wages and/or benefits. In addition, the Union shall have the right upon thirty (30) days' notice to reallocate funds between wages and/or benefit contributions provided no reallocation of benefit contributions shall be made which would endanger the health of any of the benefit funds.

Section 12.4 Payment of Wages

Section 12.4.1 Pay Day
Employees shall be paid in full once each week (on the same day), but in no event shall more than five (5) days (Saturday, Sunday and Holidays excluded) wages be withheld. If the regular payday falls on a Holiday, the employees shall be paid on the last regular workday before the holiday.

Section 12.4.2 Method of Payment
At the election of the Employer one of the following options of payment may be utilized:
(a) By negotiable check made on local bank, paid at job site;
(b) Direct deposit in employee’s bank account;
(c) Pay Card (at no cost to the employee for the first charge for each deposit); or
(d) By mail (at election of employee in writing). If paid by mail, check shall be postmarked no later than one (1) business day prior to the established payday.

Section 12.4.3 Documentation of Payment
The Employer shall furnish to each employee at the time of payment of wages an itemized statement showing the pay period, hours or days worked, rate or rates of pay, gross wages, and all deductions for that pay period. In addition, the name, address, and phone number of the Employer shall be indicated.

Section 12.4.4 Adjustments to Pay
No adjustment of disputed pay will be made unless the worker or the Union shall make a claim in writing to the Employer's representative within fifteen (15) calendar days from the pay period in question.

Section 12.4.5 Penalty for Late Payment of Wages
If the payment of wages is not made expressly as provided herein, then the employee shall be paid two (2) hours pay at the appropriate hourly straight time wage rate for each twenty-four (24) hour period thereafter until payment is made unless the late payment is for reasons beyond the control of the Employer. In the case of payment by certified-mail, the postmark on the envelope will serve as the cutoff for any penalty. Said check shall be mailed to an address of the employee's choice. In the case of direct deposit to an employee's bank account, the Employer's bank statement Electronic Fund Transfer (EFT) effective date shall serve as the cutoff for any penalty. Where an employer has had already had one (1) or more such late payment incidents within the past twelve (12) months then any employee involved in future late payment incidents shall be paid at a rate of eight (8) hours pay at the appropriate hourly straight time wage rate for each twenty-four (24) hour period thereafter until payment is made unless the late payment is for reasons beyond the control of the Employer.

Section 12.4.6 Non-Sufficient Funds
In the event an employee receives a non-sufficient funds (NSF) check, the payment shall be by money order or certified check. In addition, any documented bank fees or charges incurred by the employee as a result of receiving an NSF check payment, will be reimbursed to the affected employee. If requested, a letter of explanation will be sent to the employee's bank and any creditors that may have been affected. If an employee receives an NSF check for the second time in any four (4) week period, the make-up check and all subsequent payments shall be by money order or certified check.

Section 12.4.7 Payment on Layoff
If an employee is laid off outside normal office hours, payment shall be made within twenty-four (24) hours (Saturdays, Sundays and Holidays excepted). Payment, by Employer's choice, shall be made through the Union Hall, or by direct deposit, pay card or overnight certified mail. When employees are laid off during normal office hours, they shall be paid in full immediately or if paid by direct deposit in an employee's bank account, or pay card, the EFT transfer shall be initiated within a 24-hour period from the day of layoff or if this 24 hour period falls on a Saturday, Sunday or banking holiday, the employee's funds will be deposited immediately on the very next banking work day after the layoff date. In the event that the employee is not paid immediately, they shall receive a penalty as defined in Section 12.4.5 of this Article.

Section 12.4.7.1 Layoff-Pick-up Time
Upon layoff, employees will be provided fifteen (15) minutes to pick up, and transport to vehicles, tools, and personal items. Failure by the Employer to provide fifteen (15) minutes will result in overtime conditions for the time necessary beyond the end of the shift to pick up such tools.

Section 12.4.8 Payment on Quit
For Employees who quit, or Employees terminated for cause, the Employer shall be paid not later than the next regular pay period.

Section 12.5 Dues Check-off
In accordance with the terms of an individual and voluntary written authorization for check-off of Membership dues in the form permitted by the provisions of Section 302 (c) of the Labor-Management Act, as amended, the Employer agrees to deduct for working dues an amount of wages once each week which has been or will be in the future authorized by the Membership. The working dues, which are deducted, shall be paid monthly by the fifteenth (15th) day of the month following the month in which they are deducted. The Employers will remit the Union dues deducted on the transmittal forms used for fringe benefit contributions and that the pro-rata costs of such forms and the collection and accounting thereof, including any costs incurred by the administrator for acting as authorization depository, will be paid by the Union to the fringe benefit administrator. Dues deduction may be changed once per year on the anniversary date of the contract.

ARTICLE 13
APPRENTICES

Section 13.1
The Employers and the Union recognize the need for apprentice training and to this end shall indenture apprentices into the apprentice training program in a manner sufficient to support the industry.

Section 13.2 Apprentice Wage and Fringe Benefit Contribution Rates
Apprenticeship wages and benefit contributions are contained in applicable Addenda and are based on the Journeyman wage in the area which the work is performed.

Section 13.2 Apprentice Ratios
Apprenticeship ratios shall be in accordance with the applicable apprenticeship standards and shall be provided in the applicable Addenda to this Agreement. At no time shall apprentices be employed in a ratio greater than one (1) apprentice for each journeyman on the job unless mutually agreed to by the Union and the Employer.

Section 13.3 Pre-Apprentices
There is established a classification of pre-apprentice. Hiring of pre-apprentices is the prerogative of the Employer. The Employer assumes responsibility for recruiting the pre-apprentice and/or may draw upon any existing pool maintained by the Local Unions. Hiring of pre-apprentices will be regulated by the current Hiring Hall procedures set forth in Article 6. The Employer may employ one pre-apprentice for every two (2) apprentices employed. Pre-apprentices shall, within eight (8) days of employment, in conformance with the provisions of Article 4, Section 4.1, become and remain members in good standing of the Union as a condition of continued employment. Pre-apprentices shall work under the supervision of the Carpenter Foreman and the work they perform will be incidental to the work normally performed by journeymen or Carpenter apprentices. Pre-apprentices shall, upon accumulation of five hundred (500) hours of On-the-Job Training become an apprentice. The Employer shall notify the Apprenticeship office no later than the tenth day of each month, the number of hours worked by the pre-apprentice in the previous month.

Section 13.4 Joint Apprenticeship and Training Committee
The WS-AUC and WSRCC shall appoint members to the Carpenter Joint Apprenticeship Committee and participate in their activities. The parties agree that the Joint Apprenticeship and Training Committee will establish training programs for apprentices and the upgrading of journeypersons. The Committee is further directed to establish any trainee program as required. The Joint Apprenticeship Training Committee shall implement a two (2) day pre-hire apprentice training evaluation program that shall be mandatory for new apprentices to complete before commencing work for an Employer. The program shall include safety and tool recognition training, as well as drug testing performed by the Joint Apprenticeship Training Committee.

ARTICLE 14
BENEFITS AND OTHER CONTRIBUTORY FUNDS

Section 14.1 Health and Welfare Plan
There has been established the Southwest Carpenters Health & Welfare Trust, dated February 8, 1955. Each Employer covered by this Agreement agrees to be bound by this Trust Agreement and shall contribute the sum designated in the applicable Addenda to the Southwest Carpenters Health & Welfare Trust. An HRA, or Health Reimbursement Arrangement, has been created for employees to assist in reimbursements of qualifying healthcare expenses. The HRA will be operated under the Southwest Carpenters Health & Welfare Trust. The Union reserves the right to allocate HRA monies to the Health and Welfare Trust.

Section 14.1.1
The Employer may make voluntary contributions on behalf of past bargaining unit employee participants in the

Southwest Carpenters Health & Welfare Trust ("Bargaining Unit Alumni") who perform work for a signatory employer in a supervisory or administrative capacity outside of a bargaining unit and/or Owners and other non-bargained employees, provided that all such owners and employees participate, as defined in the C4A participation agreement with the Trust, in the amounts and manner to be determined by the Trustees.

Section 14.2 Pension Plan
There has been established the Southwest Carpenters Pension Trust, dated September 14, 1959. Each Employer covered by this Agreement agrees to be bound by this Trust Agreement and shall contribute the sum designated in the applicable Addenda to the Southwest Carpenters Pension Trust.

Section 14.2.1
The Employer may make voluntary contributions on behalf of past bargaining unit employee participants in the Southwest Carpenters Pension Trust ("Bargaining Unit Alumni") who perform work for a signatory employer in a supervisory or administrative capacity outside of a bargaining unit and/or Owners and other non-bargained employees, provided that all such owners and employees participate, as defined in the C4A participation agreement with the Trust, in the amounts and manner to be determined by the Trustees.

Section 14.3 Annuity Fund
There has been established the Southwest Carpenters Annuity Fund, amended and restated effective January 1, 2020. Each Employer covered by this Agreement agrees to be bound by this Trust Agreement and shall contribute the sum designated in the applicable Addenda to the Southwest Carpenters Annity Fund.

Section 14.3.1
The Employer may make voluntary contributions on behalf of past bargaining unit employee participants in the Southwest Carpenters Annuity Fund ("Bargaining Unit Alumni") who perform work for a signatory employer in a supervisory or administrative capacity outside of a bargaining unit and/or Owners and other non-bargained employees, provided that all such owners and employees participate, as defined in the C4A participation agreement with the Trust, in the amounts and manner to be determined by the Trustees.

Section 14.4 Vacation/Sick Leave/Paid Time Off
The parties have established the Southwest Carpenters Vacation, Sick Leave and Paid Time Off Trust . Each Employer shall make payments in the amounts designated in the applicable addenda to the Southwest Carpenters Vacation, Sick Leave and Paid Time Off Plan. To the fullest extent allowed by law the parties hereby expressly waive all provisions of any state sick and safe leave laws as well as any and all provisions of any other municipal or county law or ordinance providing paid sick and/or safe leave.

Section 14.4.1
The contributions so made shall be deemed to be, and shall be treated as, subject to withholding tax and Social Security and Unemployment taxes, a part of the total compensation payable at the end of the Employers payroll period during which such work is performed or paid for, but the full per-hour payments shall be transmitted to the Plan.

Section 14.4.2
Effective July 1, 2022, the Southwest Carpenters Vacation, Sick Leave and Paid Time Off Trust, at the discretion of its Trustees, is authorized to create a system whereby members, having at least twelve (12) months of contribution history, in addition to regularly scheduled payouts, may withdraw amounts, subject to qualifications, requirements and limitations as established by the Trustees, from the Southwest Carpenters Vacation, Sick Leave and Paid Time Off Trust up to twice per year.

Section 14.4.3
The Employer agrees that any contributions owed to the Vacation, Sick Leave and Paid Time Off Trust pursuant

to the terms of this Agreement are part of the employees' taxable fringe benefits. The employer shall be solely responsible for payment of all payroll taxes, including FICA, FUTA, income tax withholding, and any other tax liabilities, owed on the contributions to the Vacation, Sick Leave and Paid Time Off Trust. The Employer agrees that the Vacation, Sick Leave and Paid Time Off Trust is acting solely as the Employer's agent for purposes of collecting contributions and payment of vacation benefits and that the Vacation, Sick Leave and Paid Time Off Trust shall have no liability for payroll taxes due on the contributions payable to the Vacation, Sick Leave and Paid Time Off Trust or the vacation benefits payable from the Vacation, Sick Leave and Paid Time Off Trust.

Section 14.4.4
Where an Employer fails to pay contributions as required by this Agreement and the Vacation, Sick Leave and Paid Time Off Trust pays Vacation benefits with respect to those unfunded vacation contributions, the Vacation, Sick Leave and Paid Time Off Trust shall issue IRS Form 1099 and, if relevant, the equivalent state tax form to the Employer for the value of any unpaid Employer contributions and any vacation benefits that are paid out of the Vacation, Sick Leave and Paid Time Off Trust's reserve assets. The Employer agrees to reimburse the Vacation, Sick Leave and Paid Time Off Trust for any liability for any payroll taxes that may be required to be paid to any federal or state taxing agency.

Section 14.5 Apprenticeship and Training
The Employer agrees to be bound to the terms of the Southwest Mountain States Training Fund and any amendments thereto applicable to the geographic area in which work covered by this Agreement is performed as more specifically identified in the applicable Addenda to this Agreement. Once the contribution rate has reached sixty-two cents ($0.62) per hour, one cent ($0.01) of future annual increases will be diverted to the apprenticeship.

Section 14.6 Carpenters-Contractors Cooperation Committee
The parties to this Agreement have established the Carpenters-Contractors Cooperation Committee, dated October 1, 1986 for the purposes of protecting, improving, and advancing the interests and welfare of Contractors and employees working within the unionized segment of the Carpenters construction industry. Each signatory member of the Association and those Employers who are obligated to contribute under a collective bargaining agreement with the Union shall contribute, during the term of this Agreement, the sum designated in the applicable Addenda to the Carpenters-Contractors Cooperation Committee. The Committee is a jointly established and administered Committee formed and created for the above stated purposes and the Employer hereby adopts and agree to be bound by the terms of Bylaws establishing the Carpenters-Contractors Cooperation Committee dated October 1, 1986, and further agrees to observe and be bound by the actions and determinations of the Board of Directors of said Committee.

Section 14.7 Western States Association of Union Contractors Contract Administration Fund
For the purpose of protecting, improving and advancing the interests and welfare of the construction industry, its Employers and Employees, without regard to whether such Employer is a member of any association, the Employer will, during the term of this Agreement, contribute the sum determined by the WS-AUC and designated in the applicable Addenda to the WS-AUC Contract Administration Fund, an Employer-established and administered fund formed and created for this purpose.

Section 14.8 Contributions to Fringe Benefit Funds
Health and Welfare, Pension, Annuity, Vacation, Apprenticeship and Training Fund, Contract Administration, and the Millwright Pile Driver Fund for Industry Revitalization, Safety and Training contributions shall be due and payable by the 15th day of the month following calendar month in which any and all hours are worked. Date may be changed by obtaining prior consent from the Trustees and notification to the Union by the Trustees. If the Employer fails to make timely payment, said Employer shall be subject to penalties prescribed in each of the trust documents. Should it become necessary for the Trustees to take legal action to enforce the payment of contributions from a delinquent Employer, and such contribution delinquency is proven, the Employer shall be

liable for all costs and reasonable attorney's fees.

Section 14.9 Elective Employer/Employee Individual Account Pension Contributions
Elective Contributions: An employee covered by this Agreement may elect to request that an Employer make elective deferral contributions to the Carpenters of Western Washington Individual Account Pension Plan through a prospective reduction in such employee's wages. Such elective deferral contributions shall be fully vested at all times.

Applications for elective deferral contributions shall be submitted to the Trust Fund in accordance with administrative procedures and election periods that are consistent with the Plan document and approved by the Trustees. Elective deferral contribution requests shall be in writing on a form approved by the Trust Fund. Upon notification by the Trust Fund to the Employer of an elective deferral contribution request, the Employer shall withhold the specified amounts from the employee's wages unless and until notified by the employee or Trust Fund of a change in the employee's election that was made pursuant to the Trust Fund's administrative procedures.

Notwithstanding an employee's election, all premium rates (foremen differentials, overtime, etc.) shall be calculated prior to the reduction for the employee's elective deferral contributions.

Notwithstanding any provision herein to the contrary, the contribution levels to the Plan provided herein shall not cause the Plan to be in violation of Section 415 of the Internal Revenue Code (and any other sections of the Code); if necessary, adjustments to the contribution rates shall be agreed to by the Union and contributing Employers to comply with the Code.

Section 14.10 Audit
All carpenter employees shall be covered by this Agreement and the provisions applicable to Trust Funds. The Trustees shall have the authority to audit Employer records to determine the appropriate contributions and shall have specific authority to examine and copy the Employers timecards, Federal W-2 Forms, 1099 and 1096 Forms, Quarterly State Tax Returns and cash disbursement ledger or all canceled checks. In addition, the Trustees shall have authority to examine specific canceled checks and/or invoices in connection with individual items. If an Employer refuses to furnish the foregoing the Union may take economic action.

Each Employer found to be delinquent may be required to pay all legal fees, court costs, and auditing costs in connection with such delinquency. Liquidated damages in the amount of twenty-five dollars ($25.00) or ten percent (10%) of the amount due, whichever is greater, may also be assessed.

Section 14.10.1
In case an Employer, thus audited, fails to comply with the provisions of this Article within seventy-two (72) hours after written notice is sent, via Registered Mail or Certified Mail Return Receipt Requested by the Trust Office, the Union shall have the right of withholding service from such Employer until such payments are made.

Section 14.10.2
Any Employer who is audited by the Board of Trustees and concerning whom the Board of Trustees concludes that contributions to said Trust have not been computed or made by it in the manner required by this Agreement, shall be liable for the expense of such audit in addition to any other liability set forth under this Agreement or the Agreement and Declaration of Trust establishing the Carpenters Southwest Administrative Corporation

Section 14.10.3
The Board of Trustees may authorize the attorneys for the said Trust to sue and attach in connection with delinquent accounts.

Section 14.10.4
Health and Welfare, Pension, Annuity, Vacation, Apprenticeship and Training Fund, Carpenters International Training Fund, Contract Administration, the Millwright Pile Driver Fund for Industry Revitalization, Safety and Training, and Carpenters-Contractors Cooperation Committee contributions shall be subject to the audit procedures of Section 14.10 are incorporated in this Article by reference.

Section 14.11 Failure to Pay Contributions
In the event an Employer repeatedly fails to make the monthly contributions, or as a new Employer that fails to pay their initial monthly contributions, in conformity with this Agreement, the Union is free to take any economic action against such Employer it deems necessary and such action shall not be considered a violation of this Agreement.

Section 14.12 Inter-Council Key Employee Trust Payments
The Employer may, at its discretion, directly submit Benefits and Deductions (Pension, Annuity/Defined contribution, Apprenticeship/Training contributions and Health and Welfare contributions, Vacation, and all other contributions) directly to Key Employees Home Funds, with the exception of Dues check-off (Supplemental Dues), provided that the fund and or funds are located within the Jurisdiction of the WSRCC or the Northern California Carpenters Regional Council, and that the Contractor is signatory to the Carpenters Union within that home area and the area in which work is being performed. The Employer shall pay no less than the applicable wage for the area where the work is being performed. If the Individual Employer chooses this option, it shall provide sufficient proof to the Union that the appropriate contribution amount has been paid to the Employees home area Funds if requested. Dues check-off (Supplemental Dues) shall be submitted to the Council in which work is performed, in the amount required by that Council under the area Master Labor Agreement.

****NOTE:** If the benefit package in the area that the employee is working is higher than the amount being paid into the key employee's home-area trusts, the total difference in the hourly fringe contribution rates shall be paid to the key employee in the form of wages.

Section 14.13 Training Incentive Program
The Council may allocate funds of future negotiated increases under this Agreement towards Supplemental Dues to be earmarked for the creation of a Training Incentive Program.

ARTICLE 15
HOLIDAYS

Section 15.1
Holidays and the rate of pay for work performed on a holiday are covered in the applicable Addendum to this Agreement.

Section 15.2
In the event that there is a conflict between the State and the Federal Government on the observance date of any of the Holidays, the State observance date shall prevail.

Section 15.3
Notwithstanding any other provision, the Employer and the Union may agree to observe the Holiday on a day other than the State Observed Holiday if it is more convenient to the Employer and the Employees.

Section 15.4
In the event other holidays are observed by all of the other trades on a job site, the Employer and Union may mutually agree to observe the same holidays for that project.

ARTICLE 16
MANAGEMENT RIGHTS

Section 16.1
The Employer retains all discretionary and decision-making rights not specifically limited by the terms of this Agreement. These rights include, but are not limited to, the following: directing the job site workforce, including hiring of personnel; selection of all supervisory employees; promotions, transfers, layoffs, discharge of employees for just cause; selecting material and equipment to be used or installed; utilizing any work methods, procedures, techniques of construction or labor-saving devices or machines; establishing job site rules and regulations; determining when overtime work is required and who shall perform overtime work; designation of work to be subcontracted; selection of all subcontractors; and determining the number of workers and craft supervisory personnel required to perform the work. The Employer shall be the sole judge of an employee's ability, competence, and performance.

ARTICLE 17
UNION REPRESENTATIVES AND STEWARDS

Section 17.1 Admission to Job
The authorized representative of the Union signatory to this Agreement shall be allowed admission to any job at any time for the purpose of investigating conditions existing on the job. The Union representative(s) visiting the job site shall adhere to all reasonable job site access security provisions. On projects, which are under federal security or military guard, the Employer will cooperate with the Union officials in this regard as far as regulations will permit.

Section 17.2 Access to Company Records
The Union shall have reasonable access to company records to verify payment of Health and Security, Pension, Apprenticeship, Training fund contributions, rate of pay and payroll deductions of employees covered by this Agreement.

Section 17.3 Job Steward
(a) The Union shall notify the Employer in writing of its job stewards.
(b) Every job steward shall perform work for the Employer to the same extent as other employees, however, a job steward may take reasonable time off from his/her regular duties when an employee (or group of employees) desires to take up with the job steward any matter which is believed to be in violation of this Agreement. In such cases, before leaving his/her work area, the job steward shall inform his/her immediate supervisor where he/she wishes to go and shall secure permission to leave. The Steward shall also report back to the supervisor on his/her return.
(c) When forces must be reduced, if all other considerations are equal, the primary steward shall not be discharged except for just cause and shall remain on the job provided that there are at least four (4) Carpenters on the project. When a job steward must be laid off or discharged, the Union will be notified forty-eight (48) hours prior to such action. A job steward will be given a reasonable amount of time to take up his/her report once a week.
(d) Each shift may have job stewards. Additionally, where an Employer typically performs multiple small projects, the Union may appoint one or more shop or company stewards from among the Employer's employees. No job steward shall be allowed to solicit membership in his/her organization or to collect any monies from any employees on the job during working hours. No job steward will be discharged by the Employer because of his/her Union activities.
(e) Stewards are not authorized to threaten, direct or cause a work stoppage or slowdown.
(f) If the Employer has been found to have committed repeated violations of this Agreement through the Grievance Procedure, the Union shall have the right to select a steward from sources other than the Employer's employees on the project, provided that the Union notifies the Employer and the Association,

if any, in writing, in person or at his/her place of business, of its intent to place a steward, the identity of the steward, the location of the project and the alleged serious violations of the Agreement at least twenty-four (24) hours in advance of the placement of the steward. Such a steward must have the requisite skills and experience necessary to perform the work of the Employer at the same level as other current employees.

ARTICLE 18
TOOL LIST

Section 18.1
The following tools shall be provided by the employee at the time work commences:

Basic Tools (All Carpenters)	
Toolbox (min: 26”)	Construction Master Pro Calculator
Magnetic Torpedo Level	Carpenter Nail Bags (2 separate bags w/ a belt)
14-25 oz straight claw hammer	Tape Measure (min: 25’)
2 Carpenters Pencils and 2 Permanent Markers	Speed Square
Hand Saw (8-10 points per inch, min. 15” long)	Level (min: 24”)
Utility Knife w/ Extra Blade	Cat’s Paw
Offset Chisel Ripping Bar	Chalk Box w/ Chalk
100’ Measuring Tape w/ Metal Blade	12” Crescent Wrench
9” Linemen Pliers	Multi-tip Screwdriver
Sliding T-bevel Square	Surform Pocket Plane
16 oz. Plumb Bob w/ a reel	100’ of Dry Line
Scribing Tool or Compass	Vise Grip Locking Pliers
8” Crescent Wrench	Chamfer Cutters
Framing Square w/ Rafter Tables	Adjustable Square Gauge Set
Advanced Tools (3rd Period Apprentices and Higher)	
2 x 6” Vise Grip Locking C-Clamp (#6R or equivalent)	Drywall Jab Saw
Aviation Snips (both green and red)	Set of 3 Nail Sets
7”-10” Flat Pry Bar	Automatic Center Punch
16 oz Smooth Face Curved Claw Finish Hammer	Wood Chisel Set (¼,” ½,” ¾,” 1”, and 1 ½”)
Coping Saw w/ Extra Blades	7/8” Ratcheting Box End Wrench

Section 18.2
The Employer shall supply any tools required for the work that are not listed in Section 18.1. Under no circumstances are any employees allowed to bring power tools, pneumatic tools, or precision tools that are not listed on the tool list in Section 18.1.

Section 18.3 Personal Tools
The Employer shall furnish a suitable place; dry, clean and safe for keeping employees' tool kits and weather gear, separate from other trades and separate from company tools, and the same to be provided with a suitable lock, for protection of tools and gear, during non-working hours, and separate from alternate shifts. It shall be the responsibility of the Employer for the reimbursement based on today's actual cost and the industrial standard of the Employees' tools and weather gear lost through fire, flood, theft by forced entry, or damage by employer's equipment while same are at the jobsite. Employers may require from the Employee a list of tools and work clothing so stored prior to accepting liability for any loss of an employee’s tools or work clothing.

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ARTICLE 19
TRAVEL, SUBSISTENCE, ZONE PAY, AND PARKING

Section 19.1 Travel & Subsistence
The Employer shall pay to its employees the Travel, Subsistence and Zone Pay payments contained in the applicable Addenda to this Agreement covering the geographic area where the work is performed.

ARTICLE 20
SAFETY AND HEALTH

Section 20.1 First Aid
The parties to this Agreement recognize the desirability of reducing to a minimum, fatalities, and injuries arising out of employment and further recognize that the problem can be solved best by cooperative effort and the following requirements for first aid:

(a) The Employer will keep and maintain fully equipped standard First Aid Kits (as prescribed by the National Safety Council) at the construction site.
(b) All Foremen shall be required to have a current First Aid Card. All employees, especially stewards, are encouraged to have a current First Aid Card, Bloodborne Pathogen, CPR Training, and AED Training. The Union shall make these upgrade classes available on a regular basis to all Union members through the JATC, as well as whenever there are enough journeyman and apprentices requesting the class to fill the class.
(c) Blankets and stretchers shall be maintained for the use of employees who may be injured.
(d) A Company Safety Person, a Job Steward, or the job Foreman shall accompany workers whose injuries require the use of a stretcher to the hospital.
(e) Immediate transportation must be provided for seriously ill, or injured employees and such transportation must have precedence over all other transportation under the control of the firm or party upon whose operation the accident occurs (such transportation to be the most convenient point where the ill or injured employee can receive recognized medical attention).
(f) In power generation facilities or other workplaces where employees could be exposed to high voltage, an AED (automatic external defibrillator) shall be available. The Foremen at these job sites shall have CPR and AED Training.
(g) If the Employer requests that all employees on a particular job have First Aid, CPR, AED, and Bloodborne pathogen training, the Union will provide the training for the employees (provided they do not already have the upgraded training) at the expense of the Employer. When available, the Union shall dispatch employees that already have this training.

Section 20.2 Sanitation
The Employer agrees to furnish and maintain the facility in a reasonable sanitary condition.

Section 20.3 Unsafe Equipment
It shall not be considered a violation of this Agreement where employees refuse to work with or ride in unsafe equipment or where adequate safeguards are not provided or when facilities and services are not maintained as provided for in this Agreement.

Section 20.4 Working with Hazardous or Toxic Materials
The Employer and employee shall exercise proper precautionary measures when working with hazardous materials, creosote, epoxy, or toxic materials. The Employer will use non-toxic materials, where practical. The Union shall provide Hazardous Material Training as a regularly scheduled journeyman upgrade class and will endeavor to provide trained employees. In the event, an Employer requires Hazardous Material Training for all employees on a particular job, and the employees do not have the upgrades, the Union will provide that training

at the expense of the Employer.

Section 20.5 Death and Return of Deceased
In the event of the death of an employee, the Employer shall, in the absence of any law or authority prohibiting the same, prepare and transport the remains to point of hire or to such other point equivalent or less distance as the next of kin may elect.

Section 20.6 Substance Testing Program
The parties to this Agreement recognize that workplace safety is of paramount importance. The parties further recognize that the presence of a worker impaired by alcohol or drugs on a job site is detrimental to workplace safety. Therefore, the parties to this Agreement agree to meet and confer to establish a mutually agreeable alcohol and drug testing program applicable to employees working under this Agreement. The Policy set forth in the applicable WSRCC Area Master Agreement shall be adhered to unless and until the parties agree to an alternate program.

ARTICLE 21
WS-AUC/WSRCC LABOR-MANAGEMENT COMMITTEE

Section 21.1
There shall be established a WS-AUC/WSRCC Labor-Management Committee ("Committee") to foster harmony between the parties and to promote the unionized construction industry. The Committee shall consist of five (5) members selected from the WSRCC and five (5) members selected by the WS-AUC. The Committee shall meet quarterly and shall address the following topics: Market Share, Workforce Development and Training, Trust Fund Issues (Pension, Health & Welfare, Annuity, Vacation, Apprentice Training), Market Recovery and Work Preservation, Performance of the Collective Bargaining Agreement(s), and Legislative & Regulatory Issues.

ARTICLE 22
SPECIAL CONDITIONS

Section 22.1
Both parties recognize that there may be extenuating circumstances when it is to the mutual interest of both parties to modify the terms of this Agreement. In that event, it will not be a violation of this Agreement for the parties having jurisdiction over the jobsite and work affected to meet and mutually agree to make such modifications to meet a specific need on a specific project. Such modifications shall be in writing and approved by representatives of both parties.

ARTICLE 23
WORK PRESERVATION COMMITTEE

Section 23.1
The Union shall establish a Work Preservation Committee ("WPC") to review any requests for variance from this Agreement in order to assure that signatory Employers and their union employees remain competitive in the relevant labor market. The goal is to have a flexible working structure for the WPC to allow it to quickly respond to needed changes in the marketplace. The WPC will give signatory Employers the tools they need to obtain work in geographical areas or in particular segments of the construction industry where they have not been able to successfully compete. For the Employer, this tool will be used aggressively to increase work opportunities for union Employers and union members. WPC procedures shall be distributed to all signatory Employers requesting work preservation. The decisions of the WPC will be discussed during WS-AUC Labor Management Committee meetings.

ARTICLE 24
FAVORED NATIONS

Section 24.1
If the Union enters into any agreement with any Employer or group of Employers performing work covered by this Agreement or the associated Addenda in any geographical area covered by the terms of this Agreement and that Agreement provided for more favorable wages, hours or conditions to any other Employer, the Employers signatory to this Agreement for its duration, after sending written notice of such intention, shall be afforded the privilege to adopt such other agreement in full with respect to that geographical area. It is understood that this contract shall take precedence in areas of work covered by this Agreement and associated Addenda, and this clause shall only apply to other Employers signatory to this Agreement. The Union will provide the WS-AUC and such signatory Employers with a true copy of any agreement signed by any Employer that covers work recognized in this Agreement that differs in any material way from the working terms and conditions or wages contained in this Agreement within five (5) calendar days of such signing.

ARTICLE 25
FIELD ENGINEER INTERNSHIP / SUPERINTENDENT MANAGEMENT TRAINING PROGRAM

Section 25.1
In an effort to address an industry need for professional construction managers that have management experience in job site coordination, and a basic working knowledge of the applicable Carpenter trade, the following programs have been developed.

(a) College students entering their second year (or above) of school will be eligible to apply for the Field Engineer Internship Program.
(b) Field Engineer Interns generally will spend less than forty (40) hours weekly performing work deemed to fall under Carpenter jurisdiction.
(c) The Field Engineer Intern will be paid a salary at no less than the First-term Apprentice rate for the applicable Addenda.
(d) Field Engineer Interns will be taken in by the Local Union as an Applicant and will be required to pay three (3) months' dues.
(e) Proper Apprentice ratios are to be maintained. Field Engineer Interns do not count as Apprentices.
(f) Participating Employers are required to make only hourly Vacation contributions at the rate of the appropriate Bargaining Agreement to the Vacation Trust on behalf of the Intern.
(g) Participating Employers will notify the Union of the names of Field Engineer Interns and the job sites the Field Engineer Intern is placed on.

ARTICLE 26
NO DISCRIMINATION

Section 26.1
The Union and the Employers agree to abide by Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, as amended, the Rehabilitation Act of 1973, as amended, the Americans with Disabilities Act, as amended, the Uniformed Services Employment and Re-Employment Rights Act of 1994, as amended, and all Executive Orders and subsequent amendments thereto regarding such non-discrimination in employment laws.

ARTICLE 27
GENERAL SAVINGS

Section 27.1
If any article or provision of this Agreement shall be declared invalid, inoperative, or unenforceable by any

competent authority of the executive, legislative, judicial or administrative branch of the federal, state or local government, the parties shall suspend the operation of each such article or provision during the period of its invalidity. Such suspension shall not affect the operation of any other provision of this Agreement to which the law or regulation does not apply.

ARTICLE 28
ENTIRE AGREEMENT

Section 28.1
This Agreement represents the complete understanding of the parties. Any amendment to or modification of this Agreement must be reduced to writing and signed by the Union and the WS-AUC.

ARTICLE 29
TERM OF AGREEMENT

Section 29.1
This Agreement shall become effective June 1, 2024, and shall continue in full force and effect through May 31, 2028, and thereafter from year to year unless written notice via certified mail or other trackable delivery method of the party's desire to modify, change, amend or terminate this Agreement is given in writing to the other party not more than ninety (90) calendar days nor less than sixty (60) calendar days prior to the expiration date or the expiration date of any subsequent renewal period.

IN WITNESS WHEREOF, this 1st day of June 2024, by the duly authorized agents and representatives of the parties hereto. No previous written or oral agreements shall apply after the signing of this Agreement.

Western States Association of Union Contractors

Curtis Cook	DocuSigned by: Curtis Cook F87BB27476CA491...	Secretary
Name	Signature	Title
Dan Hutchins	Signed by: Dan Hutchins F4EED05370B440E...	Executive Director
Name	Signature	Title

Western States Regional Council of Carpenters

Doug Hicks	Signed by: 6EFBEBE1CEBE4EA...	Regional Manager
Name	Signature	Title
Antonio Acosta	Signed by: Antonio Acosta 56E04087E8B6400...	Regional Manager
Name	Signature	Title

CASCADIA REGIONAL MASTER AGREEMENT ALASKA AREA ADDENDUM

This Addendum is attached and part of the Cascadia Regional Master Agreement negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024 through May 31, 2028 and shall cover covered work performed in Alaska more specifically defined below.

This Addendum shall modify the terms and conditions of the Cascadia Regional Master Agreement for work performed in Alaska. If specific terms and conditions are not specifically called out in this Addendum, the terms and conditions of the Cascadia Regional Master Agreement shall prevail.

ARTICLE 1
TERRITORY AFFECTED

Section 1.1
This Addendum shall cover the entire state of Alaska.

ARTICLE 2
SUBCONTRACTING

Section 2.1 Subcontracting – Uniform Conditions
If an individual Employer bound by this Agreement contracts or subcontracts any work covered by this Agreement to be done at the job site of the construction, alteration, or repair of a building, structure or other work to any person or proprietor who is not signatory to this Cascadia Regional Master Agreement, the individual Employer shall encourage such subcontractor to be bound to all the provisions of this Addendum and the overarching Cascadia Regional Master Agreement.

If the individual Employer is unable to find qualified Union subcontractors, this Section will be waived provided that any of the following conditions are exhausted:

(a) If the individual Employer receives three (3) qualified union subcontractor bids on any one segment of work covered by this Addendum, the individual Employer will select and use one of the union subcontractors.
(b) If three (3) qualified union subcontractor bids are not received on any segment of work covered by this Agreement, then the individual Employer may use the non-signatory subcontractor provided the non-signatory subcontractor's bid is more than 5% lower than the lowest Union subcontractor bid.
(c) When the individual Employer is obligated to satisfy subcontracting requirements, the Union and the Employer will agree to waive this provision.
(d) It is understood that this provision applies only to work jurisdiction claimed under the Cascadia Regional Master Agreement.

ARTICLE 3
HOURS OF WORK AND OVERTIME

Section 3.1 Hours of Work
Eight (8) hours shall constitute the normal workday, and forty (40) hours shall constitute the normal workweek. Employees shall receive compensation of one and one-half (1½) times the base rate for any hours worked over eight (8) hours per day or forty (40) hours straight time per week (Monday-Friday); however, the individual

Employer and the Union may mutually agree to establish a regular work week on a particular job of four days per week, ten (10) hours per day and all work not exceeding ten (10) hours per day or forty (40) hours per week shall be paid at straight time. Nothing in this Article shall be construed as guaranteeing any Employee eight (8) hours of work per day or forty (40) hours of work per week.

Section 3.2 Overtime Rates

Employees other than Piledrivers and Divers shall receive compensation of one and one-half (1½) times the basic rate for work performed on Saturday unless any of the below exceptions apply.

(a) During the first week of employment, the Employee is not entitled to overtime for Saturday until the Employee works in excess of eight (8) hours per day or forty (40) hours straight time per week. This paragraph shall only apply when the duration of employment is more than one (1) calendar week.

(b) An employee who chooses to work a Saturday, who was absent on a previous straight time day on which the individual Employer made work available, may be compensated by the individual Employer on a straight time basis.

(c) In instances where special working hours/days are required by an owner or contracting agency, the Union and individual Employer may mutually agree that overtime pay will only be paid after eight (8) hours per day or forty (40) hours straight time per week or in accordance with the alternate schedule.

(d) Piledrivers and Divers, or members dispatched to perform pile driver work, shall receive compensation of one and one-half (1½) times the basic rate for work performed on Saturdays and Sundays.

(e) Employees will be afforded eight (8) hours off between shifts, or the overtime rate will apply until the Employee gets eight (8) consecutive hours off.

Section 3.3 Sundays and Holidays

(a) Sundays and Holidays shall always be considered overtime, and employees shall receive compensation of two (2) times the basic rate for work performed.

(b) Carpenters working on Sunday on remote projects that are located off-road (accessible by air or boat only) who desire to work on Sunday shall be paid at one and one-half (1½) times the basic rate if mutually agreed by the Union and the individual Employer by a written agreement prior to Sunday work commencing. Once the Agreement is submitted and approved, all Sunday work on the project shall be paid at the one and one-half (1½) time the basic rate.

Section 3.4 Multiple Shifts

Multiple shifts and their starting and quitting times may be established in accordance with job requirements as determined by the individual Employer.

(a) On a job consisting of eight (8) hour shifts, the first (1st) and second (2nd) shifts shall be paid at the regular basic pay rate. The third (3rd) shift shall receive compensation of eight (8) hours for a seven (7) hour shift.

(b) On a job consisting of ten (10) hours or over, the first (1st) shift shall be paid at the regular basic pay rate. The second (2nd) shall receive compensation of an additional one-half (½) hour.

Section 3.5 Dewatering and Weather Protection

Dewatering and providing temporary heat and protection shall be worked in accordance with the work week and overtime provisions heretofore established, except that time worked on holidays when no other activities are in progress will be compensated for at the overtime rate of one and one-half (1½) times the basic rate of wages.

Section 3.6 Tide Work

Unless otherwise agreed to by the Union and the individual Employer, work that is directly affected by the tide shall be subject to the following special conditions:

(a) Employees called out between the hours of 10:00 p.m. and 7:00 a.m. on tide work shall receive one and one-half (1½) times for each hour worked within those hours.

(b) Hours worked after 7:00 a.m. and before 10:00 p.m. shall be paid for in conformity with the general terms

of this Agreement.

It is understood and agreed, however, that when persons are called out on tide work, they shall be guaranteed an amount equivalent to four (4) hours at the straight time pay as a minimum of each call out.

ARTICLE 4
HOLIDAYS

Section 4.1
The holiday rate shall apply for work on the following days:

New Year's Day	Veteran's Day
Presidents Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

(a) If the Holiday falls on a Sunday, the Monday following will also be a legal holiday.
(b) If the Holiday falls on a Saturday, then the following shall apply:
  (1) Individual Employers/Employees who regularly work a five-day work week shall observe the Holiday on the previous Friday (the day before the Holiday),
  (2) Individual Employers/Employees who regularly work a six-day or seven-day work week shall observe the Holiday on the Saturday upon which the Holiday falls.
  (3) Notwithstanding any other provision, the individual Employer and the Union may agree to observe the Holiday on a day other than the observed Holiday if it is agreed to by the individual Employer and the majority of Employees.
    i. However, let it be known that the Union takes no responsibility should the state or federal government choose to enforce the law and require the individual Employer to pay overtime for the swap.

ARTICLE 5
WORKING RULES

Section 5.1 Working Rules
(a) Workers shall have a minimum of five (5) minutes provided that it is adequate time to put away tools before quitting time of each shift.
(b) Employees shall furnish their own hand tools and walk-ups for drywallers. Employees reporting for work shall have tools in proper shape.
(c) No Employee shall rent, loan, or in any way furnish, electrically powered, or battery-powered tools, hand levels or squares more than forty-eight (48) inches in length (except sheetrock square), any ladders, horses, benches or trestles, or any boring equipment over one inch (except expansion bit) or any other tools and equipment normally furnished by the individual Employer, to the individual Employer for whom employed. Employees may rent any automobile, pickup truck, other transportation, survey equipment, or welding machines to the individual Employer for whom they are employed if mutually agreed to by both the Employee and individual Employer at a local market rate.
(d) Each individual Employer shall furnish warm and adequate shelter for the use of the Employees with sufficient room to store tools, dry clothes, and eat lunches. The individual Employer agrees that while such tools, cold-weather clothing, and rain gear, are in the individual Employers custody, the individual Employer will provide for replacement to cover the value of such tools, cold-weather clothing, and rain gear, up to one thousand five hundred dollars ($1,500.00), which may be lost or damaged because of fire, flood, theft or criminal acts. Such a replacement shall be made within seven (7) days of the loss or with the issue of terminating Employee's final check, whichever occurs first. In the event that the

Employee has pre-approved time off the job, excluding weekends or holidays, the individual Employer shall not be liable for replacement of the tools, cold-weather clothing, and rain gear of the Employee during that time off if such tools are lost, damaged, or stolen while in the individual Employer's custody. In no circumstance shall Employee-owned electric or battery-operated tools be included for replacement.

(e) An Employee who is laid off shall have adequate time within the hours of the working day in which to pick up, collect, and pack tools and equipment.

(f) It shall not be considered a violation of this Agreement where Employees refuse to work with unsafe equipment or work under unsafe conditions. The State of Alaska Occupational Safety and Health Standards (AOSHA) and/or Mine Safety and Health Administration (MSHA) shall apply on all jobs where Employees are employed.

(g) The individual Employers shall furnish and/or replace all required safety equipment on the job site such as hard hats, welding gloves, welding hoods, respirators, safety goggles, and special type of footwear that may be needed by the Employee in performing their duties except for steel-toed shoes and cold-weather clothing.

Section 5.2 Foremen

(a) There shall be no desire on the part of the Union to select the individual Employer's Foremen.

(b) Whenever three (3) or more Carpenters are employed on a job, a qualified Employee will be designated Foreman by the individual Employer and receive Foreman pay. If none of those Carpenters employed on the job are qualified for such designation, the Union will either make such a qualified Employee available or agree that the Foreman ratio may be revised on that job. A General Foreman or Foreman shall not supervise more than ten (10) Carpenters. To prevent duplication and confusion of orders, a worker at no time shall be directly responsible to more than one Foreman or General Foreman.

(c) **A Superintendent** who is a member of the Carpenters Union shall be authorized to supervise up to and including six (6) Carpenters without being required to appoint a foreman.

(d) Piledriving jobs shall have a foreman for each crew of six (6) men or less.

(e) **A Working Foreman** is an individual that directs no more than four (4) Carpenters and performs an average of an hour of administrative duties per day.

(f) **A Foreman** is an individual that manages a group(s) of workers and performs more than one (1) hour of administrative duties per day.

(g) **A General Foreman** is an individual that supervises the project, including Foreman and sub-contractors.

Section 5.3 Payment of Wages upon Termination

In accordance with Alaska Statute title 23.05.140, if the employment is terminated by the individual Employer regardless of the cause for the termination, payment is due within three (3) working days after the termination. If employment is terminated by the Employee, payment is due at the next regular pay day that is at least three (3) days after the individual Employer received notice of the Employee's termination of service. In either case, failure to pay within the prescribed period of time (exclusive of Saturdays, Sundays, and Holidays), the individual Employer may be required to pay the Employee a penalty in the amount of the Employee's regular wage, salary, or other compensation from the time of demand to the time of payment, or for ninety (90) working days, whichever is a lesser amount.

****NOTE:** On remote jobs where payroll facilities are not maintained, the individual Employer will have the check made available at the Union offices or in the U.S. mail, or other place mutually agreed to within the time frames allowed in the above paragraph.

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ARTICLE 6
MISCELLANEOUS CONDITIONS

Section 6.1 Employer Required Physicals

The individual Employer shall pay for all individual Employer required drug tests, physicals, and immunizations. The Employee is not entitled to wages or other pay while engaged in these activities.

Section 6.2 Background Check

The individual Employer maintains the right to conduct a criminal background check for felony convictions and/ or driving convictions on new Employees prior to hiring if required by the individual Employer's contract or insurance carrier. Workers required by the individual Employer to submit to a Background Check will generally not be on the payroll of the individual Employer during the background check. However, if the Employee is put to work while they are awaiting the results, they will be paid for time worked. The individual Employer will pay for the Background Check.

Section 6.3 Lost Time and Accidents

(a) Employees shall immediately, honestly, and accurately report all on-the-job injuries to the individual Employer in accordance with the individual Employer's policies. Any violation of this requirement is cause for discharge and will be reported to the Union.

(b) Employees injured on the job, provided the injury is reported to the individual Employer, and requiring medical attention, are to be paid for time spent on the first visit to the doctor; and the doctor determines and certifies that the Employee is unable to return to work because of the injury, they shall be paid for the balance of the shift during which the injury occurred. This provision applies to medical attention received during regular working hours only.

Section 6.4 Injured Person to Get Priority for Rehire

An Employee who is required to leave employment because of job-connected injuries shall, upon recovery there from, be given priority of hire by former individual Employer when that individual Employer needs a worker or workers in the injured Employee's classification, provided such injured Employee:

(a) Has a doctor's release.

(b) Upon recovery, employee must take the first available job for which they are qualified.

Section 6.5 Change in Policy

It is understood that there is no desire on the part of the Union to dictate the business policies of the individual Employer, but when the individual Employer contemplates a change in policy affecting the welfare of the workers, proper and reasonable notice shall be given to the Union.

Section 6.6 Absenteeism

The Union agrees that it will actively combat absenteeism and other practices which may hamper the Individual Employer's operation and that it will support the individual Employer in their effort to eliminate waste and inefficiency, to improve the quality of workmanship, and to promote goodwill between the individual Employer and the Employees.

Section 6.7 Pre-Job Conference

For the purpose of allowing a job to run more smoothly, both parties agree to the desirability of a pre-job labor-management meeting and shall request such a meeting when necessary.

Section 6.8 Jurisdictional Flexibility and Intercraft Transfer

The parties agree that:

(a) For jobs or tasks for a short duration that occur on an intermittent or one-shot basis, the individual

Employer may assign an Employee from one craft to perform the work of another craft.

(b) For jobs or tasks of short duration that may occur on a more regular or predictable basis, the individual Employer shall consult with the involved Union before assigning Employees from one craft to do the work of another craft. It is understood that such intercraft transfers do not constitute jurisdictional work assignments and may not be used as a basis for establishing craft jurisdictional claims by any Union and/or Trust. It is further understood that either may call a labor/management meeting to discuss this Article to improve its applications or to resolve any misunderstandings associated with its use.

(c) When Employees from one craft do the work of another craft for at least two (2) hours, they will be paid at the higher rate the classification calls for while performing such work.

Section 6.9 Request by Authorized Union Representative

When requested by an authorized Union representative, the individual Employer shall make available the names and classifications of the Employees under the jurisdiction of the Union.

ARTICLE 7
SUBSISTENCE AND QUARTERS

Section 7.1 Employer-Provided Camp or Suitable Accommodations

Unless otherwise agreed with the Union, the individual Employer shall ensure that the worker who is employed on a project that is sixty-five (65) road miles or more from the International Airport in either Fairbanks, Juneau or Anchorage for Carpenters and Anchorage only for Piledrivers or is inaccessible by road in a 2-wheel drive vehicle and who is not a domiciled resident of the locality of the project shall receive meals and lodging. Lodging shall be in accordance with all applicable state and federal laws, and OSHA 1910.142 The Union will be notified of any meals and lodging arrangements before dispatch or at the pre-job conference.

Section 7.2 Per Diem

Individual Employers are encouraged to use commercial facilities and lodges; however, when such facilities are not available, per diem in lieu of room and lodging may be paid according to current State of Alaska per diem rates, or part thereof, from the date of hire to the date of termination on a six (6) or seven (7) day work week If employees worked more than five (5) days per week on more than two (2) occasions per year during the job, per diem will be paid on a seven (7) day a week basis from that point forward unless mutually agreed differently. In the event that an individual Employer provides lodging facilities but no meals, the individual Employer shall pay forty-eight dollars ($48.00) per day for meals. Per Diem shall not be allowed on projects West of Livengood on the Elliot Highway, at Mile zero (0) on the Dalton Highway to the North Slope of Alaska, North of Mile twenty (20) on the Taylor Highway, East of Chicken, Alaska on the Top of the World Highway and South of Tetlin Junction to the Alaska-Canadian Border.

For purposes of this Article, the term “domiciled resident” means a person living within sixty-five (65) road miles of the project, or in the case of a highway project, the midpoint of the project, for at least twelve (12) consecutive months prior to the award of the project. However, if the individual Employer provides sufficient evidence to convince the State of Alaska Department of Labor and Workforce Development that a person has established a permanent residence and an intent to remain indefinitely within the distance to be considered a “domiciled resident,” the individual Employer shall not be required to provide meals and lodging or pay per diem.

Section 7.3 Remote Area Residents

Requests for bona fide residents of the vicinity immediately accessible to the job site in a remote area shall be honored in accordance with the place of the local resident upon the registration list in relation to other registrants in the same area. Residence for the purpose of this Section shall mean that the individual shall have resided in the State of Alaska for a period of twelve (12) months and in the local area for a period of twelve (12) months prior to the bid award. The Term “local area” shall be defined as within sixty-five (65) road miles of the mid-point

of the project. The individual must provide documentary proof of residency to the local Union. The Union will provide whatever documentation it has to the individual Employer upon request.

Section 7.4 Sanitation

The individual Employer agrees to furnish and maintain in reasonable sanitary condition the facilities and services required as specified by State regulations.

Section 7.5 Board and Lodging for Injured Employees

The individual Employers agree to furnish, without charge board and lodging to those employees who through no fault of their own are unable to work or who sustain job-connected injuries not serious enough to require hospitalization, but which render an employee unable to work, for each day of inability to work, but in no event shall this period exceed seven (7) days.

If the question arises as to a worker's ability to return to work, it shall be settled by a report of licensed medical authority whose decision shall be final and controlling.

Section 7.6 Remote Sites

When workers are in remote areas, the individual Employer shall make reasonable efforts to facilitate the conduct of reasonable and necessary personal business outside of working hours.

ARTICLE 8
TRANSPORTATION, TRAVEL EXPENSE, AND TRAVEL TIME

Section 8.1 Transportation to the Site

When people are recruited, transportation and actual reasonable expenses of board and lodging while enroute shall be borne or reimbursed by the individual Employer.

Section 8.2 Transportation from the Site

At the termination of the contract, project, or season the individual Employer will pay for transportation, actual expenses of board, and lodging while in route to the point of hire. If the employee quits or has been discharged for drunkenness, drug abuse, violation of the acknowledged individual Employer's company policy, or violation of owner's rules imposed upon the individual Employer, the above provision does not apply.

All Employees who are requested by name shall be entitled to return transportation to the point of hire regardless of the reason for termination unless the Employee quits within the first thirty (30) days or has been terminated for drunkenness, drug abuse, violation of acknowledged employers company policies or violation of owner's rules imposed upon the individual Employer. Individual Employer furnished transportation to the point of hire shall be provided all people required to leave the job for medical reasons sufficient to require extended medical care or hospitalization.

The individual Employers will make an earnest effort to avoid the necessity of Employees waiting for transportation to or from the jobsite. When Employees are transported in aircraft, such aircraft shall be operated, maintained, and have a certificate of air worthiness, and the pilot shall be licensed and certificated all in accordance with applicable laws and regulations.

Any individual Employer provided travel from the point of hire to the project that takes more than four (4) hours; then after the four hours, the Employee shall be paid as time worked up to eight (8) hours per day.

Section 8.3 Established Point of Pickup

Where there is an established point of pickup, or the individual Employer deems it necessary to transport an

Employee by boat, airplane, or other individual Employer supplied conveyance, round-trip travel time exceeding one (1) hour shall be considered as time worked and compensation computed on the basis of the travel time consumed, going from and returning to the pickup point. Travel time shall be computed from the time of departure from the work site to the time of arrival at the original point of pickup. When furnished, transportation from pickup point to the worksite and the return from the work site to pick up point shall be by the most expeditious route and means possible; such transportation shall be safe and lawful, and the persons shall be seated in reasonable comfort and protected from the elements.

Section 8.4 Personal Vehicle Travel to Camp/Remote Projects

When an employee is required to travel in their personal vehicle to a Camp/Remote Project that is more than fifty (50) road miles from the dispatch point, the Employer shall reimburse the Employee at the IRS allowable amount for each additional mile driven to and from the worksite. The individual Employer requires Employees to submit mileage logs within fourteen (14) days to be compensated.

ARTICLE 9
TRANSPORTATION OF TOOLS AND PERSONAL EFFECTS

Section 9.1 Transportation of Tools

Transportation costs for individual Employer required tools from the point of hire to the jobsite and return shall be borne or reimbursed by the individual Employer by the first paycheck after receipts are received. Personal effects shall be transported at no expense to the Employee up to the maximum allowed as baggage by a common commercial carrier. When an Employee is returning to the point of hire, personal effects and tools shall be assigned on the same carrier as used by the Employee, or the Employee shall receive standby time at the rate of eight (8) hours per day at the straight-time rate until personal effects and/or tools arrive at the point of hire, unless the delay is through no fault of the individual Employer. The Union and the individual Employer may arrive at an equitable settlement in lieu of further standby time in the event they are lost in route.

(a) When an Employee voluntarily terminates, and the individual Employer is unable to arrange for personal effects and tools to be assigned to the same carrier, the Employer shall have twenty-four (24) hours from the time of termination before the above goes into effect.
(b) The individual Employer shall reimburse the Employee for the full prior agreed value of individual Employer required tools lost while in the care, custody, or control of an air carrier while an Employee is traveling pursuant to this Section.

Section 9.2 Personal Effects

The individual Employer also will be responsible in case of fire or flood for all the personal effects of Employees in an amount not to exceed one thousand five hundred dollars ($1,500.00) each in all individual Employers' camps or in camps arranged for by the individual Employer other than those camps owned or operated by the Government.

ARTICLE 10
FIRST AID/CPR, SAFETY AND TRAINING

Section 10.1

Safety, First Aid and Sanitation shall conform to the minimums provided by Federal, State, and Municipal statutes, codes, and regulations.

(a) All foremen shall be required to have current First Aid/CPR and OSHA 30 Cards. All Employees, especially stewards, are encouraged to have current First Aid/CPR and OSHA 30 Cards.
(b) An attendant other than the driver shall accompany workers whose injuries require the use of a stretcher to the hospital.

(c) Immediate transportation must be provided for seriously ill or injured Employees, and such transportation must have precedence over all other transportation under the control of the firm or party upon whose operation the accident occurs (such transportation to be the most convenient point where the ill or injured Employee can receive recognized medical attention).
(d) All journey-level members dispatched to an individual Employer shall be required to possess an OSHA 30 card and shall assure that it remains current while being employed by an individual Employer.
(e) All members dispatched to an individual Employer shall be required to complete three (3) journey-level upgrade courses within the preceding twenty-four (24) months and possess a First Aid card and shall assure that it remains current while being employed by an individual Employer.

ARTICLE 11
WAGES, FRINGE BENEFITS, AND FEDERAL DAVIS-BACON PROJECTS

Section 11.1 Wages and Benefits

The wage rates shall apply to all work under the jurisdiction of the Western States Regional Council of Carpenters and affiliated Local Unions performed either by Journeymen or Apprentices in all areas of the State of Alaska. The Classification of Certified Welding Inspector (CWI) may be filled by an employer-hired qualified individual, an employer-hired independent company (subcontractor), or a qualified member of the WSRCC that has a current CWI certification. If the latter is selected, the qualified member is entitled to actual time worked with no minimums; and hourly rate of Piledriver Foreman plus applicable benefits. The show-up guarantee identified in the Collective Bargaining Agreement shall not apply to the CWI when performing inspections.

Section 11.2 Davis-Bacon Projects

Notwithstanding any other provision in this Agreement, in the event an individual Employer bids on a public project being awarded by a federal, state, borough, city, or other public entity, which is to be performed at a predetermined and/or prevailing wage rate established pursuant to the provisions of the Davis-Bacon Act (Public law 74-403 (8/30/35) as amended 3/23/41 and 7/2/64) 40 USC 276A-276A7 as amended) or established pursuant to the provisions of Title 36 Alaska Statutes, or any other prevailing wage, the published hourly wage, and fringe rate (if any) set forth in said the public award should apply for the period determined under the aforementioned laws.

Section 11.3 Wage Rate Effective Period

Excluding Alaska Title 36 work, the wage rates will remain stable during the life of the contract or for thirty-six (36) calendar months, whichever is shorter. The date the prime contract is awarded is the date from which the thirty-six (36) months will be counted. Upon expiration of the initial thirty-six (36) month period, the latest wage rates will become effective for a subsequent thirty-six (36) month period or until the original contract is completed, whichever occurs first. This process shall be repeated until the original contract is completed. If Federal regulations require a longer stable wage period, then this Section may be waived by mutual consent of the Union and individual Employer.

ARTICLE 12
WAGE SCALES

Section 12.1

All employees covered by this Agreement shall be classified and paid in accordance with the classifications, scales, and special conditions set forth in the following tables.

All future wage increases with allocations will be provided in an annual wage sheet provided by the union 30 days prior to implementation.

FRINGE OPTION: If additional sums are necessary to maintain the fringe benefits, by mutual Agreement, on sixty (60) days' notice, such sums may be deducted from wages.

Upon confirmation that there is a valid need to reallocate the agreed-upon package increase, the Union will meet with the WS-AUC Executive Director prior to reallocation.

Piledriver Toxic Pay

Toxic materials are defined as creosote, pentachlorophenol, or chemonite treated material. Any new recognized toxic materials treatments listed in the State of Alaska Construction Code will be subject to toxic pay.

Piledriver Cell Work

Piledrivers who are working in sheet pile cells below the waterline shall receive an additional fifty ($0.50) cents pe hour as hazard pay. Cell work extending over a period of not in excess of four (4) hours shall be paid for on the basis of a one-half shift. Any work in excess of four (4) hours shall be paid for on the basis of a full shift.

Certified Welders

All welders will carry a current American Welding Society Certification relevant to the project which they were dispatched, paid for out the Joint Apprenticeship and Training Fund. The individual Employer will pay for any additional certifications or special joint configurations.

Employees whose regular duties are as welders shall have their necessary protective safety gear maintained by the individual Employer. Upon signing in on a job or project, the make, model, and condition of the Employee's gear will be noted and jointly agreed to in writing by the individual Employee and Employer. All necessary protective safety gear shall be covered by this written Agreement between Employee and individual Employer and includes, but not limited to, replacement of welding hoods of equal or greater value.

Employees who perform welding will be paid certified welder/toxic pay for the entirety of the shift.

Section 12.2 Carpenter and Piledriver Foreman/General Foreman/Working Foreman

(a) **General Foreman:** Twenty-five percent (25%) above Journeymen Rate of the majority of the WSRCC workers being supervised.
(b) **Foreman:** Fifteen percent (15%) above Journeymen Rate of the majority of the WSRCC workers being supervised.
(c) **Working Foreman:** Twelve and one-half percent (12½%) above Journeymen Rate of the majority of the workers being supervised.

Section 12.3 Apprentices

Effective August 1, 2024 the classification of Pre-Apprentice shall be added to this Addenda subject to the following wage and fringe package:

50% Base Pay
Supp Dues (based on 1st period apprentice)
$8.75 Health and Welfare*
$5.00 Annuity
$0.20 Training
No other benefits

After no more than 360 hours of work a Pre-Apprentice shall be referred to the Apprenticeship to be indentured as a 1st Period Apprentice. Absent changes to the state prevailing wage, this shall not be seen as permission to use pre-apprentices on prevailing wage projects.

No person shall be employed as an apprentice under this Agreement unless the Union has an established Apprenticeship Training Program. The Employer agrees that they will hire apprentices as recommended by the Joint Apprenticeship Committee, and no apprentice shall be terminated before consulting the Union or Joint Committee.

Apprentices shall be utilized as determined by the Employer. One apprentice shall be employed after three (3) journeymen are on the job, but in no case shall there be less than one apprentice out of every five (5) craftsmen when available. Apprentices shall not work without a journeyman on the jobsite at a ratio of no less than one to one, unless approved by the Joint Apprenticeship Committee.

Section 12.4 Wage Rates
Overtime and Premiums are based on Total Taxable Wages.

Northern Alaska Carpenters – Effective August 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classifications:		Base Pay	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Welfare	Appren	CITF	WSCAF	TOTAL PACKAGE
General Foreman (25% above highest paid Journeyman)		56.01	1.85	57.86	-	15.82	8.75	1.61	0.14	0.10	$84.28
Foreman (15% above highest paid Journeyman)		51.38	1.85	53.23	-	15.82	8.75	1.61	0.14	0.10	$79.65
Working Foreman (12.5% above highest paid JY)		50.23	1.85	52.08	-	15.82	8.75	1.61	0.14	0.10	$78.50
Mass Timber/Raising Gang Carpenter (15% above Journeyman **Total Package**)		81.77	1.85	83.62	-	15.82	8.75	1.61	0.14	0.10	$110.04
Certified Welder (2.5% of applicable Journeyman scale per hour for the shift while performing welds)		45.60	1.85	47.45	-	15.82	8.75	1.61	0.14	0.10	$73.87
Journeyman		**44.44**	**1.85**	**46.29**	**-**	**15.82**	**8.75**	**1.61**	**0.14**	**0.10**	**$72.71**
8th Period Apprentice	95%	42.22	1.76	43.98	-	15.82	8.75	1.61	0.14	0.10	$70.40
7th Period Apprentice	90%	39.99	1.67	41.66	-	15.82	8.75	1.61	0.14	0.10	$68.08
6th Period Apprentice	85%	37.78	1.57	39.35	-	15.82	8.75	1.61	0.14	0.10	$65.77
5th Period Apprentice	80%	35.55	1.48	37.03	-	15.82	8.75	1.61	0.14	0.10	$63.45
4th Period Apprentice	75%	33.33	1.39	34.72	-	15.82	8.75	1.61	0.14	0.10	$61.14
3rd Period Apprentice	70%	31.10	1.30	32.40	-	15.82	8.75	1.61	0.14	0.10	$58.82
2nd Period Apprentice	65%	28.89	1.20	30.09	-	15.82	8.75	1.61	0.14	0.10	$56.51
1st Period Apprentice	60%	26.66	1.11	27.77	-	15.82	8.75	1.61	0.14	0.10	$54.19
Pre-Apprentice (Max 360 hrs)	50%	22.04	1.11	23.15	-	5.00	8.75	0.06	0.14	-	$37.10

Southern Alaska Carpenters – Effective August 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classifications:		Base Pay	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Welfare	Appren	CITF	WSCAF	TOTAL PACKAGE
General Foreman (25% above highest paid Journeyman)		56.01	1.85	57.86	9.75	6.61	8.75	1.61	0.14	0.10	$84.82
Foreman (15% above highest paid Journeyman)		51.38	1.85	53.23	9.75	6.61	8.75	1.61	0.14	0.10	$80.19
Working Foreman (12.5% above highest paid Journeyman)		50.23	1.85	52.08	9.75	6.61	8.75	1.61	0.14	0.10	$79.04
Mass Timber/Raising Gang Carpenter (15% above Journeyman **Total Package**)		82.39	1.85	84.24	9.75	6.61	8.75	1.61	0.14	0.10	$111.20
Certified Welder (2.5% of applicable Journeyman scale per hour for the		45.60	1.85	47.45	9.75	6.61	8.75	1.61	0.14	0.10	$74.41
Journeyman		**44.44**	**1.85**	**46.29**	**9.75**	**6.61**	**8.75**	**1.61**	**0.14**	**0.10**	**$73.25**
8th Period Apprentice	95%	42.22	1.76	43.98	9.75	6.61	8.75	1.61	0.14	0.10	$70.94
7th Period Apprentice	90%	39.99	1.67	41.66	9.75	6.61	8.75	1.61	0.14	0.10	$68.62
6th Period Apprentice	85%	37.78	1.57	39.35	9.75	6.61	8.75	1.61	0.14	0.10	$66.31
5th Period Apprentice	80%	35.55	1.48	37.03	9.75	6.61	8.75	1.61	0.14	0.10	$63.99
4th Period Apprentice	75%	33.33	1.39	34.72	9.75	6.61	8.75	1.61	0.14	0.10	$61.68
3rd Period Apprentice	70%	31.10	1.30	32.40	9.75	6.61	8.75	1.61	0.14	0.10	$59.36
2nd Period Apprentice	65%	28.89	1.20	30.09	9.75	6.61	8.75	1.61	0.14	0.10	$57.05
1st Period Apprentice	60%	26.66	1.11	27.77	9.75	6.61	8.75	1.61	0.14	0.10	$54.73
Pre-Apprentice (Max 360 hrs)	50%	22.04	1.11	23.15	9.75	5.00	8.75	0.06	0.14	-	$46.85

Pile Drivers
**See Pile Driver, Bridge, Dock, and Wharf Carpenters' Addendum

Divers and Divers - Hyperbaric Tunnel Work
**See Divers' Addendum

Scaffolding & Shoring
***See Scaffold and Shoring Addendum

Section 12.5 Increases
The Union shall have the right to allocate future increases to wages and/or benefits. In addition, the Union shall have the right upon thirty (30) days' notice to reallocate funds between wages and/or benefit contributions provided no reallocation of benefit contributions shall be made which would endanger the health of any of the benefit funds.

The increases below apply to all covered craft under this Addendum.

September 1, 2024	$2.25 allocated to Taxable Wages
April 1, 2025	$2.25 to be allocated by Union
April 1, 2026	$3.00 to be allocated by Union
April 1, 2027	$3.50 to be allocated by Union
April 1, 2028	$4.00 to be allocated by Union

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CASCADIA REGIONAL MASTER AGREEMENT DIVERS' ADDENDUM

ARTICLE 1
AREA OF JURISDICTION

Section 1.1
This Addendum is attached and part of the Cascadia Regional Master Agreement negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024, through May 31, 2028, and shall cover the work more specifically defined herein within diving classification and located within the states of Alaska, Idaho, Montana, Oregon, Washington and Wyoming, and may be adopted for coverage in other territories under the jurisdiction of the Western States Regional Council of Carpenters.

Section 1.2
This addendum contains Special Working Rules for all classifications of workers performing Diving, Remote Operated Vehicle Operators (ROV Operators), and or Hyperbaric Tunnel Work.

ARTICLE 2
COVERAGE

Section 2.1
The work covered by this Addenda shall include all work under the jurisdiction of the United Brotherhood of Carpenters and Joiners of America and shall include, but not be limited to, work described as: commercial subaqueous diving in all its branches and phases, such as the salvage of all ships, vessels and barges, etc., the underwater repair, removing, dismantling, demolition, burning and welding in all marine salvage operations; all underwater construction and reconstruction, salvage and removal of all underwater structures; wave-attenuators, submar mats/articulated block mattresses, underwater inspections and repair of hulls, docks, bridges and dams, underwater pipelines, water towers, water tanks, sewage and water systems, underwater suction and discharge lines such as those used at chemical plants, pulp mills and desalinization plants; inspecting, surveying, removing rescuing and recovering of all objects below water surface; all underwater well completion; all underwater work on pipelines and hookups including petroleum, gas, water and sewage systems; the laying of underwater power and/or communications cables where diving is necessary; all offshore marine mining and dredging operations using Divers and Remote Operated Vehicles in any phase of their work seeking minerals and/or precious metals, etc.; all petroleum, fisheries research and experimental work where the use of Divers and Remote Operated Vehicles are necessary; all underwater demolition and blasting work requiring the use of Divers/ Remote Operated Vehicles; all underwater work necessary on offshore oil platforms, permanent or temporary, including all floating drill rigs and jack-up platforms; all underwater work necessary on floating or anchored platforms, including wind, solar, tidal generation and/or all power generation of any type, including but not limited to inspections and surveying, subsurface foundation, underwater anchoring and mooring, cleaning and maintenance of all underwater structures and lines; the term underwater structures shall include beached or sunken vessels and other marine equipment.

Section 2.2
The work also includes, but is not limited to, all work in connection with compressed air hyperbaric chamber work performed in mining, tunneling and boring operations. This includes tunneling methods that utilize pressurized ductile pipe, gravity pipe, HDPE (High-Density Polyethylene) fused and non-fused pipe, segmented concrete pipe and other such methods of shoring and construction.

Section 2.3
The work also includes, but is not limited to, all work in connection with the maintenance and cleaning of interior pipe surface, closed circuit television inspection, electronic air testing of joints, mag particle testing, ultrasonic thickness measurement, cracks and breaks, and internal sealing of joints, cracks and breaks with chemical grout. All the above functions performed by remote control vehicles (ROV) are subject to the terms and conditions of this Addendum.

ARTICLE 3
SUBCONTRACTING

Section 3.1
Individual Employers agree they will not subcontract any Commercial Subaqueous Diving Work and/or Remote Operated Vehicles and/or Hyperbaric Tunnel Work within the jurisdiction of this Addendum that is to be performed at the job site except to an Employer who holds an agreement with the United Brotherhood of Carpenters or one of its subordinate bodies or who agrees in writing prior to or at the time of the execution of the subcontract to be bound by the terms of the Cascadia Regional Master Agreement and this Addendum.

Section 3.2
If any provisions of this Addendum, or the applications of such provisions, conflict with provisions contained in the Cascadia Regional Master Agreement or applicable area Addenda, the provisions of this Addendum shall apply.

ARTICLE 4
HIRING

Section 4.1
All dispatches and job clearances for the members of subaqueous diving, Remote Operated Vehicles and hyperbaric tunnel crews will be dispatched through the Western States Regional Council of Carpenters Central Dispatch Office or applicable Local Union. To avoid duplication of order and to affect an orderly hiring procedure, the Individual Employer agrees that when calling the Union for personnel, to designate a responsible representative which the Union will recognize as the Agent of the Individual Employer with the authority to hire. The Union shall maintain an exclusive non-discriminatory hiring hall to fill requisitions for personnel on the diving crew.

Section 4.2
Divers may be flown directly to the jobsite with a dispatch, after first notifying the hiring hall. All pertinent information such as name, social security number and their Local Union Number and location will be given to the Union no less than twenty-four (24) hours prior to the expected reporting time. The Individual Employer shall be the sole judge of the qualifications of the personnel.

ARTICLE 5
TRAVEL & SUBSISTENCE

Section 5.1 Travel Time
The Individual Employer agrees to pay travel time involved from the point of mandatory embarkation to the site of all construction projects. Time paid for travel time is to be paid at the straight-time rates on any day of the week and is not to be counted for overtime computation if the worker is not performing duties of a deckhand and or perform any work activities. If an employee is directed to operate a vehicle for the direct purpose of transporting company equipment and/or employees to or from a jobsite the limitations on overtime computation do not apply. If an employee is directed to perform work while travelling the employee shall be paid at the appropriate work rate including all overtime.

Section 5.2 Per Diem
The Individual Employer agrees to provide each employee a per diem of forty dollars ($40.00) for food if the project is further than fifty (50) miles calculated via the "shortest route" filter using Google Maps from the address of the city hall of the respective dispatch points in Everett WA, Seattle WA, Spokane WA, Tacoma WA, Portland OR and Anchorage AK or the employee's primary residence whichever one is closer. All dispatches are from the workers' dispatch point closest to their primary residence.

ARTICLE 6
LODGING

Section 6.1
If the project is on an island or peninsula and/or further than seventy (70) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of the respective dispatch points listed above or the employee's primary residence whichever one is closer and is more than a one-day job, the Individual Employer agrees to furnish acceptable single occupancy lodging to each employee. Individual Employers are encouraged to use commercial facilities and lodges, however, when such facilities are not available, per diem in lieu of room and lodging shall be paid at the rate of one hundred and fifty dollars ($150.00) or the federal standard for the geographical area where the work is to be performed (www.gsa.gov/travel/plan-book/per-diem-rates or https://www.gsa.gov/). Per diem in lieu of room and board shall be paid from the date of hire for the project to the date of termination of employment on the project. When the Individual Employer provides camp or board and lodging, the Individual Employer will absorb the cost. The applicable travel shall apply on the first and last day of employment. If the employee quits of his/her own volition prior to five (5) days of employment, travel expenses shall be allowed for the first day only. Jobs in remote areas where camp or board and lodging is not provided, and housing is inadequate or cost for housing is prohibitive, the Individual Employer will make every effort to arrange for housing at reasonable rates for their employees.

ARTICLE 7
REMOTE PROJECTS

Section 7.1
On dam, hydro-electric, offshore oilfields, offshore wind, building projects and other remote engineering projects such as airports, refineries and radar or radio installations, but not limited thereto, where the Individual Employer provides camp or board and lodging, required travel time will be paid for the initial trip to the job and return. Payment of travel time on the return trip will be paid to all employees, including discharges and layoff; the only exception that shall apply will be as to those employees that remain on the job less than thirty (30) calendar days who voluntarily quit.

ARTICLE 8
TRAVEL TO JOBSITES IN EMPLOYER PROVIDED VEHICLES

Section 8.1
When the Individual Employer requires an employee to show up at the Individual Employer's premises or at a prescribed workplace, time spent driving or riding as a passenger in a company-provided vehicle from the Individual Employer's place of business to the job site, and job site to job site is considered hours worked.

Section 8.2
Time spent riding in a company-provided vehicle from the Individual Employer's place of business to the job site is not considered hours worked when an employee voluntarily reports to the Individual Employer's location merely to obtain a ride as a passenger for the employee's convenience, is not on duty, and is not required or directed to perform work, such as loading or unloading any equipment, materials, gear, etc.

Section 8.3
Time spent driving a company-provided vehicle during an employee's ordinary travel, when the employee is not on duty and performs no work while driving between home and the first or last job site of the day, is not considered hours worked.

ARTICLE 9
SAFETY

Section 9.1
The Union and the Individual Employer recognize that the work covered by this Addendum are both highly specialized and extremely technical in nature, and that unless continuous and effective safety practices are employed, the possibility of accidents of extreme gravity to life, limb and property will always be present.

(a) Safety shall have the highest of priorities in this Addendum. All Federal and State Safety Rules, Regulations, Orders and Decisions shall be binding upon the Individual Employer and shall be applied to all covered work. No worker shall be required to work under unsafe conditions. The Individual Employer shall be solely responsible for the implementation and maintenance of such Safety Laws, Rules, Regulations, Standards, Orders and Decisions. Neither the Union nor any Local Unions or Regional Councils are responsible for such implementation or maintenance.

(b) A copy of the appropriate Rules and Regulations must be on the jobsite and be available to all employees.

(c) All equipment utilized for diving in an environment containing biohazards such as oil, human waste, nuclear debris, or similar environments where dive equipment may be worn, damaged or affected in a fashion other than normal wear and tear shall be provided by the Individual Employer. In cases where personal equipment is utilized and damaged due to the diving environment the equipment will be replaced by the Individual Employer with equivalent equipment acceptable to the diver.

ARTICLE 10
DIVING DEFINITIONS

Section 10.1 D.P.I.C.
Designated person in charge (per OSHA Regulations). All dive crew members are qualified to be D.P.I.C.

Section 10.2 Dive Crew/Team
A minimum crew/team size will be one (1) Diver, one (1) Tender, and one (1) Standby Diver. Crew sizes can be increased to meet productivity and safety requirements by the Employer or any regulatory agency.

Section 10.3 Dive Supervisor
A Dive Supervisor will be added to the dive crew/team, and may perform the duties thereof, when deemed necessary by the Employer or regulatory body for dive operations, when diving mixed gas (HEO2) or Saturation diving modes, or when two (2) or more divers are in the water simultaneously, or when the crew size is six (6) or greater. If a Dive Supervisor is listed on the job, they will be the Designated Person in Charge (D.P.I.C.).

Section 10.4 Lead Diver (Dive Master/D.P.I.C)
A Lead Diver will be added to dive crew/team, and may perform the duties thereof, when it is required by a Regulatory Agency, when deemed necessary by the Employer for dive operations, or when the crew size is four (4) or greater. A Lead Diver is in charge and responsible for all aspects of the diving operation and supervising of all personnel in the dive crew/team. A designated Lead Diver will not be required to dive during any shift they are assigned to as Lead Diver. If a Lead Diver is listed on the job, they will be the D.P.I.C.

Section 10.5 Diver
A Diver is a person who wears a type of diving gear which directly supplies them with compressed air or other gases for breathing purposes and who personally enters and descends below the surface of the water, or any liquid medium, to work at the ambient pressures encountered therein. For the purposes of this Agreement, a person working in a submerged one (1) atmosphere bell/vehicle is considered a Diver.

Section 10.6 Stand-by Diver
A Stand-By Diver is a diver at the dive location available to assist in the water and whose dive hat is online.

Section 10.7 Tender
A Tender is a person who, from above the surface of the water or liquid medium, aids and assists the Diver by coordinating topside activity; aids in dressing and undressing the Diver; maintains communications with the Diver; and generally, maintains the diving equipment on the jobsite.

Section 10.8 Manifold Operator (Life Support Technician)
A Technician qualified to operate a manifold and/or mixer of helium, oxygen, or other gases for the purposes of providing the proper mixture of these breathing gases to the Diver or Divers. A Manifold Operator is not required for pre-mixed nitrox not mixed at jobsite.

Section 10.9 FSW
Feet of Sea Water or equivalent static pressure head.

ARTICLE 11
CLASSIFICATIONS

Section 11.1
Dive Supervisor, Lead Diver (Dive Master), Diver, Stand-By Diver, Tender, Manifold Operator, Manifold Operator (on days with mixed gas diving), Bell/Vehicle/Submersible Operator (not under pressure), Remote Operated Vehicle Operator/Technician, Remote Operated Vehicle Tender.

Section 11.2
All benefits and rates of pay determined below shall be calculated using the Western States wage scale contained in the Cascadia Regional Master Agreement and Associated area Addenda negotiated by the WS-AUC and the WSRCC.

ARTICLE 12
MINIMUM HOURS

Section 12.1
Employees may be required to perform any combination of work within the Diving team/crew, (except for Dive Supervisor) provided they are paid at the highest rate of pay that they received during their shift.

Section 12.2
Any classification of Diver, crew or team shall receive a minimum of eight (8) hours' pay for the shift at the appropriate pay rate for any day or part thereof worked excluding Ships Husbandry.

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ARTICLE 13
SHIPS HUSBANDRY

Section 13.1
Ships Husbandry is defined as all aspects of maintenance, cleaning, inspection, and general upkeep of the hull, rigging, and equipment of a ship. Any classification of employee performing work as part of a Dive Crew/Team shall receive a minimum of four (4) hours of pay at the appropriate pay rate. If the employee works more than four (4) hours but not less than six (6) hours he/she shall receive a minimum of six (6) hours and if more than six (6) hours but less than eight (8) hours he/she shall receive a minimum of eight (8) hours pay.

ARTICLE 14
DECOMPRESSION RATES OF PAY

Section 14.1
When Divers are working at a depth and time that requires any decompression, they shall be paid the Diver Rate for the full day including all overtime.

Section 14.2 Premiums
Depth and enclosure premiums are at the straight time rate in addition to the base or overtime rate and are not to be used in calculating overtime pay.

(a) **Depth Premiums:** When it is necessary for a Diver to descend below the surface of the water to depths more than fifty (50) feet, a premium according to the following schedule shall be paid, in addition to the Diver hourly rate:

Depth Below Water Surface (FSW)	Amount of Premium Per Day, per foot Over 50 Feet
50 to 100 Feet	$2.00 per foot
101 to 150 Feet	$3.00 per foot
151 to 220 Feet	$4.00 per foot
Over 220 Feet	$5.00 per foot

****NOTE:** The actual depth in FSW shall be used in determining depth premium.

(b) **Diving in Enclosures Premium Rates:** Where it is necessary for Divers to enter pipes or tunnels, or other enclosures where there is no vertical ascent, a premium according to the following schedule shall be paid, in addition to the Diver hourly rate and any applicable depth pay.

Distance Traveled from Entrance	Amount of Premium Per Day
0 to 25 Feet	N/C
25 to 300 Feet	$1.00 per foot from the entrance
300 to 600 Feet	$1.50 per foot beginning at 300 feet
Over 600 Feet	$2.00 per foot beginning at 600 feet

ARTICLE 15
MISCELLANEOUS

Section 15.1
This Agreement does not include any gear or special equipment rentals (i.e., no employee covered by this Addendum will be required or allowed to rent equipment to the Individual Employer.

Section 15.2
When a Diver is performing diving work under the terms and conditions of this addendum, they shall be tended and/or assisted by a Tender who is satisfactory to the Diver concerned.

Section 15.3
The current cost of a soft goods package for required dive hat certifications shall be paid by the Individual Employer for employees with at least seven hundred and fifty (750) hours worked for that Individual Employer over the past calendar year. During the Certification process, any repair beyond the current cost of a soft goods package shall be paid by the Diver.

ARTICLE 16
SHOP RATE/GEAR MAINTENANCE

Section 16.1
An alternative wage rate, calculated at sixty percent (60%) of the Remote Operated Vehicle Tender rate shall be permitted and paid for all hours worked by employees covered under this Addendum that perform "Shop Work" as described below. All fringe benefits (Health and Security, Pension, Training) shall be paid in accordance with the Diver Schedule "A", "Shop Work" paid at this wage rate shall be in support of the Shop work that is not billable, Dive gear maintenance, ships husbandry and emergency call out work that is not in direct support of a construction project.

(a) Dive gear maintenance
(b) Inspection, repair and tracking of company equipment and tools
(c) General maintenance of company equipment and tools
(d) In-house training at employers' office or shop
(e) General shop construction, maintenance, and improvements
(f) Inspection, preparing, and staging of equipment in the shop
(g) All employers premise for assets and vessel locations

****NOTE:** This Shop Work rate provision excludes salaried employees that are not union members or Divers and do not work in the construction industry.

ARTICLE 17
ADDITIONAL DIVE CLASSIFICATIONS

****NOTE:** This Section shall apply to and cover the following classifications:

Section 17.1
Deep Water, Bell/Vehicle System Total Saturation Diving Work covered includes Bell/Vehicle Diving or Total Saturation Systems specifically including, but not limited to, all underwater and deck work in support of same when using surface supplied air, enriched air, or mixed gas.

Section 17.2
Dive Supervisor, Lead Diver (Dive Master/D.P.I.C) Divers, Stand-By Divers, Tenders, Manifold Operators, Technicians and EMT's.

Section 17.3
The Diving Employers and the Union agree that the strong intent of this Agreement is that only experienced and highly qualified Journeyman will be employed.

Section 17.4 Definitions

(a) **Bounce of Short Duration Diving Using the Pressurized Bell:** Consists of a Diver going under pressure to a given depth, spending a short period of time consistent with current diving tables, and then coming to the surface and decompressing on short decompression profile. Minimum crew size will be a total of seven (7) men/women.

(b) **Bell Diving Under Pressure:** For short duration dives using a bell, in addition to the Diver regular hourly rate, plus depth premium. This premium is per day, midnight to midnight and shall be paid regardless of whether the Diver actually leaves the bell.

(c) **Saturation Mode of Diving:**

(1) Consists of a Diver living under pressure continuously until a work task is complete and then decompressing at a saturation decompression profile. It shall be permissible to saturate two (2) Divers to complete a work task that prohibits short duration diving with a minimum crew of ten (10) men/women, plus additional personnel as required.

(2) On saturation work, where more than two (2) Divers are required to be saturated (diving is required around the clock) the minimum crew will be a total of fourteen (14) men/women.

(d) **Crew Size Concerning Bounce and/or Saturation Diving:**

(1) Bounce of Short Duration Using Bell: Consists of a Diver going under pressure to a given depth, working a period of time consistent with current tables and then coming to the surface and decompressing. Minimum crew size will be a total of seven (7) men/women:

i. 1 - Dive Supervisor
ii. 3 - Divers
iii. 1 - Manifold Operator
iv. 2 - Tenders

(e) **Saturation Diving:** Consists of Diver diving under pressure continuously until work task is complete and then decompressing at a saturation decompression profile. It shall be permissible to saturate two (2) Divers to complete work task in single bell run that prohibits short duration diving with a minimum crew of ten (10) men/women. On saturation work, where two (2) Divers, but not more than four (4) Divers, are required to be saturated, the minimum crew to maintain the operation around the clock will be fifteen (15) employees. The number of crew needed for this operation shall be consistent with the job requirements and the safety requirement.

(1) Saturation Crew Breakdown:

i. Dive Supervisor
ii. 2 – Lead Diver
iii. 2 –Technicians (Saturation Tech)
iv. 2 - Manifold Operators (L.S.T. Life Support Technician)
v. 4 - Diver/Tenders
vi. 4 - Saturation Divers

****NOTE:** In the event that any of the diving crew on paid shore Stand-By alert finds it necessary to go off alert, they will be off the payroll during the time they are not on alert and the diving Individual Employer will hire a person on a temporary basis to replace them.

Section 17.5 Wages (Daily Rate) Hours and Overtime for Pressurized Bell / Vehicle Diving and/or Saturation Diver

(a) **Short Duration Diving:** A Diver using surface supplied air or helium-oxygen will be paid Diver's rate plus applicable premiums.

(b) **Short Duration Bell/Vehicle Diving:** Short duration dives or bounce dives using the Pressurized Bell/Vehicle; Diver's pay rate plus applicable premiums, wet or dry.

(c) **Saturation Diving:** Saturation Divers will be paid the current Divers Stand-By rate until saturation starts, once under pressure, the rate will be twenty-four (24) times the straight time Diver pay rate plus applicable depth pay. The pay remains the same for either diving or non-diving days. This rate constitutes payment for the entire 24-hour period measured from midnight to midnight.

(d) **Dive Supervisor:** Shall receive diver scale plus one dollar and fifty cents ($1.50) No other premiums apply.

(e) **Lead Diver (Dive Master/D.P.I.C):** Shall receive Standby diver plus five dollars ($5.00) per hour. A Lead Diver shall not dive except in a life-threatening emergency. No other premiums apply.

(f) **Dive Medical Technician (DMT) /Emergency Medical Technician (EMT):** EMT's when performing as a member of the dive team as tender or technician will receive their applicable rate plus one dollar ($1.00) per hour.
(g) **Technicians:** All other technicians and support personnel will be paid at the Tender rate.
(h) **Manifold Operator (LST):** Manifold Operator shall receive Tender scale, plus five dollars ($5.00) per hour.
(i) **Saturation Depth Pay Bonus:** One-dollar ($1.00) per foot of pressure (fsw) shall be paid per Diver per twenty-four (24) hours, from midnight to midnight, from surface (wet or dry).
(j) **Stand-By Alert Time:** Stand-By alert time on beach shall be one Stand-By shift per twenty-four (24) hours.
(k) **Stand-By pay:** Dive Crews/Teams are to receive a minimum of twelve (12) hours Stand-By pay per day.
(l) **Weekend and Holiday Overtime:** All work on Saturday will be paid at time and one-half times (1½x) the regular hourly wage rate. All hours worked on Sunday and holidays will be paid at two times (2x) the wage rate.
(m) **Support Personnel:** When twelve (12) hour shifts are worked, the starting time for each shift shall be established within one (1) hour of 12:00 a.m. and 12:00 p.m., unless mutually agreed to the contrary by the parties. The pay for the first eight (8) hours of any twelve (12) hour shift, Monday through Friday, shall be paid at the regular hourly wage rate, and time and one-half times (1½x) the regular hourly wage rate shall be paid for the balance of the shift.
(n) **Saturation Crews:** Overtime for employees under saturation begins Friday at midnight and ends at midnight on Sunday. All Holidays, or days celebrated as listed in the Cascadia Regional Master Agreement and associated addenda shall be paid at double (2x) the straight-time rate. Not applicable to depth premiums.
(o) **Shift Personnel When Billeted Offshore**: The Individual Employer may establish two (2) twelve (12) hour shifts. When working such shifts, the starting time for diving support personnel shall be established within one (1) hour of 12:00 a.m. or 12:00 p.m., unless mutually agreed to by the parties. When working twelve (12) hour shifts, the starting time for Divers shall be established as beginning when the Diver is summoned to perform tasks by the Lead Diver or by a party to whom they have delegated this authority. If extenuating circumstances prevent at least an eight (8) hour rest period between shifts, the employee working such shifts shall be paid during the rest period and overtime rates will apply. The Individual Employer agrees that they will make reasonable effort to restrict such activity to strictly extraordinary situations.

ARTICLE 18
HYPERBARIC TUNNEL WORK

Section 18.1
Hyperbaric Tunnel Crews perform work in two pay classifications as follow: Crew Tender pay classification for work occurring below the portal collar but outside the hyperbaric chambers and Hyperbaric Worker pay classification for workers in pressurized chambers. For uniformity in dispatch purposes, the dispatch rate shall be for the Hyperbaric Worker Classification.

(a) Either pay classifications may apply for a worker depending on work area during any given shift or hyperbaric intervention but the worker shall receive a minimum of four (4) hours Hyperbaric Worker pay at the applicable rate whenever a worker enters a pressurized chamber during a shift.
(b) Apprentices may not be utilized on Hyperbaric Tunnel work.
(c) A copy of the appropriate Rules and Regulations must be on the jobsite and be available to all employees on the Hyperbaric Tunnel Crew.

ARTICLE 19
BASIS OF PAY

Section 19.1
The hourly pay rate for the Hyperbaric Worker classification working at pressures up to thirty (30.00) PSI shall be equal to the Tender rate contained in the geographically applicable Principal Agreement plus thirty-three percent (+33%). In addition, Hyperbaric Worker working at pressures over thirty (30.00) PSI shall receive hourly rates as detailed in the table below for time spent in pressurized chambers. The highest pressure registered on the gauge for an accumulated time of more than fifteen (15) minutes during a shift shall be used in determining the applicable rate. These rates shall also apply for calculating overtime.

PSI Range	% of Scale
00.00 psi – 30.00 psi	100 % of Hyperbaric Worker rate
30.01 psi – 44.00 psi	Hyperbaric Worker rate + 10%
44.01 psi – 54.00 psi	Hyperbaric Worker rate + 20%
54.01 psi – 60.00 psi	Hyperbaric Worker rate + 30%
60.01 psi – 64.00 psi	Hyperbaric Worker rate + 40%
64.01 psi – 68.00 psi	Hyperbaric Worker rate + 50%
68.01 psi – 70.00 psi	Hyperbaric Worker rate + 60%
70.01 psi – 72.00 psi	Hyperbaric Worker rate + 70%
72.01 psi – 74.00 psi	Hyperbaric Worker rate + 80%

****NOTE:** Rates for pressures beyond seventy-four (74) PSI will be determined on a per job basis. Benefit rates shall be as required in the Area Addenda.

ARTICLE 20
WORKING CONDITIONS

Section 20.1
The Individual Employer shall establish and maintain a change house within reasonable distance from any pressurized work area which shall include showers, toilet facilities, lockers and heating and drying facilities in accordance with the size of the crews.

(a) In addition to the items listed in the Cascadia Regional Master Agreement, the Individual Employer shall furnish all Personal Protective Equipment (PPE).
(b) Hyperbaric Foreman and Medical Technicians shall receive an additional ten percent (10%) per hour above the Hyperbaric Worker rate of pay. Hyperbaric Foreman supervising crews using mixed gas will receive an additional five dollars ($5.00) per hour Premium. The Hyperbaric General Foreman in charge of the intervention shall receive an additional ten percent (10%) per hour above the Hyperbaric Foreman.
(c) Only competent and qualified journey level workers shall operate air locks. Outside lock tenders and gauge tenders not working under pressure shall be paid at the Crew Tender Pay rate.
(d) No employee shall work more than one shift at straight time in any twenty-four (24) hour period, although when required to return for additional decompression in the medical decompression chamber, the time spent in medical decompression shall be paid at the straight time Hyperbaric Worker rate.
(e) Medical examinations will be performed prior to and immediately following exposure to compressed air environments. These examinations shall be provided by the employer at no cost to the employee and time for such examinations shall be paid at the appropriate Crew Tender rate of pay.
(f) When it has been determined by the medical facility that an employee cannot return to work because of complications resulting from working in a pressurized environment, they shall be allowed as many shifts off without penalty as required to allow the complications to heal.
(g) The employee will not be paid for the lost shifts unless required by Federal, State or Local law.

(h) Overtime pay shall be as specified in the Area Addenda and shall be computed based on the classification of work being done during the overtime hours.

ARTICLE 21
SATURATION HYPERBARIC TUNNEL WORK

Section 21.1
Consists of Hyperbaric Worker living under pressure continuously until a work task is complete and then decompressing at a saturation decompression profile. It shall be permissible to saturate two (2) Hyperbaric Workers to complete a work task that prohibits short duration Hyperbaric Work with a minimum crew of sixteen (16) men/women, plus additional personnel as required.

(a) On saturation work, where more than two (2) Hyperbaric Workers are required to be saturated (Work is required around the clock) the minimum crew will be a total of twenty-three (23) men/women.
(b) Crew Size Concerning Bounce and/or Saturation Hyperbaric Worker: Saturation Crew Breakdown for one bell run per day:
    (1) Hyperbaric General Foreman
    (2) 1 – Hyperbaric Foreman
    (3) 3 –Technicians (Saturation Tech)
    (4) 4 - Manifold Operators (L.S.T. Life Support Technician)
    (5) 4 - Crew Tender
    (6) 1 – Medic EMT/DMT
    (7) 2 - Saturation Hyperbaric Worker
(c) Saturation Crew Breakdown for two bell runs per day:
    (1) Hyperbaric General Foreman
    (2) 2 – Hyperbaric Foreman
    (3) 4 –Technicians (Saturation Tech)
    (4) 4 - Manifold Operators (L.S.T. Life Support Technician)
    (5) 6 - Crew Tender
    (6) 2 – Medic EMT/DMT
    (7) 4 - Saturation Hyperbaric Worker

****NOTE:** In the event that any of the Saturation hyperbaric crew is on paid Stand-By alert and finds it necessary to go off alert, they will be off the payroll during the time they are not on alert and the Individual Employer will hire a person on a temporary basis to replace them.

Section 21.2 Wages (Daily Rate) Hours and Overtime for Pressurized Saturation Hyperbaric Worker

(a) **Saturation Hyperbaric Work:** Saturation Hyperbaric worker will be paid the Hyperbaric worker rate until saturation starts. Once under pressure, the rate will be twenty-four times (24X Rate= Day Rate) the straight time Hyperbaric Worker pay at applicable depth rate. The pay remains the same for either on work or off workdays under pressure. This rate constitutes payment for the entire 24-hour period measured from midnight to midnight. (Monday through Friday).
(b) **Hyperbaric General Foreman:** Shall receive Hyperbaric worker rate at the depth plus five dollars ($5.00).
(c) **Hyperbaric Foreman:** Shall receive Hyperbaric worker plus one dollar fifty cents ($1.50) per hour.
(d) **Emergency Medical Technician or Diver Medical Technician (EMT or DMT):** EMT's or DMT'S when performing as a member of the dive team as crew tender or technician will receive their applicable rate plus one dollar ($1.00) per hour.
(e) **Technicians:** All other technicians and support personnel will be paid at the Crew Tender rate.
(f) **Manifold Operator (LST):** Manifold Operator shall receive Crew Tender scale, plus five dollars ($5.00) per hour.
(g) **Stand-By Alert Time:** Stand-By alert time shall be one Stand-By shift per twenty-four (24) hours.

(h) **Stand-By Pay:** Crews/Teams are to receive a minimum of eight (8) hours Stand-By pay per day.
(i) **Weekend and Holiday Overtime:** All work on Saturday will be paid at time and one-half (1½x) the regular hourly wage rate. All hours worked on Sunday and holidays will be paid at double (2x) the wage rate.
(j) **Support Personnel:** When twelve (12) hour shifts are worked, the starting time for each shift shall be established within one (1) hour of 12:00 a.m. and 12:00 p.m., unless mutually agreed to the contrary by the parties. The pay for the first eight (8) hours of any twelve (12) hour shift, Monday through Friday, shall be paid at the regular hourly wage rate, and time and one-half (1½x) the regular hourly wage rate shall be paid for the balance of the shift.
(k) **Saturation Crew:** Overtime for workers under saturation begins Friday at midnight and ends at midnight on Sunday. All Holidays, or days celebrated as listed in the area Addendum shall be paid at double the straight time rate (2x). On Saturday's employees under pressure shall be paid twenty-four (24) hours of time and one-half (1½x) or actual hours worked (under pressure) if less than twenty-four (24) hours in a given day overtime equals time and one-half times (1½x) the straight time. On Sunday's employees under pressure shall be paid twenty-four (24) hours of double (2x) the straight time rate or actual hours worked (under pressure) if less than twenty-four (24) hours in a given day double time (2x) the straight time.

ARTICLE 22
RATES OF PAY

Section 22.1
Divers and all other associated classifications rates of pay shall follow the Appendix wage sheet bargained between the parties.

Section 22.2
Divers currently indentured in a state approved apprenticeship program within the jurisdiction of the United Brotherhood of Carpenters may on privately funded projects receive compensation equal to eighty-five percent (85%) of the Diver classification rate.

Section 22.3 Wage Scales
Future wage increases will be distributed by the Union 30 days prior to implementation.

Alaska Divers – Effective August 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classifications:	Base Pay	Supp Dues	Total Taxable Wages	Annuity	Health & Welfare	Appren	CITF	WSCAF	TOTAL PACKAGE
Dive Supervisor	45.94	1.85	47.79	15.82	8.75	1.61	0.14	0.10	**$74.21**
Lead Diver (Dive Master/DPIC)	53.75	1.85	55.60	15.82	8.75	1.61	0.14	0.10	**$82.02**
Diver	44.44	1.85	46.29	15.82	8.75	1.61	0.14	0.10	**$72.71**
Stand-By Diver	48.75	1.85	50.60	15.82	8.75	1.61	0.14	0.10	**$77.02**
Tender	47.75	1.85	49.60	15.82	8.75	1.61	0.14	0.10	**$76.02**
Manifold Operator (Life Support Technician)	52.75	1.85	54.60	15.82	8.75	1.61	0.14	0.10	**$81.02**
Bell/Vehicle or Submersible Operator Diving not Under Pressure	48.75	1.85	50.60	15.82	8.75	1.61	0.14	0.10	**$77.02**
Remote Operated Vehicle (ROV) Operator/Technician	48.75	1.85	50.60	15.82	8.75	1.61	0.14	0.10	**$77.02**
ROV Tender	47.75	1.85	49.60	15.82	8.75	1.61	0.14	0.10	**$76.02**
Dive Medic Technician (DMT)/Emergency Medical Technician (EMT)	48.75	1.85	50.60	15.82	8.75	1.61	0.14	0.10	**$77.02**

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Oregon Divers – Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classifications:	Base Pay	Vacation	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Welfare	Appren	CCCC	CITF	TOTAL PACKAGE
Dive Supervisor	103.28	1.50	2.11	106.89	6.45	3.59	8.56	0.65	0.10	0.15	**$126.39**
Lead Diver (Dive Master/DPIC)	71.15	1.50	2.11	74.76	6.45	3.59	8.56	0.65	0.10	0.15	**$94.26**
Diver	101.78	1.50	2.11	105.39	6.45	3.59	8.56	0.65	0.10	0.15	**$124.89**
Stand By Diver	66.15	1.50	2.11	69.76	6.45	3.59	8.56	0.65	0.10	0.15	**$89.26**
Tender	57.78	1.50	2.11	61.39	6.45	3.59	8.56	0.65	0.10	0.15	**$80.89**
Manifold Operator (Life Support Technician)	57.78	1.50	2.11	61.39	6.45	3.59	8.56	0.65	0.10	0.15	**$80.89**
Bell/Vehicle or Submersible Operator Diving not Under Pressure	101.78	1.50	2.11	105.39	6.45	3.59	8.56	0.65	0.10	0.15	**$124.89**
Remote Operated Vehicle (ROV) Operator/Technician	57.78	1.50	2.11	61.39	6.45	3.59	8.56	0.65	0.10	0.15	**$80.89**
ROV Tender	52.21	1.50	2.11	55.82	6.45	3.59	8.56	0.65	0.10	0.15	**$75.32**
Dive Medical Technician (DMT)/Emergency Medical Technician (EMT)	58.78	1.50	2.11	62.39	6.45	3.59	8.56	0.65	0.10	0.15	**$81.89**

Eastern Washington Divers – Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classifications:	Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	Pension	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
Dive Supervisor	102.18	0.50	4.28	106.96	5.91	1.60	8.25	0.66	0.14	**$123.52**
Lead Diver (Dive Master/DPIC)	61.69	0.50	2.59	64.78	5.91	1.60	8.25	0.66	0.14	**$81.34**
Diver	100.74	0.50	4.22	105.46	5.91	1.60	8.25	0.66	0.14	**$122.02**
Stand By Diver	50.12	0.50	2.11	52.73	5.91	1.60	8.25	0.66	0.14	**$69.29**
Tender	49.16	0.50	2.07	51.73	5.91	1.60	8.25	0.66	0.14	**$68.29**
Maniford Operator (Life Support Technician)	49.16	0.50	2.07	51.73	5.91	1.60	8.25	0.66	0.14	**$68.29**
Bell/Vehicle or Submersible Operator Diving Not Under Pressure	50.12	0.50	2.11	52.73	5.91	1.60	8.25	0.66	0.14	**$69.29**
Remote Operated Vehicle (ROV) Operator/Technician	49.16	0.50	2.07	51.73	5.91	1.60	8.25	0.66	0.14	**$68.29**
ROV Tender	45.97	0.50	1.94	48.41	5.91	1.60	8.25	0.66	0.14	**$64.97**
Dive Medical Techinician (DMT)/Emergency Medical Technician (EMT)	50.12	0.50	2.11	52.73	5.91	1.60	8.25	0.66	0.14	**$69.29**

Western Washington Divers – Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classifications:	Base Pay	Vacation/ PTO	Supp Dues	Total Taxable Wages	Pension*	Annuity	Health & Security	Appren	CITF	C/CCC	CAT	Contract Admin	MW/PD FIRST	TOTAL PACKAGE
Diver Supervisor	134.32	3.00	2.96	140.28	5.91	1.00	9.34	0.93	0.14			0.10	0.05	**157.75**
Lead Diver (Dive Master/DPIC)	77.89	3.00	2.96	83.85	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**101.32**
Diver	132.82	3.00	2.96	138.78	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**156.25**
Stand By Diver	72.89	3.00	2.96	78.85	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**96.32**
Tender	63.43	3.00	2.96	69.39	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**86.86**
Manifold Operator (Life Support Technician)	68.43	3.00	2.96	74.39	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**91.86**
Bell/Vehicle or Submersible Operator Diving not Under Pressure	63.43	3.00	2.96	138.78	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**156.25**
Remote Operated Vehicle (ROV) Operator/Technician	57.12	3.00	2.96	69.39	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**86.86**
ROV Tender	112.00	3.00	2.96	63.08	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**80.55**
Dive Medical Technician (DMT)/Emergency Medical Technician (EMT)	64.43	3.00	2.96	70.39	5.91	1.00	9.34	0.93	0.14	-	-	0.10	0.05	**87.86**

See MOU April 2025 for Updated Labor Rates

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CASCADIA REGIONAL MASTER AGREEMENT FLOOR LAYERS' ADDENDUM

This Addendum is attached, and part of the Cascadia Regional Master Agreement negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024, through May 31, 2028, and shall cover the work more specifically defined herein.

The terms and conditions set forth in this Addendum shall only apply to individual Employers signatory to the Cascadia Regional Master Agreement that performs Floor Laying scopes of work as their primary function. Floor Laying work performed intermittently or as a secondary scope shall be performed under the terms and conditions of the Cascadia Regional Master Agreement and applicable Area Addendum.

ARTICLE 1
COVERED WORK

Section 1.1.
The work covered includes, but is not limited to, the following:

(a) This Agreement shall cover and grant the persons covered hereunder, work jurisdiction over all floorcoverings and related materials, whenever applied; all work which consists of, but not limited to, the measuring, delivery, stock piling, staging, prefabricating, handling, demolition of, taking up of, preparation for, the operation of any and all machinery and/or equipment necessary, installing (following all manufacturer's processes for installing and maintenance), repairing, adhering, nailing, caulking, seaming, troweling, joining, sewing, cutting, fitting, binding, cleaning, maintenance of, grinding, sweeping, patching, sanding, finishing, staining, painting, striping, lining, waxing, priming, transitioning and protection of- carpet, rugs, resilient floorings (vinyl, linoleum, cork, rubber, asphalt, synthetic, et al.), metal floorings, base (cove, straight, millwork, et al.), overlays (resinous, acrylic, polymer modified toppings, et al.), access floorings, wood floorings, bamboo floorings, laminate floorings, sports surfaces, playground surfaces, tennis courts, athletic turf and athletic tracks , seamless floorings, and all related materials installed on vertical, horizontal and other surfaces.

(b) Installation of all fitting devices, metal edgings, metal corners and caps used in, for the attachment of carpets, linoleum, rubber and all other resilient floor coverings, on floors, walls, sinks, counter, tabletops or ceilings or any other place where such materials are used and the preparatory work for all, substrate preparation and the application of all self-leveling, trowel application and board underlayment.

(c) Installation of all wood and laminate products and all related natural and or synthetic flooring products such as but not limited to prefinished glue down and floating hardwood, engineered woods, composite, laminate floors and laminate floor systems, plastic materials, plastic laminates, non-slip or abrasive materials customarily installed on any vertical, horizontal or other substrate or fixture using prescribed free lay, bonding or anchoring methods.

(d) Sanding, finishing, striping, cleaning, waxing, sealing and protective cover of all flooring required at the time of installation or ongoing maintenance purposes.

(e) Removal of any existing flooring and the preparation of all substrates.

(f) All material handling, clean up and disposal of flooring related waste and debris.

Section 1.2
For purposes of this Agreement "Commercial Wood Flooring" shall include all wood flooring products installed in buildings including, but not limited to, commercial, industrial, manufacturing, medical and public facilities, office buildings, churches, schools, restaurants, and gymnasiums. It shall also include the public areas in mixed-use buildings, hotels, motels, and apartments.

ARTICLE 2
HOURS OF WORK

Section 2.1 Shift Differential

(a) Day Shift - The regular hours of work on day shift shall be eight (8) hours of continuous employment (exclusive of meal period) with a starting time before 11:00 a.m., but no earlier than 5:00 a.m.

(b) Afternoon Shift - The regular hours of work on the afternoon shift shall be eight (8) hours of continuous employment (exclusive of meal period) with a starting time before 5:00 p.m., but no earlier than 11:00 p.m. and shall be paid for at eight (8) hours at the straight time hourly wage rate plus an hourly premium as listed in Article 4 below.

(c) Night Shift - The regular hours of work on night shift shall consist of eight (8) hours of continuous employment, (exclusive of meal period) with a starting time before 5:00 a.m., but no earlier than 11:00 p.m. and shall be paid for at eight (8) hours at the straight time hourly wage rate plus an hourly premium as listed in Article 4 below.

(d) The first two (2) hours worked beyond the shifts established above shall be paid for at one and one-half (1½) times the regular hourly rate. The first eight (8) hours worked on all shifts that begin on Saturday (except as provided in Section 1 of this article) shall be paid for at one and one-half (1½) times the regular hourly rate. All other work performed, and all shifts that begin on Sunday and recognized holidays shall be paid for at two (2) times the regular hourly rate.

(e) When an employee is called out to work without at least eight (8) hours off since his/her previous shift, all such call out time shall be paid at the overtime rate until he/she has had eight (8) hours off.

ARTICLE 3
CONTINUING EDUCATION

Section 3.1

Floor Laying skill advancement programs will be provided, and may be Union or Management sponsored, or a combination of both. The parties also agree to encourage all journeymen to become INSTALL and/or UBC/NWFA assessed and certified.

Section 3.2

Individual Employers shall pay all costs of certification including wages, when employees are directed by the Individual Employer to take any type of certification not offered by the JATC to be able to perform the work necessary on his/her particular job.

ARTICLE 4
CLASSIFICATIONS & WAGES

Section 4.1 All employees covered by this Agreement shall be classified and paid in accordance with the classifications, scales, and special conditions set forth in this Article and no other classification wage rates or special conditions shall be recognized.

Section 4.2. Wage and Benefit Basis

(a) **Installation of Commercial Wood Flooring**

(1) The Journeyman Wage and Fringe Benefit Rates for the installation of Commercial Wood Flooring shall be one hundred percent (100%) of the Journeyman Wage and Fringe Benefit Rates contained in the Area Addendum where the work is being performed.

(b) **Installation of All Other Flooring Products**

The Journeyman Wage and Fringe Benefit Rates (Total Package) for the installation of all other flooring products shall be eighty percent (80%) of the Journeyman Total Package in the Area Addendum where

the work is being performed. The Fringe Benefit Schedule shall be equal to the Fringe Benefit Schedule found in the Area addendum where the work is being performed.

The Premium for a Floor Layer Certified Journeyman will be $1.00 in addition to the applicable Journeyman Rate.

The Fringe Benefit rates for Apprentice Floor Layers and Carpenter Helpers shall be 100% of the Fringe Benefit Rates contained in the Area Addenda unless otherwise noted.

Section 4.3. Shift Premium
Any work begun during an Afternoon or Evening shift shall receive a shift premium paid in accordance with the following table:

Shift Premium	Afternoon Shift	Evening Shift
Rate	$1.00/hr	$2.00/hr

Section 4.4 Residential Floor Laying
The general working conditions will be consistent with the terms of this agreement, which shall cover Residential Floor Laying. ”Residential” is herein defined as all work in connection with the installation, alteration and/or repair of all residential spaces, such as single dwellings, duplexes, row houses, town houses, apartment spaces and communal halls, nursing homes, convalescent homes, senior housing, retirement homes, college housing, condominiums, hotels, motels, and those residential spaces in mixed-use housing structures which are normally above grade level and over a base structure.

Multi-level structures that have both Residential and Commercial spaces on a common floor, the Commercial rate shall apply. The Residential rate applies to all other floors that are exclusive to residential.

Section 4.5 Foreman
On jobs requiring four (4) or more Floor Layers, the Employer shall designate one (1) Journeyman as the Foreman. On jobs-sites employing twelve (12) or more Floor Layers, the Employer shall designate two (2) Journeymen as Foremen. Foremen shall receive a premium equal to ten percent (10%) of the Journeyman hourly wage for each hour worked as a foreman.

Section 4.6 UBC INSTALL Fund
It is agreed that the Individual Employer shall contribute a sum of two cents per hour ($0.02/hr) for hours worked by employees covered by this Addendum to the International Standards and Training Alliance (INSTALL). Payments shall be made to the INSTALL Fund on or before the fifteenth (15th) day of the month following the month of the work performed. The Individual Employer hereby agrees to be bound by the Agreement and Declaration of Trust for the INSTALL Fund as they exist and as they may be amended or restated, and to such rules, regulations and other governing documents adopted pursuant to such trust. Upon request, the Individual Employer may receive the latest annual report prepared for the INSTALL Fund.

ARTICLE 5
CRAFT WORK RULES

Section 5.1 Tools
All employees will have adequate and proper personal hand tools for the floor laying products being installed. Only non-powered hand tools will be supplied by the individual apprentice and journeymen floor layers and all other tools and equipment shall be furnished by the Individual Employer. The JATC floor covering training Tool List shall serve as a reasonable guideline for recommended hand tools supplied by the employee. The Individual Employer shall supply expendable sundry supplies such as knife blades, scraper blades and drill bits. Carpenter

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Helper shall not be required to furnish any tools.

All employees will keep their tools sharp and in good condition before going on any job. All or any equipment furnished by the Individual Employer may be charged against the employee subject to a credit refund upon their return to the Individual Employer regardless of worn condition.

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CASCADIA REGIONAL MASTER AGREEMENT
OREGON & SOUTHWEST WASHINGTON AREA ADDENDUM

This Addendum is attached and part of the Cascadia Regional Master Agreement ("Agreement") negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024 through May 31, 2028 and shall cover covered work performed in Oregon and Southwest Washington more specifically defined below.

This Addendum shall modify the terms and conditions of the Cascadia Regional Master Agreement for work performed in Oregon and Southwest Washington. If specific terms and conditions are not specifically provided for in this Addendum, the terms and conditions of the Cascadia Regional Master Agreement shall prevail.

ARTICLE 1
TERRITORY

Section 1.1
This Addendum shall cover the entire State of Oregon and the following areas in the State of Washington: the counties of Klickitat, Skamania, Clark, Cowlitz, Wahkiakum and that portion of Pacific County south of a straight line made by extending the north boundary line of Wahkiakum County west to Willapa Bay to the Pacific Ocean, and thence north through the natural waterway to the Pacific Ocean (this includes the entire peninsula west of Willapa Bay).

ARTICLE 2
SUBCONTRACTORS CLAUSE – BUILDING

Section 2.1
A subcontractor is one who takes over any part or a complete section of a general contract, including both the furnishing of materials for and the performance of labor on the job, or the performance of labor only. No individual Employer or joint venture covered by the terms and conditions of this Addenda shall subcontract any job site work to a subcontractor or individual Employer who is not signatory to a collective bargaining agreement with the WSRCC except as provided below. The individual Employer or joint venture shall be held responsible for the payment of Wages, Travel Pay, Pension, Health and Welfare, Vacation, Training, Drug Testing, CAF, and Supplemental Dues incurred by the subcontractor and shall see that the subcontractor adheres to the working conditions.

Section 2.1.2
Section 2.1 shall not be operative when potential Union subcontractors are not available or do not bid. When a subcontractor is not signatory to a Carpenter Agreement, there shall be a pre-job conference between a representative of the Western States Regional Council, the Employer, the Subcontractor, and the WS-AUC if affected. The parties will attempt to reach an agreement regarding this section before the subcontractor performs any work on the project.

Section 2.1.3
To comply with this Article, the Union may make available an agreement for the duration of the project or subcontract to cover only the subcontracted work.

Section 2.2
A vendor, who makes delivery of materials, supplies or equipment and who, incidental to or as part of the furnishing or delivery of material, supplies, or equipment, does any work at the job site, shall be a party to a

collective bargaining agreement with the WSRCC or its signatory Local Unions, containing the full terms of this Agreement. In the event a vendor is not a party to such an agreement, they shall not perform any job site work except that deliveries may be made by such vendor to the job site.

Section 2.3
No work will be let by piecework, contract, or lump sum direct with Journeymen or Apprentices for labor services.

Section 2.4
When the low responsive bid from a signatory subcontractor exceeds a non-signatory bid by either five percent (5%) or fifty thousand dollars ($50,000.00), the individual Employer shall be relieved of Section 2.1 of this Article. This section applies to the following classifications of work only: (drywall/wet wall), insulation, manufactured ceiling systems, manufactured wall systems, or (MBE/WBE/DBE).

Section 2.4.1
The individual Employer agrees to limit the use of non-signatory subcontractors to not more than two (2) per job or project. To avail themselves of this clause, the individual Employer agrees to notify the Western States Regional Council of Carpenters in writing within twenty-four (24) hours, with the pertinent bid information, or within twenty-four (24) hours of subcontractor notification of accepted low bid.

Section 2.4.2
The individual Employer shall solicit at least two (2) bids from signatory subcontractors. The Union and individual Employer shall monitor the financial records of payments to the non-signatory subcontractor to ensure that the subcontractor completes the job at the original bid price. If it is discovered that payments in excess of the original bid price (excluding change orders) have been made by the individual Employer in violation of this section, the individual Employer shall be prohibited from using this section for the duration of this Agreement.

Section 2.4.3
To comply with this Article, the Union may make available an agreement for the duration of the project or subcontract to cover only the subcontracted work.

ARTICLE 3
SUBCONTRACTORS CLAUSE – HEAVY HIGHWAY

Section 3.1
A subcontractor is one who takes over any part or a complete section of a general contract, including both the furnishing of materials for and the performance of labor on the job, or the performance of labor only. No individual Employer or joint venture covered by the terms and conditions of this Agreement shall subcontract any job site work to a subcontractor or individual Employer who is not signatory to this Labor Agreement except as provided below. The individual Employer or joint venture shall be held responsible for the payment of Wages, Travel Pay, Pension, Health and Welfare, Vacation, Supplemental Dues, Training, Drug Testing and CAF incurred by the subcontractor and shall see that the subcontractor adheres to the working conditions.

Section 3.1.1
Section 2.5 shall not be operative when potential Union subcontractors are not available. When a subcontractor is not signatory to a labor agreement, there shall be a pre-job conference between a representative of the Western States Regional Council of Carpenters, the Individual Employer, the Subcontractor, and the WS-AUC if affected. The parties will attempt to reach an agreement regarding this section before the subcontractor performs any work on a project.

Section 3.1.2
To comply with this Article, the Union may make available an agreement for the duration of the project or subcontract to cover only the subcontracted work.

Section 3.2
In the event, an individual Employer is unable to find qualified competitive Union DBE-W/MBE subcontractors when the individual Employer is obligated to satisfy DBE-W/MBE recruiting requirements, the Union and the individual Employer shall waive this Article 2 provided the pre-job conference referred to in Section 2.1.2 above is utilized.

Section 3.3
Where the individual Employer receives bids that show the non-union subcontractor five percent (5%) or lower than the Union subcontractor, the individual Employer and the Union shall waive this Article, provided however the Union and the Employer shall review the prices submitted before signing the non-signatory subcontractor. Due to the special nature of subcontracting in this area, the differential for labor subcontracts shall be ten percent (10%). Labor subcontracts include labor and small tools only; they do not include rentals, equipment, or materials.

Section 3.4
A vendor, who makes delivery of materials, supplies or equipment and who, incidental to or as part of the furnishing or delivery of material, supplies, or equipment, does any work at the job site, shall be a party to a collective bargaining agreement with the Union, containing the full terms of this Agreement. In the event a vendor is not a party to such an Agreement, they shall not perform any job site work except that deliveries may be made by such vendor to the jobsite.

ARTICLE 4
HOLIDAYS

Section 4.1 Holidays
Holidays recognized under this Agreement shall be as follows:

New Year's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

Section 4.1.1
Should any of these holidays fall on Sunday, the following Monday shall be considered a legal holiday. Should any of these holidays fall on Saturday, the previous Friday shall be considered a legal holiday. A holiday shall be a twenty-four (24) hour period commencing with the starting time of the first shift of the date of the holiday. No work shall be performed on Labor Day except to save life or property.

Section 4.1.2
Work on any of the holidays specified herein will be paid at double (2x) the regular straight time rate per hour.

Section 4.1.3
Should an employee be required to work on Presidential Election Day, arrangements shall be made to allow him/her ample time to vote. However, the individual Employer will not be required to pay for any time not worked.

ARTICLE 5
MISCELLANEOUS PROVISIONS

Section 5.1 Drug and Alcohol Testing
Labor and Management agree that it is in the best interests of all to promote an alcohol and drug-free working environment and pledge both to work within their own areas of influence and to cooperate to that end.

Section 5.1.1
The individual Employer has the right to screen Employees for alcohol and drugs as a condition of employment, as long as the above is in compliance with state and federal laws.

Section 5.1.2
The parties will appoint representatives to the Construction Industry Drug-Free Workplace Program (DFW) Trust as provided in the Trust summary plan description for joint Labor/Management administration of the program. Testing will be in accordance with the DFW program. All testing will be paid for by individual Employer contributions to the DFW Trust. If test results are negative, the members will be paid fifty dollars ($50.00) by the program and will be issued a Drug Card. This expenditure is not for time worked, but for the undetermined amount of expense by the member.

Section 5.1.3
Except as provided in section 5.1.4 and section 5.1.5, all individual Employers signatory to this Agreement, including individual Employers who sign compliance agreements with the Union, shall participate in the DFW and be required to pay the hourly contribution determined by the mutual agreement of the parties.

Section 5.1.4
Notwithstanding section 5.1.3, a signatory individual Employer may opt out of the program and not pay the contribution if:

(a) It covers its Employees within its Department of Transportation approved program or
(b) It implements a drug and alcohol testing and treatment program which the DFW Trust has certified as meeting or exceeding the DFW program.

Section 5.1.5
Additionally, a signatory individual Employer who does not meet the section 5.1.4 exception may choose not to participate in the program. However, such individual Employers must still make the contribution set forth in section 5.1.3.

Section 5.1.6
If an individual Employer opts out of the DFW program under section 5.1.4 or 5.1.5, prospective Employee/member who tests negative for any required drug and alcohol test will be reimbursed fifty dollars ($50.00) for taking such test. This expenditure is not for time worked, but for the undetermined amount of expense by the prospective employee/member. For existing employees who test negative for any such required drug and alcohol test, the employee will be paid his/her scheduled hourly wage rate and fringes for the time required to take the test.

Section 5.2 Welding Certifications
When an individual Employer requests a Certified Welder (Carpenter, Bridge & Highway Carpenter or Pile Driver) such Worker shall possess and maintain an active Certification Card from an Accredited Testing Laboratory certifying that he/she has passed an American Welding Society (AWS) standard three (3) position test within one (1) year of date of employment.

Section 5.2.1
Any Worker wishing to become so certified shall be entitled to take such test once a year from any Accredited Testing Laboratory and be reimbursed for cost of said test from the Southwest Mountain States Training Fund provided:

(a) Prior authorization for test was received from the Southwest Mountain States Training Fund;
(b) Test is passed; no reimbursement will be allowed for any test failures;
(c) Receipt of payment for such test must be submitted to the Southwest Mountain States Training Fund for reimbursement.

Section 5.2.2
If any welding card/certifications are needed which requires training outside of the normal working hours, the individual Employer and the Union shall meet and determine what compensation is needed.

Section 5.2.3
Any charges incurred for additional welding certifications required by the individual Employer, not listed in 4.2 above, shall be paid by the individual Employer. Any time the employee spends obtaining additional required welding certifications shall be paid at the applicable wage rate.

Section 5.2.4
When, as a condition of employment requires a certified welder to re-certify at the job site, the individual Employer shall provide the Employee with a copy of his or her certification papers.

Section 5.3
All requests by the Union for removal of an employee for non-payment of or failure to tender initiation fees and dues or for improper dispatch shall be made to the Employer in writing. The Employer then agrees to terminate the employee no later than the end of the next shift following the Employer's receipt of the Union's written request for such termination, provided the Union supplies, upon request, a replacement within the same period. The Employer agrees to notify the Union by fax or email of the number of represented employees and their names who were employed during that month upon request. The Union agrees to limit requests to no more than three times per year.

ARTICLE 6
CLASSIFICATIONS AND WAGE SCALES

Section 6.1
Classifications, wage rates, effective dates and duration will be in accordance with this Addendum and made a part of this Agreement:

Journeyman: Carpenter, Bridge and Highway Carpenter, Pile Driver, Drywall, Acoustical, Diver
Apprentice: Carpenter, Bridge and Highway Carpenter, Pile Driver, Drywall, Acoustical, Diver

Section 6.2 Monetary Increases
The hourly total wage and fringe package increases for the life of this five (5) year Agreement are effective on the dates indicated below:

June 1, 2025	$4.00 (for each group) to be allocated by Union
June 1, 2026	$3.00 (for each group) to be allocated by Union
June 1, 2027	Wage/Benefit Opener

Section 6.3 Distribution of Monies
The Union reserves the right to move monies within the "wage" package (Wages, Supplemental Dues, Health & Welfare, Pension, etc.)

ARTICLE 7
APPRENTICESHIP – FRINGE BENEFITS

Section 7.1
For 1st and 2nd Period Apprentices, the individual Employer shall pay wages and make contributions for Health & Welfare, Vacation, Supplemental Dues, Training, and CAF.

Section 7.2
For Apprentices in 3rd, 4th, 5th, 6th, 7th, and 8th periods the individual Employer shall pay wages and make contributions for Health & Welfare, Vacation, Pension, Supplemental Dues, Training, Drug Testing and CAF.

Section 7.3 Special Notes on Apprenticeship Monetary Packages

(a) Apprentice Carpenters in the 1st and 2nd periods, when working on any State or Federal prevailing wage projects, shall have their Pension Fund contributions. The dispatch department will notify the individual Employer when such apprentice is eligible for Pension Fund contributions.
(b) Carpenter Apprentices receive fringe benefits as indicated above and Zone Pay Differential.
(c) Pile Driver Apprentices receive full fringe benefits and Zone Pay Differential.

ARTICLE 8
APPRENTICESHIP PERCENTAGE RATES

Section 8.1
Percentages are based on the Journeyman taxable wage only. The progressive wage rate for each Apprentice Period is as follows:

CARPENTER APPRENTICESHIP RATE

First Period	60% of Journeyman Wage
Second Period	65% of Journeyman Wage
Third Period	70% of Journeyman Wage
Fourth Period	75% of Journeyman Wage
Fifth Period	80% of Journeyman Wage
Sixth Period	85% of Journeyman Wage
Seventh Period	90% of Journeyman Wage
Eighth Period	95% of Journeyman Wage

BRIDGE AND HIGHWAY CARPENTER AND PILE DRIVER APPRENTICESHIP RATE

First Period	60% of Journeyman Wage
Second Period	73% of Journeyman Wage
Third Period	75% of Journeyman Wage
Fourth Period	80% of Journeyman Wage
Fifth Period	83% of Journeyman Wage
Sixth Period	85% of Journeyman Wage
Seventh Period	90% of Journeyman Wage
Eighth Period	95% of Journeyman Wage

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ARTICLE 9
PUBLIC WORKS PROJECT DAVIS-BACON ACT AND RELATED STATUTES
ORS 279C.800 to 279C.870

Section 9.1
In the event an individual Employer bids a public job or project being awarded by a federal, state, county, city or other public entity which is to be performed at a predetermined and/or prevailing wage rate established or established by the Secretary of the U.S. Department of Labor (pursuant to Public Law 74-403 as amended by Public Law 88-349 whose regulations are contained in 29 CFR Parts 1, 3, 5 and 7, and which determinations are published in The Federal Register), or by the Commissioner of the Oregon Bureau of Labor and Industries (pursuant to ORS 279C.800 to 279C.870), or by the Director of the Washington Department of Labor and Industries (pursuant to RCW 39.12 .010 to RCW 39.12.900), the predetermined wage and fringe rate shall apply for a period not to exceed thirty (30) months. The total determined package may be reallocated between wages and fringes to reflect the current fringe rate in the Agreement at the time of advertisement for bid.

Section 9.2
The individual Employer shall, when requested in writing, supply accurate and reliable information on company stationery that will assist the Union in establishing the correct Davis-Bacon rates when responding to DOL requests for prevailing wage data.

Section 9.3
The WS-AUC and the Union agree to meet as soon as possible if any change is made in the present method of determining the prevailing wage rates which would be adverse to either party.

ARTICLE 10
CLASSIFICATIONS

Section 10.1 Carpenter – Group 1 (including, but not limited to):
* Acoustical and Drywall
* Automatic Nailing Machine
* Form Strippers
* Caulkers (Boat Construction)
* Instrument Men
* Manhole Builders
* Placing Precast Shapers
* Riggers, Burners
* Saw Filers
* Plastic Materials and Fiberglass
* Siding Application – Shingles
* Metal Studs

Toxic treated wood or steel material receives a premium of twenty-five cents ($0.25) per hour, eight (8) hour minimum.

Welders shall receive a (5%) premium per hour based on their Group's journeyman wage rate, with an eight hour minimum.

Section 10.2 Carpenter – Group 2
* Floor Layers and Floor Finishers (the laying of all hardwood floors nailed, and mastic set, parquet and wood-type tiles, and block floors, the sanding and finishing of floors, the preparation of old and new floors when the materials mentioned above are to be installed)

* Insulators (fiberglass and similar irritating material)
* Stationary Power Saw (eight (8) hour minimum)
* Working with charred material
* When a worker wears a facial mask with a remote cartridge
* Working on swinging, hanging non-rigid Bosun's chairs, supported from rope or cable on safety belt
* Working on the vertical hoist tower construction, pier construction, falsework, or similar type work over fifty feet (50') high

Toxic treated wood or steel material receives a premium of twenty-five cents ($0.25) per hour, eight (8) hour minimum

Welders shall receive a (5%) premium per hour based on their Group's journeyman wage rate, with an eight hour minimum.

Section 10.3 Carpenter – Group 3 (Bridge and Highway Carpenter)
* Builds and sets forms for concrete work and precast concrete used in the construction or maintenance of Bridges and Highway Construction. See "Carpenters Group 6 (Pile Drivers)" for formwork related to the construction of piles.
* For bridges over water, builds and sets forms for the piers, columns, or abutments of approaches to the first pier or abutment on the water's edge. See "Carpenter Group 6 (Pile Drivers)" for the first pier or abutment on the water's edge.
* Erects and removes falsework used to perform work under the Bridge and Highway construction classification. See "Carpenter Group 6 (Pile Drivers)" for the erection and removal of heavy timber and/or pile falsework.
* Strips and repairs reusable forms and reusable form materials, including component forms, for concrete work used in the construction of the Bridges and Highway construction
* Welders shall receive a (5%) premium per hour based on their Group's journeyman wage rate, with an eight hour minimum.
When working with creosote and other toxic, treated wood and steel material shall receive twenty-five cents ($0.25) per hour premium pay for eight (8) hour minimum.

Section 10.4 Carpenter – Group 4 (Pile Driver)
**See Pile Driver, Bridge, Dock, and Wharf Carpenters' Addendum
* Constructs bridges made of heavy timber
* Erects and removes falsework made of heavy timber
* Constructs such waterfront and marine facilities as docks, piers, wharves, bulkheads, jetties, and similar structures
* Erects and removes falsework used to perform work under Pile Driver classification
* Sets up equipment for raising and placing of piles
* Rigging of piles in leads, places cushion caps on piles to prevent splitting, guides piles, plumbs piles, and signals operators to begin or cease hammering unless controlled remotely from the ground
* Drives, sets, stays, stresses, proofs, splices, welds, cuts off and caps piles
* Drives sheet piling to shore and brace excavations related to pile driving work, including but not limited to the installation of lagging and all attachments to piles

* For bridges over water, erects forms for the capping of piles, piers, and columns and for the pier or abutment on land that is nearest to the water's edge. Strips and repairs such forms and form materials, including form components, if reusable
* Constructs and installs cofferdams and caissons, and places and removes all casings, permanent or temporary, required to install piling. Includes drilled vertical shafts that support piles or pylons.

Welders shall receive a (5%) premium per hour based on their Group's journeyman wage rate, with an eight hour minimum.

When working with creosote and other toxic, treated wood and steel material, diesel hammer, shall receive twenty-five cents ($0.25) per hour premium pay for minimum of eight (8) hours.

When working in sheet pile cofferdams or cells up to the external water level shall receive fifteen cents ($0.15) per hour premium pay for minimum of eight (8) hours

****NOTE:** A Pile Driver Foreman can supervise a crew on one rig only while such crew is engaged in driving pile.

Section 10.5 Diver and Diver Tender
**See Divers' Addendum

ARTICLE 11
ZONE PAY DIFFERENTIAL – REFERENCE CITIES

Section 11.1
The parties to the Agreement recognize that because of remoteness of area and other reasons, there is a great inequity between the living expenses of an employee providing for himself/herself and his/her family in the major metropolitan areas and those of an employee working in the remote areas within the large geographical area of this Agreement, and therefore, adopt the following provisions for wage scales.

Section 11.1.1
All Carpenter dispatches for the following Washington State counties: Cowlitz, Wahkiakum and Pacific will have the reference city of Longview. For Clark, Klickitat and Skamania, the reference city shall be Vancouver or Goldendale, whichever is closer to the work site; and mileage shall be computed from that point.

Section 11.2 Zone Pay Differential – Mileage and Rates – Carpenters, Bridge & Highway Carpenters, and Pile Drivers
When an individual Employer specifically transfers an employee, zone pay shall be based on the employee's original reference city with that Employer. This shall not apply to employees who voluntarily put themselves on an out-of-work list in another area.

Section 11.2.1
All jobs or projects located within thirty (30) miles of the respective city hall of the cities listed below shall receive the taxable rate of pay for all classifications (Zone A) as listed in Schedule "A".

Section 11.2.2
All jobs or projects located more than thirty (30) miles and less than forty (40) miles from the respective city hall of the cities listed below shall receive Zone "B" allowance. The taxable rate of pay shall be increased by one dollar and twenty-five cents ($1.25) per hour.

Section 11.2.3
All jobs or projects located forty (40) miles or more and less than fifty (50) miles from the respective city hall of the cities listed below shall receive Zone "C" allowance. The taxable rate of pay shall be increased by one dollar and seventy cents ($1.70) per hour.

Section 11.2.4
All jobs or projects located fifty (50) miles or more and less than sixty (60) miles from the respective city hall of the cities listed below shall receive Zone "D" allowance. The taxable rate of pay shall be increased by two dollars ($2.00) per hour.

Section 11.2.5
All jobs or projects located sixty (60) miles or more and less than seventy (70) miles from the respective city hall of the cities listed below shall receive Zone "E" allowance. The taxable rate of pay shall be increased by three dollars ($3.00) per hour.

Section 11.2.6
All jobs or projects located seventy (70) miles or more and less than one hundred (100) miles from the respective city hall of the cities listed below shall receive Zone "F" allowance. The taxable rate of pay shall be increased by five dollars ($5.00) per hour.

Section 11.2.7
All jobs or projects located one hundred (100) or more miles from the respective city hall of the cities listed below shall receive Zone "G" allowance. The taxable rate of pay shall be increased by ten dollars ($10.00) per hour. If the employee is required to remain overnight, the Employer and Union shall meet. When transportation or overnight accommodation of equal or greater value are provided by the Employer, the ten dollars ($10.00) per hour requirement may be waived.

Section 11.3 Reference Cities

(A) CARPENTERS FOR THE FOLLOWING CITIES:

Albany	Eugene	Lakeview	Portland
Astoria	Goldendale	Longview	Port Orford
Baker City	Grants Pass	Madras	Reedsport
Bend	Hermiston	Medford	Roseburg
Brookings	Hood River	Newport	Salem
Burns	Klamath Falls	Ontario	The Dalles
Coos Bay	La Grande	Pendleton	Tillamook
			Vancouver

(B) BRIDGE & HIGHWAY CARPENTERS / PILE DRIVERS FOR THE FOLLOWING CITIES:

Eugene	Medford	Portland	Bend
Longview	North Bend		

Section 11.4 Computation of Zone Pay Differential
It is agreed that for the purpose of determining the proper wage scale under this Agreement:

Section 11.4.1
All job or project locations shall be computed (determined) based on road miles and in the following manner. A mileage measurement will start at the entrance to the respective city hall, facing the project (if possible), and shall proceed by the normal route (shortest time-best road via google maps) to the geographical center on highway, railroad, and street construction projects (end of measurement). On all other project contracts, the geographical center where the major portion of the construction is located shall be considered the center of the project (end of measurement).

Section 11.4.2
All related jobs or projects (such as a crusher's location) shall, for the purpose of determining the proper pay zone rates, be considered as a part of the prime job, with the exception of jetties which, for the purpose of this Agreement, will have separate locations and may, therefore, have a different pay zone for the quarry and jetty sites.

Section 11.5 Bridge and Ferry Toll Fees
The individual Employer agrees to pay toll fees on bridges and ferries provided the employee shall furnish receipts for same. Receipts shall be turned in weekly.

Section 11.6 Job Site Transportation
Whenever, because of remoteness of parking areas, hazardous road conditions, or security restrictions, the Employer is required to furnish transportation for Workers within the work site to the place of their work and such transportation is furnished to the employee without cost to him/her, the equipment shall include seats and protection from the elements. Definite pickup and discharge points shall be determined. The time to leave from pickup point shall not exceed thirty (30) minutes prior to start of the shift. If there is more than thirty (30) minutes of time consumed from work site at the end of the shift to the point of pickup, the employee shall be paid at his/her regular wage rate for full round-trip time spent in job site travel both before and after his/her shift. It shall be the intent of this provision that job site travel from pickup point to work site and from work site to pick up point shall be approximately equal in time consumed, and it is also the intent that the employee will be required to be at the pickup points only in sufficient time to reach work site at his/her regularly established starting time. The project management and the Union will meet to establish any special conditions surrounding such manhaul operations. If such job site negotiations fail, the procedure set forth in this Agreement shall prevail.

Section 11.7 Camps
Where and when standard camp facilities are provided by the individual Employer, at or near the job site, the cost to the Employee shall be decided by mutual agreement between the Union and individual Employer. It is understood an Employee will be paid Zone A wages if he/she avails himself/herself of a camp facility. Use of a camp facility is solely the option of the Employee.

ARTICLE 12
WAGE SCALES

Oregon and Southwest Washington Carpenters Group 1 & 2 – Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classification: Carpenter (Group 1)		Base Pay After Deductions	Vacation	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Security	Appren	CCCC	CITF	TOTAL PACKAGE
General Foreman		53.29	1.50	2.07	56.86	5.87	0.00	9.34	0.65	0.00	0.15	$72.87
Foreman		52.26	1.50	2.07	55.83	5.87	0.00	9.34	0.65	0.00	0.15	$71.84
Journeyman		**48.12**	**1.50**	**2.07**	**51.69**	**5.87**	**0.00**	**9.34**	**0.65**	**0.00**	**0.15**	**$67.70**
95% Apprentice	8th Period	45.54	1.50	2.07	49.11	5.87	0.00	9.34	0.65	0.00	0.15	$65.12
90% Apprentice	7th Period	42.95	1.50	2.07	46.52	5.87	0.00	9.34	0.65	0.00	0.15	$62.53
85% Apprentice	6th Period	40.37	1.50	2.07	43.94	5.87	0.00	9.34	0.65	0.00	0.15	$59.95
80% Apprentice	5th Period	37.78	1.50	2.07	41.35	5.87	0.00	9.34	0.65	0.00	0.15	$57.36
75% Apprentice	4th Period	35.20	1.50	2.07	38.77	5.87	0.00	9.34	0.65	0.00	0.15	$54.78
70% Apprentice	3rd Period	32.62	1.50	2.07	36.18	5.87	0.00	9.34	0.65	0.00	0.15	$52.19
65% Apprentice	2nd Period	30.03	1.50	2.07	33.60	-	-	9.34	0.65	0.00	0.15	$43.74
60% Apprentice	1st Period	27.45	1.50	2.07	31.01	-	-	9.34	0.65	0.00	0.15	$41.15
Carpenter Helper		29.00	1.50	2.07	32.56	5.87	0.00	9.34	0.65	0.00	0.15	$48.57
						After 500 Hrs	After 500 hrs	After 250 Hrs				

Classification: Carpenter (Group 2)		Base Pay After Deductions	Vacation	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Security	Appren	CCCC	CITF	TOTAL PACKAGE
General Foreman		53.47	1.50	2.07	57.05	5.87	0.00	9.34	0.65	0.00	0.15	$73.06
Foreman		52.43	1.50	2.07	56.01	5.87	0.00	9.34	0.65	0.00	0.15	$72.02
Journeyman		**48.29**	**1.50**	**2.07**	**51.86**	**5.87**	**0.00**	**9.34**	**0.65**	**0.00**	**0.15**	**$67.87**
95% Apprentice	8th Period	45.69	1.50	2.07	49.27	5.87	0.00	9.34	0.65	0.00	0.15	$65.28
90% Apprentice	7th Period	43.10	1.50	2.07	46.67	5.87	0.00	9.34	0.65	0.00	0.15	$62.68
85% Apprentice	6th Period	40.51	1.50	2.07	44.08	5.87	0.00	9.34	0.65	0.00	0.15	$60.09
80% Apprentice	5th Period	37.91	1.50	2.07	41.49	5.87	0.00	9.34	0.65	0.00	0.15	$57.50
75% Apprentice	4th Period	35.32	1.50	2.07	38.90	5.87	0.00	9.34	0.65	0.00	0.15	$54.91
70% Apprentice	3rd Period	32.73	1.50	2.07	36.30	5.87	0.00	9.34	0.65	0.00	0.15	$52.31
65% Apprentice	2nd Period	30.13	1.50	2.07	33.71	-	-	9.34	0.65	0.00	0.15	$43.85
60% Apprentice	1st Period	27.54	1.50	2.07	31.12	-	-	9.34	0.65	0.00	0.15	$41.26

Oregon and Southwest Washington Carpenters Group 3 & 4 (Millwrights)
**See the Millwright Regional Master Agreement.

Oregon and Southwest Washington Carpenters Group 5 – Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classification: Bridge & Highway Carpenter (Group 5)		Base Pay After Deductions	Vacation	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Security	Appren	CCCC	CITF	TOTAL PACKAGE
General Foreman		53.93	1.50	2.09	57.52	5.87	0.00	9.34	0.65	0.00	0.15	$73.53
Foreman		52.88	1.50	2.09	56.47	5.87	0.00	9.34	0.65	0.00	0.15	$72.48
Journeyman		**48.70**	**1.50**	**2.09**	**52.29**	**5.87**	**0.00**	**9.34**	**0.65**	**0.00**	**0.15**	**$68.30**
95% Apprentice	8th Period	46.08	1.50	2.09	49.68	5.87	0.00	9.34	0.65	0.00	0.15	$65.69
90% Apprentice	7th Period	43.47	1.50	2.09	47.06	5.87	0.00	9.34	0.65	0.00	0.15	$63.07
85% Apprentice	6th Period	40.85	1.50	2.09	44.45	5.87	0.00	9.34	0.65	0.00	0.15	$60.46
83% Apprentice	5th Period	39.81	1.50	2.09	43.40	5.87	0.00	9.34	0.65	0.00	0.15	$59.41
80% Apprentice	4th Period	38.24	1.50	2.09	41.83	5.87	0.00	9.34	0.65	0.00	0.15	$57.84
75% Apprentice	3rd Period	35.63	1.50	2.09	39.22	5.87	0.00	9.34	0.65	0.00	0.15	$55.23
73% Apprentice	2nd Period	34.58	1.50	2.09	38.17	-	-	9.34	0.65	0.00	0.15	$48.31
60% Apprentice	1st Period	27.78	1.50	2.09	31.37	-	-	9.34	0.65	0.00	0.15	$41.51

Oregon and Southwest Washington Carpenters Group 6 (Pile Drivers)
**See Pile Driver, Bridge, Dock, and Wharf Carpenters' Addendum

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CASCADIA REGIONAL MASTER AGREEMENT PILE DRIVER, BRIDGE, DOCK, AND WHARF CARPENTERS' ADDENDUM

This Addendum is attached and part of the Cascadia Regional Master Agreement negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024 through May 31, 2028 and shall cover the work more specifically defined herein within Pile Driver, Bridge Carpenter Dock Builder and Wharf Carpenter classifications and located within the states of Alaska, Oregon, Washington, and Northern Idaho, ; and may be adopted for coverage in other territories under the jurisdiction of the Western States Regional Council of Carpenters.

ARTICLE 1
COVERAGE

Section 1
In addition to the work identified in Article 3 of the Cascadia Regional Master Agreement, the Pile Drivers claim the operation of the following types of equipment when the operation of same is incidental to that work which falls under the jurisdiction of the United Brotherhood of Carpenters and Joiners of America; mechanical forklifts of all types, boom trucks and any other mobile equipment in the construction of waterfront and marine facilities, such as docks, piers, wharves, bulkheads, jetties, bridges, and similar structures, the Pile Driver classification shall apply up to and including the decking thereof.

Section 1.2
On all pile driving and caisson work, on both land and water, the Pile Driver classification shall apply. General pile driving work shall include all labor employed in the barking, shoeing, splicing, lagging, form building, heading, centering, placing, driving, staying, framing, fastening, automatic pile threading, pulling, and/or welding, cutting off of all piling of every type or nature. This shall include, but is not limited to, wooden piles, pin pile, steel sheet piles, soldier piles, steel H piles, pipe piles, pile-jackets, composite piles, cast-in-place piles with and without rebar placement, drill shaft, Tubex piles, Tubex grout injection piles, geo piles, soil improvement piles, sand piles, augured cast in place piles, CISS and CIDH, concrete piles, as well as similar pre-cast structural and structural. Steel shapes or units the setting of which is performed with a Pile driver, derrick, crane or similar power equipment. The fabrication, forming, handling, and setting of all such pre-cast, pre-stressed and post-stressed and structural steel shapes that are an integral part of any heavy structure whether performed at the immediate jobsite, at the Contractor's yard or at temporary or permanent facilities established for the purpose of pre-casting, pre-stressing, and post-stressing such shapes, shall be done at the Pile Drivers, Wharf and Dock Builders classification and scale.

(a) **Unloading, Storage, or Movement of Piling:** Labor employed in the rafting, boring, reeving, dogging, or booming of piles, pile rebar cages or other material for use in or on the structures hereinafter specified. This shall include the unloading of piling structural steel wood and composite material of all types together with the waling and bracing thereof, from railroad cars, trucks, and barges at the jobsites.

(b) **Heavy Structures:** These structures shall include all wharves, docks, piers, Gangways, Breakwaters, jetties, seawalls, ferry slips, dry docks, graving docks, cofferdams, caissons, trestles, overhead crossings, underpasses, underwater structures, subaqueous pipelines, underwater power, and fiber optics cables, anchor and anchor cables, seaplane ramps, waterfront bulkhead, bunkers, snow sheds, towers, heavy trusses, and other similar heavy structures. In the construction of the above-mentioned heavy structures, the following conditions shall include capping of all piling including cast in drilled hole piling and caissons. This shall include the footing forms capping the piling and in cases where the piling extends into the

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girder, beam, or abutment the soffit and side forms of these members. In no case will the forming of any deck be included as capping.

(c) In the construction of concrete or steel bridges over land, highways, railroads, overpasses, cloverleafs, interchanges, or bridges over man-made canals, aqueducts, spillways, and man-made water retaining areas, the Pile Driver classification shall apply to the driving of piles, caissons, and drilled-in-place piling. The fabrication and erection of the forms for the capping of piles, caissons, or drilled-in-place piling shall come under the Pile Driver classification. This shall include the placing of wooden or steel capping or any substitute thereof.

(d) Any other formwork above the cap, pertaining to the construction operations herein noted above, shall be performed under the Bridge Builders/Bridge Carpenter classification. This shall also include bridges over man-made canals, aqueducts, spillways, and man-made water retaining areas if constructed prior to the water being released or turned into the area.

(e) **Tunnels**: The division between Pile Drivers' and miners' work on subways or tunnels, where the interior is to be constructed by tunneling methods, shall be at the portal of the subway or tunnel.

(f) **Subaqueous Pipe:** The handling, setting, and joining of subaqueous pipe, including immediate approaches thereto, requiring the use of derricks, pile drivers, gantries, or cradles in the laying, and directional drilling, shall be considered as belonging to the Pile Drivers classification.

(g) **Movement of Heavy Masses:** Labor employed in the moving, cribbing, and placing of heavy machinery, boilers, tanks, guns, floating buoys, floating barriers/fences and anchors or similar masses where pile driver, derrick, or similar power equipment is used.

(h) **Sewers:** In the construction of open-cut sewers the Pile Driver classification shall apply on all piling including wood, steel, or concrete sheet piling, all bracing timber, and formwork incidental to the construction thereof.

(i) **Reconstruction, Repair, Dismantling, Demolition, or Salvage:** Labor performed in the reconstruction, repair, wrecking, dismantling, demolition, or salvaging of any of the foregoing structures shall be included to the same extent as labor employed in the new construction of such structures. In salvage operations, the term "underwater structure" shall include beached or sunken vessels and other heavy marine equipment, and such salvage work may be done in conjunction with the work done by divers. All work in support of salvage operation including but not limited to all environmental oil and material booming and hazardous material control with removing of fuel and any other product will be done at the Pile Driver classification.

(j) Moving and spotting of pile driver equipment, floating derricks, and barges in connection with the work covered by Section I shall be performed at the Pile Driver classification and scale.

(k) The moving, spotting, and rigging of floating equipment for the purpose of exploration drilling shall be performed at the Pile Driver's classification and scale.

(l) All construction work where a boat and or Derek barge is utilized to perform the work shall be performed at the Pile Driver's classification and scale.

(m) All demolition of marine construction facilities platforms, docks, wharfs, bridges, and piers shall be performed at the Pile Driver's classification and scale.

(n) All construction work performed over water less than 100 feet shall be performed at the Pile Driver's classification and scale this includes all boat operation in conjunction with construction.

(o) Operating any power equipment used for pile driving, with drop-hammers and drums and hoists on A-frame type fixed leads on floating rigs shall be performed at the Pile Driver's classification and scale.

(p) All environmental marine booming and boat work that is in support of fueling marine vessels will be performed at the Pile Driver's rate classification and scale.

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ARTICLE 2
WORKING RULES

Section 2.1 Overtime Rates
Unless otherwise specified specifically in an area addendum, all overtime Monday through Friday shall be at the rate of one and one-half (1½) times the regular straight time hourly rate for the first four hours of overtime worked and shall be paid at double the straight time hourly rate after twelve hours of work. Saturday, unless it is a makeup day, shall be at the rate of one and one-half (1½) times the straight time rate for the first eight (8) hours of work and double (2) the straight time hourly rate after eight hours of work. All hours worked on Sundays and Holidays shall be paid at double the straight time hourly rate.

Section 2.2 Tide Work
When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents ($0.75) per hour above the normal hourly rate.

Section 2.3 Safety
(a) When Pile Drivers are requested to work in inclement weather, it is the responsibility of the Employer to furnish each Pile Driver with an adequate set of foul weather equipment.
(b) All State and Federally approved safety orders shall be observed by the Employer and the employees.
(c) The Employer agrees to make available for the use of Pile Drivers a safe place to store tools and change clothing before or after shifts. This provision shall apply only on pile driving jobs of three (3) or more days duration.

Section 2.4 Alternative wage rates
When Pile Drivers are working in the business of erecting, constructing, installing and dismantling offshore drilling platforms in all West Coast Coastal waters within or adjacent to the geographical area of the agreement, and the Pile Drivers are performing identical duties or work with Ironworkers, the Pile Driver shall be entitled to the more favorable working conditions including but not limited to, wages, travel expenses and subsistence.

ARTICLE 3
CREW SIZE

Section 3.1 Crew size
When Pile Drivers are engaged in recognized pile driving work for the majority of the shift time (including the pulling of piling), the following minimum number of the workforce shall compromise the crew.

The following crew sizes are recognized under normal operation as stated in this paragraph; however, the Employer may, by mutual agreement with the Union, modify the crew sizes.

(a) **Pile Driver, Water Rig, Swinging or Stable Leads from Derrick Crane or A-Frame on Scow or Barge**
3 Pile Drivers and 1 Pile Driver Foreman
(b) **Pile Driver (Crawler or Crane) Swinging or Stable Leads**
3 Pile Drivers and 1 Pile Driver Foreman
(c) **Driving Wicks**
1 Pile Driver
(d) **Vibratory Hammer for Driving Pile**
3 Pile Drivers and 1 Pile Driver Foreman
(e) **Lagging Hammer, (pneumatic) Swinging from Line of Power Equipment of any kind**
2 Pile Drivers*

(f) **Derrick Barges**
2 Pile Drivers and 1 Pile Driver Foreman
(g) **When working with other trades**
1 Pile Driver and 1 Pile Driver Foreman
(h) **Floating Rig, placing A-rock**
2 Pile Drivers*
(i) **Derrick Barge used to overhaul or set oil pipeline moorings at the site of operations** (exclusive of Divers and Tenders)
5 Pile Drivers and 1 Pile Driver Foreman.

ARTICLE 4
ZONE PAY DIFFERENTIAL

Section 4.1 Pile Driver, Bridge, Dock, and Wharf Builders' Zone Pay:
Zone pay differential to be computed from the city hall of the respective dispatch points in Everett WA, Tacoma WA, Seattle WA, Spokane WA, Portland OR and Anchorage AK or the employee's primary residence whichever one is closer.

Zone A: 0 - 25 radius miles Free
Zone B: Over 25 – 35 radius miles $1.75 per hour
Zone C: Over 35 – 45 radius miles $2.05 per hour
Zone D: Over 45 – 50 radius miles $2.45 per hour
Zone pay shall not apply to over a fifty (50) mile radius per Article 5, Section 2 below.

ARTICLE 5
TRAVEL & SUBSISTENCE

Section 5.1
The Individual Employer agrees to pay travel time involved from the point of mandatory embarkation to the site of all construction projects. Time paid for travel time is to be paid at the straight-time rates on any day of the week and is not to be counted for overtime computation. If an employee is directed to operate a vehicle for the direct purpose of transporting company equipment and/or employees to or from a jobsite the limitations on overtime computation do not apply. If an employee is directed to perform work while travelling the employee shall be paid at the appropriate rate.

Section 5.2 Per Diem
The Individual Employer agrees to provide each employee a per diem of forty dollars ($40.00) for food if the project is further than fifty (50) miles calculated via the "shortest route" filter using Google Maps from the address of the city hall of the respective dispatch points in Everett WA, Tacoma WA, Seattle WA, Spokane WA, Portland OR and Anchorage AK or the employees primary residence whichever one is closer.

Section 5.3
If the project is located on an Island or peninsula and or further than seventy (70) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of the respective dispatch points listed above or the employees primary residence whichever one is closer and is more than a one-day job, the Employer agrees to furnish acceptable single occupancy lodging to each employee. Employers are encouraged to us commercial facilities and lodges, however, when such facilities are not available, per diem in lieu of room and lodging shall be paid at the rate of one hundred and fifty dollars ($150.00) or the federal standard for the geographical area where the work is to be performed (www.gsa.gov/travel/plan-book/per-diem-rates or https://www.gsa.gov/). Per diem in lieu of room and lodging shall be paid from the date of hire for the project to the date of termination of employment on the project. When the Employer provides camp or board and lodging,

the cost will be absorbed by the Employer. The applicable travel shall apply on the first and last day of employment. If the employee quits of his/her own volition prior to five (5) days of employment, travel expenses shall be allowed for the first day only. Jobs in remote areas where camp or board and lodging is not provided, and housing is inadequate or cost for housing is prohibitive, the Employer will make every effort to arrange for housing at reasonable rates for their employees.

ARTICLE 6
REMOTE PROJECTS

Section 6.1
On dam, hydro-electric, offshore oil, offshore wind, building projects and other remote engineering projects such as airports, refineries and radar or radio installations, but not limited thereto, where the individual Employer provides camp or board and lodging, required travel time will be paid for the initial trip to the project and for the return. Payment of travel time on the return trip will be paid to all employees, including discharges and layoff; the only exception that shall apply will be as to those employees who voluntarily quit or are terminated for cause.

ARTICLE 7
CERTIFICATION TEST

Section 7.1
Any special certification test of a qualified Pile Driver Welder, taken for the convenience of the Individual Employer, shall be paid by the Individual Employer. Before a qualified Pile Driver Welder commences the welding test, they shall be placed on the payroll of the Individual Employer. A qualified Pile Driver Welder is one who has passed a qualification test, acceptable to the Individual Employer, given by a recognized testing laboratory within the area covered by this Agreement. The Individual Employer shall furnish the Pile Driver Welder with a copy of the certification papers if they remain on the job to its completion or for thirty (30) days, whichever comes first.

ARTICLE 8
WAGE SCALES

Section 8.1
Alaska Pile Driver, Bridge, Dock, and Wharf Carpenters – Effective August 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classifications: Pile Driver, Bridge, Dock and Wharf Builders		Base Pay	Supp Dues	Total Taxable Wages	Annuity	Health & Security	Appren	CITF	WSCAF	TOTAL PACKAGE
General Foreman (25% above Journeyman)		56.01	1.85	57.86	15.82	8.75	1.61	0.14	0.10	$84.28
Foreman (15% above Journeyman)		51.38	1.85	53.23	15.82	8.75	1.61	0.14	0.10	$79.65
Working Foreman (12.5% above Journeyman)		50.23	1.85	52.08	15.82	8.75	1.61	0.14	0.10	$78.50
Journeyman		**44.44**	**1.85**	**46.29**	**15.82**	**8.75**	**1.61**	**0.14**	**0.10**	**$72.71**
Welder/Certified Weld Inspector (CWI)		50.00	1.85	51.85	15.82	8.75	1.61	0.14	0.10	$78.27
Certified Welder/Toxic Worker		45.44	1.85	47.29	15.82	8.75	1.61	0.14	0.10	$73.71
4th Period Apprentice	90%	39.81	1.85	41.66	15.82	8.75	1.61	0.14	0.10	$68.08
3rd Period Apprentice	80%	35.18	1.85	37.03	15.82	8.75	1.61	0.14	0.10	$63.45
2nd Period Apprentice	70%	30.55	1.85	32.40	15.82	8.75	1.61	0.14	0.10	$58.82
1st Period Apprentice	60%	25.92	1.85	27.77	15.82	8.75	1.61	0.14	0.10	$54.19

Oregon and Southwest Washington Pile Drivers – Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classification: Piledriver (Group 6)		Base Pay After Deductions	Vacation	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Security	Appren	CCCC	CITF	TOTAL PACKAGE
General Foreman		54.29	1.50	2.11	57.89	5.87	0.00	9.34	0.65	0.00	0.15	$73.90
Foreman		53.24	1.50	2.11	56.84	5.87	0.00	9.34	0.65	0.00	0.15	$72.85
Journeyman		**49.02**	**1.50**	**2.11**	**52.63**	**5.87**	**0.00**	**9.34**	**0.65**	**0.00**	**0.15**	**$68.64**
95% Apprentice	8th Period	46.39	1.50	2.11	50.00	5.87	0.00	9.34	0.65	0.00	0.15	$66.01
90% Apprentice	7th Period	43.76	1.50	2.11	47.37	5.87	0.00	9.34	0.65	0.00	0.15	$63.38
85% Apprentice	6th Period	41.13	1.50	2.11	44.74	5.87	0.00	9.34	0.65	0.00	0.15	$60.75
83% Apprentice	5th Period	40.08	1.50	2.11	43.68	5.87	0.00	9.34	0.65	0.00	0.15	$59.69
80% Apprentice	4th Period	38.50	1.50	2.11	42.10	5.87	0.00	9.34	0.65	0.00	0.15	$58.11
75% Apprentice	3rd Period	35.87	1.50	2.11	39.47	5.87	0.00	9.34	0.65	0.00	0.15	$55.48
73% Apprentice	2nd Period	34.81	1.50	2.11	38.42	5.87	0.00	9.34	0.65	0.00	0.15	$54.43
60% Apprentice	1st Period	27.97	1.50	2.11	31.58	5.87	0.00	9.34	0.65	0.00	0.15	$47.59

Western and Central Washington Pile Drivers – Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classification:		Vacation/ PTO	Supp Dues	Hourly Wage	Pension*	Annuity	Health & Security	Appren	CITF	C/CCC	CAT	Contract Admin**	TOTAL PACKAGE
General Foreman (15% above Journeyman)		3.00	2.91	72.48	5.91	1.00	9.34	0.93	0.14			0.15	**89.95**
Foreman (10% above Journeyman)		3.00	2.91	69.33	5.91	1.00	9.34	0.93	0.14	-	-	0.15	**$86.80**
Piledriver Carpenter		**3.00**	**2.91**	**63.03**	**5.91**	**1.00**	**9.34**	**0.93**	**0.14**	**-**	**-**	**0.15**	**$80.50**
8th Period Apprentice	95%	3.00	2.91	59.88	5.91	1.00	9.34	0.93	0.14	-	-	0.15	**$77.35**
7th Period Apprentice	90%	3.00	2.91	56.73	5.91	1.00	9.34	0.93	0.14	-	-	0.15	**$74.20**
6th Period Apprentice	85%	3.00	2.91	53.58	5.91	1.00	9.34	0.93	0.14	-	-	0.15	**$71.05**
5th Period Apprentice	80%	3.00	2.91	50.42	5.91	1.00	9.34	0.93	0.14	-	-	0.15	**$67.89**
4th Period Apprentice	75%	3.00	2.91	47.27	5.91	1.00	9.34	0.93	0.14	-	-	0.15	**$64.74**
3rd Period Apprentice	70%	3.00	2.91	44.12	5.91	1.00	9.34	0.93	0.14	-	-	0.15	**$61.59**
2nd Period Apprentice	65%	3.00	2.91	40.97	5.91	1.00	9.34	0.93	0.14	-	-	0.15	**$58.44**
1st Period Apprentice	60%	3.00	2.91	37.82	-	-	9.34	0.93	0.14	-	-	0.15	**$48.38**

Western & Central Bridge, Dock and Wharf Carpenter - Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classification:		Vacation/ PTO	Supp Dues	Hourly Wage	Pension*	Annuity	Health & Security	Appren	CITF	C/CCC	CAT	Contract Admin	TOTAL PACKAGE
General Foreman (15% above Journeyman)		3.00	2.96	72.54	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**89.96**
Foreman (10% above Journeyman)		3.00	2.96	69.39	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**$86.81**
Bridge Dock Wharf Carpenter		**3.00**	**2.96**	**63.08**	**5.91**	**1.00**	**9.34**	**0.93**	**0.14**	**-**	**-**	**0.10**	**$80.50**
8th Period Apprentice	95%	3.00	2.96	59.93	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**$77.35**
7th Period Apprentice	90%	3.00	2.96	56.77	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**$74.19**
6th Period Apprentice	85%	3.00	2.96	53.62	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**$71.04**
5th Period Apprentice	80%	3.00	2.96	50.46	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**$67.88**
4th Period Apprentice	75%	3.00	2.96	47.31	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**$64.73**
3rd Period Apprentice	70%	3.00	2.96	44.16	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**$61.58**
2nd Period Apprentice	65%	3.00	2.96	41.00	5.91	1.00	9.34	0.93	0.14	-	-	0.10	**$58.42**
1st Period Apprentice	60%	3.00	2.96	37.85	-	-	9.34	0.93	0.14	-	-	0.10	**$48.36**

ARTICLE 9
HUTCHESON LETTERS

Section 9.1 Clarification of Carpenters and Pile Drivers Work

M. A. Hutcheson, General President, United Brotherhood of Carpenters and Joiners of America Letters

The Western States Association of Union Contractors hereby adopts and incorporates the following interpretations to apply to all pile driving work covered by the Cascadia Regional Master Agreement. Therefore, we incorporate by reference the letters dated May 19, 1955, and February 18, 1970, from M. A. Hutcheson, General President, United Brotherhood of Carpenters, and Joiners of America, as well as the questions submitted by Contractors on July 17, 1955, requesting clarification of the May 9, 1955, letter and the answers submitted by subcommittee of the General Executive Board of the United Brotherhood of Carpenters.

(Letter, dated May 9, 1955, from Mr. M. A. Hutcheson, General President, United Brotherhood of Carpenters and Joiners of America.)

"I am herewith submitting the findings of the General Executive Board on the controversy between Carpenters and Pile Drivers classifications in the West Coast area. The Subcommittee convened Wednesday, July 15, 1954, and Thursday, July 16, 1954, in the Empire Room of the Sir Francis Drake Hotel, San Francisco, California. Testimony was received from forty-seven (47) witnesses representing Local Unions, District Councils, and State Councils from the states of California, Oregon, and Washington. As indicated in the matter supplied to the Subcommittee from the General Office, we found that the main points of difference existing between the branches of our membership on the West Coast were:

(1) An interpretation of what constitutes the girder capping the piles.

(2) What classification of our membership shall apply in the placing and erection of false work.

Additional clarification of what work properly comes under the classification of Pile Driver would help in clarifying the issues involved between both branches of our Brotherhood on the West Coast:

(1) In the construction of waterfront and marine facilities, such as docks, piers, wharves, bulkheads, jetties, and similar structures, the pile driver classification should continue to apply, up to and including the decking thereof.

(2) On all pile driving and caisson work on both land and water, the Pile Driver classification should apply.

(3) In the construction of wooden bridges whether over land or over water, when composed of heavy timber, the Pile Driver classification should apply.

(4) In the construction of concrete or steel bridges over land, the Pile Driver classification shall apply to the driving of piles and/or caisson work including the forms required for the capping of the piles or caissons immediately top of the piles or caissons. The capping of the piles is herein interpreted as being that concrete, wood, or other material resting on the top of the piles where driven or placed and does not include any further form work above the capping. In many instances it has been found that the capping is called the girder. The above shall apply on such concrete or steel bridges constructed over land, highways, railroads, overpasses and include cloverleafs, interchanges, etc.

(5) In the construction of concrete or steel bridges over water, the Pile Driver classification shall apply up to and including all of the form work to the top of the column, piers, or abutments supporting the steel and/or any other superstructures.

(6) In the erection of false work, when necessary for the support of work under the Pile Driver classification, then such false work shall fall within their classification. False work necessary for the support of work under the Carpenter classification shall be done within such Carpenter classification, with the exception that where pile driving or power equipment is used for heavy timber false work, then such work shall come under the Pile Driver classification. This would include all rigging, signaling, and tagging incidental to the placing of the heavy timber.

(7) In the construction of open-cut sewers, the Pile Driver classification shall apply on all piling including wood, steel or concrete sheet piling, all bracing timber and form work incidental to the construction thereof. In concluding this report, the General Executive Board believes that the defining of the words girder capping the piles herein outlined will tend to solve much of the misunderstanding that has existed between the two (2) classifications of our membership on the West Coast.

All of the above shall be effective only in the West Coast area where the controversy occurred.
Signed M. A. Hutcheson
General President"

(Questions submitted by Contractors on July 17, 1955, requesting clarification of Mr. Hutchesons letter of May 9, 1955, and Answers submitted by subcommittee of the General Executive Board, United Brotherhood of Carpenters.)

Q. 1: What did you intend to constitute a bridge over water within the meaning of Paragraph (5) of your letter?
(a) For example, two (2) parallel concrete highway structures were constructed under a single contract over U.S. Highway 101, the railroad tracks of the Northwestern Pacific Railroad and Petaluma Creek. The overall length of the structures was approximately 900 feet. The structures were erected in three (3) sections. The first section, which was approximately 360 feet long, was constructed over the highway and the railroad tracks and terminated at a coffer-dam and piers at the south bank of the creek. The second section, which was approximately 415 feet long, extended from a highway fill across agricultural land to a cofferdam and piers at the north bank of the creek. The third section, which was approximately 115 feet long, consisted of 16 precast, 75-ton concrete girders extending over Petaluma Creek which were put in place by a floating derrick. Would you have intended that the 115 feet section spanning the creek, which constitutes less than 1/8th of the entire structure, would make the

entire structure a bridge over water? Or would the term bridge over water be limited to the section which actually spanned the creek?

A: On bridge over water the columns or abutments in water and at the waters edge or the first column or abutment on land adjacent to waters edge, shall come under the Pile Driver classification.

Q. 2: (b) For another example, a concrete structure was constructed across the Salinas River. During the dry season, covering the entire construction period, the riverbed was crossed by a road which carried heavy truck traffic. Would you intend this structure to be a bridge over water?

A: Still considered a bridge over water and covered by classification of Paragraph (5) in answer to question 1 (a).

Q. 3: (c) Did you intend the term bridge over water to include a structure being constructed over a dry bypass which is designed to carry water only during flood conditions, which occur only once in several years?

A: The answer is yes. Similar to clarification of question 1 (b) and is considered a bridge over water.

Q. 4: (d) Did you intend the term bridge over water to include a structure over a ravine or other depression which carries water, if at all, only during the spring runoff and outside of the construction period?

A: The answer is yes. Same as answer to question 1 (b) and is considered as a bridge over water as qualified in clarification of question 1 (a).

Q. 5: (e) Did you intend the bridge over water to include a structure over a man-made canal or aqueduct?

A: Same answer as in 1 (a), 1 (b), 1 (c) and 1 (d). All clarifications of paragraph 5 of findings of the General
Executive Board of May 13, 1955, and referring to concrete or steel bridges over water is based upon piles being driven, caissons sunk or cofferdams erected by Pile Drivers under Pile Driver classification on such concrete or steel bridge foundations.

Q. 6: Under Paragraph (6) of your letter dated May 9, 1955, did you intend the false work necessary for the support of the deck of a concrete or steel bridge over water to carry the Carpenter classification, except while pile driving or power equipment is used for heavy timber false work?

A: The answer is yes. False work necessary for the support of the decking of a concrete or steel bridge over water shall come under the Carpenter classification. False work for such decking is under the Carpenter classification excepting where pile driving or power equipment is used.

Q. 7: Did you intend the term pile driving or power equipment, as used in Paragraph (6) of your letter, to mean pile driver, derrick, or similar power equipment?

A: The Subcommittee feels that the words pile driving or power equipment are in themselves completely explanatory and feels that no further definition is required for anyone acquainted with the construction industry.

Q. 8: Do forms constructed on the ground out of 2x4 and 2 x 6 lumber and 5/8 plywood constitute heavy timber false work, within the meaning of Paragraph (6) of your letter, merely for the reason that, when assembled, they must be put in place by power equipment?

A: The Subcommittee does not interpret forms to be heavy timber false work within the meaning of Paragraph (6). If any dimension forms are fabricated on the ground for work coming under the Carpenter classification, then such forms can be put in place by power equipment under the Carpenter classification. Forms coming under the Pile Driver classification as outlined in the findings of the General Executive Board shall be installed or placed under such Pile Driver classification. If heavy timber false work, consisting of supports for forms, installed under Carpenter classification and pile driving or power equipment is used, then such installation of heavy timber false work shall be done under the Pile Driver classification as plainly stated in Paragraph (6) of the General Executive Boards finding.

Q. 9: Does Paragraph (7) of your letter refer only to work within the recognized jurisdiction of the Pile Drivers Union?

A: The Subcommittee of the General Executive Board feels that Paragraph (7) is so plainly worded without any limitations that anybody familiar with the construction industry can clearly understand this paragraph without any interpretations being required."

(Letter, dated December 12, 1967, to Mr. M. A. Hutcheson, General President United Brotherhood of "Carpenters and Joiners of America.)

"Re: Carpenter-Pile Driver matter in West Coast area.

In complying with your request, the Subcommittee of the General Executive Board, appointed by you to review the 1955 General Executive Board Decision on West Coast Carpenter-Pile Driver matter, have met several times to consider the new problems that have arisen since the 1955 Board decision.

Your Subcommittee held two (2) days of hearings at the Del Web Town House in San Francisco, California, on March 21 and March 22, 1967, at which sixty-three (63) Officers and Business Representatives of our subordinate Locals and District and State Councils testified on the subject matter. In addition, twelve (12) representatives of various Contractors Associations met with your subcommittee and presented their points of view on several issues relative to new methods and techniques developed in the years since the original 1955 decision. The transcript of the hearings consisted of several hundred pages and the General Office is in possession of a copy of same. The hearings brought out that the principal items of work where there were different opinions and interpretations amongst our membership, and also between the Employers and our membership, mainly consisted of the following:

(A) Dry Aqueduct or Canal Structures
(B) Building Foundations
(C) Tank Foundations
(D) Base Foundations for Machinery, Equipment and Stanchions
(E) The Erection of False work, including Metal Tubular or Tinker Toy Material used as false work.

Your Committee, after careful review of the transcript of the March 21 and March 22, 1967, hearings, finds it necessary to further clarify the intentions of the General Executive Board decision of May 1955, and to modify where necessary consistent with the evidence presented to the Subcommittee at this March 1967 hearing, in order to guide our West Coast membership in their jurisdictional differences on work issues and to assist our employees in the correct and harmonious operations of their projects. The work jurisdiction of our Carpenters and Pile Driving
branches for our Brotherhood on the West Coast shall be as follows:

A. *(1) In the construction of waterfront and marine facilities, such as docks, piers, wharves, bulkheads, jetties and similar structures, the Pile Driver classification shall continue to apply, up to and including the decking thereof.*

(2) On all pile driving and caisson work, on both land and water, the Pile Driver classification shall apply.

(3) In the construction of heavy timber, wooden, bridges, whether over land or over water, the Pile Driver classification shall apply.

(4) In the construction of concrete or steel bridges over land, highways, railroads, overpasses, cloverleafs, interchanges, or bridges over man-made canals, aqueducts, spillways, and man-made water retaining areas, the Pile Driver classification shall apply to the driving of the piles, caissons and drilled-in-place piling. The fabrication and erection of the forms for the capping of piles, caissons, or drilled-in place piling shall come under the Pile Driver classification. This shall include the placing of wooden or steel capping or any substitute thereof. Any other form work above the cap, pertaining to the construction operations herein noted above, shall be performed under the Carpenter classification. This shall also

include bridges over man-made canals, aqueducts, spillways, and man-made water retaining areas, if constructed prior to water being released or turned into the area.

(5) In the construction of concrete or steel bridges over water, the fabrication and erection of form work for the pier or piers in the water area, and the pier or abutment, on land, nearest to the waters edge, shall be under the Pile Driver classification. This shall include the fabrication and erection of the form work to the top of the pier, column and abutment supporting the steel and/or any other superstructure.

The fabrication and erection of forms for the piers, columns, or abutments for the approaches to the first pier or abutment on water's edge, shall be under the Carpenter classification. This shall apply also on a bridge over an area where the flow of water has been temporarily diverted.

B. Building Foundations

All form work required on building foundations shall be under the Carpenter classification, irrespective of the use of
piles or caissons.

C. Capping of Piles or Form Work on Tank Foundations

The capping of piles and form work in connection therewith, when there is no other carpenter form work involved above the capping or floor base of tank, shall be under the Pile Driver classification. Where further carpenter work is required above the capping or tank base, then the Carpenter classification shall apply on entire operation, including the forms for pile capping and/or tank base.

D. Base Foundations for Machinery, Equipment and Stanchions

The fabrication and erection of all forms for machinery, bases, equipment, or stanchions shall be under the Carpenter classification, irrespective of the use of piles or caissons.

E. The Erection of false work, including Metal Tubular (or Tinker Toy) Material used as false work.

The erection of false work necessary for the support of work under the Pile Driver classification comes under their classification. False work necessary for the support of the work under the Carpenter classification shall be governed by their classification, except on a project where pile driving power equipment is used. The rigging, signaling, tagging and other incidental work shall be under the classification for whom the work is designated by this paragraph.

With the exception of these revisions of the West Coast Carpenters-Pile Driver decision as rendered by the General
Executive Board in May 1955, any other portions or clarifications of items contained in the 1955 decision of the General Executive Board shall remain in full force and effect.

Respectfully submitted,
Charles Johnson, Jr.
Raleigh Rajoppi
Charles E. Nichols
Lyle J. Hiller"

(Letter dated February 18, 1970, from Mr. M. A. Hutcheson, General President, United Brotherhood of Carpenters and Joiners of America.)

"With further reference to communication distributed December 12, 1967, in the form of Special Report of General Executive Board Subcommittee relative to the Carpenter-Pile Driver matter in the West Coast area the following interpretation is submitted. Because of repeated requests for clarification of the above-mentioned circular letter, specifically, Item Paragraph E: The erection of false work, including metal tubular for tinker toy material used as false work. The following is forwarded for your information and guidance.

As indicated above, it became necessary for the Committee to clarify the intent of this report which was developed from the special hearings conducted in San Francisco on March 21-22, 1967. Therefore, the following is the committee's interpretation and clarification of Paragraph E dealing with the erection of false work. "The

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erection of false work necessary for the support of work under the Pile Driver classification comes under their classification. False work necessary for the support of the work under the Carpenter classification shall be governed by their classification, except on a project where piledriving or power equipment is used." "The rigging, signaling, tagging and other incidental work shall be under the classification for whom the work is designated by this paragraph."
Clarification

It is intended by this interpretation to eliminate controversy and to ensure the continuity of operations in work of this nature. By insertion of the word or it should not be interpreted that the Committee has changed its original intent concerning this controversy. The rigging of heavy timber false work and metal tubular (tinker toy) materials shall be performed under the Pile Driver classification when such materials are placed by power. It is intended by this clarification to mean that the Carpenters may perform the rigging of false work, including metal tubular (tinker toy) materials as false work under the following circumstances. "For the purpose of continuity of operation and to eliminate the necessity of a change in crews because Pile Drivers are not presently employed on the site by the responsible Contractor at the time of such rigging, or provided that such rigging by power is intermittent with that work which is, or would normally be performed by the Carpenter classification."

Therefore, the communication dated December 12,1967, shall be herein amended and in full force and effect and all parties shall be governed accordingly.

Signed M. A. Hutcheson
General President"

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CASCADIA REGIONAL MASTER AGREEMENT SCAFFOLD AND SHORING ADDENDUM

This Addendum is attached, and part of the Cascadia Regional Master Agreement negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024, through May 31, 2028, and shall cover the work more specifically defined herein.

The terms and conditions set forth in this Addendum shall only apply to the Employers signatory to the Cascadia Regional Master Agreement that performs Scaffolding and Shoring scopes of work as their primary function. Scaffold and Shoring work performed intermittently or as a secondary scope shall be performed under the terms and conditions of the Cascadia Regional Master Agreement and applicable Area Addendum.

ARTICLE 1
SCOPE

Section 1.1
This Addendum covers all handling, building, erection, modification, and dismantling of all types of scaffolding and shoring at the Employer's customers' job sites, including "shrink wrapping" performed by employees of the Employer, coming within the jurisdiction of the United Brotherhood of Carpenters (UBC). Scaffolding includes raised platforms and related structures for holding workers and/or materials. Shoring includes shoring, reshoring and other temporary structures used as a support for a concrete form. The Union agrees to honor work assignments within the jurisdiction of the UBC made by the Employer.

Section 1.2
This Addendum shall not apply to yard workers unless the work in the Employer's yards is within the craft jurisdiction of the UBC. Nevertheless, the employer may at its sole discretion, extend the scope of this agreement, on a case-by-case basis, to cover the work of Union members (be they Scaffold Tenders, Apprentices, Journeymen or Foreman) performing work in its yards, as long as the employees possess the skills required to do the work safely. Employees may decline such work.

(a) The term "yard" does not include yards or staging areas on the site of a project for a customer of the Employer or yards or staging areas dedicated exclusively, or nearly so, to the performance of a particular project if such yards or staging areas were established solely to support such project. This Agreement shall not be construed to cover any work by non-signatory parties who rent, lease, or purchase equipment from the Employer, or to in any way limit the Employer's ability to engage in rental, leasing, or sale of equipment to any person or entity.

ARTICLE 2
SCAFFOLD TENDER CLASSIFICATION

Section 2.1
In order to provide for career opportunity and on-the-job training for persons within the overall craft working within the jurisdiction of this Addendum as defined in Article 1, it is agreed that the Scaffold Tender classification is a part of this Addendum. All Scaffold Tenders must obtain and present a dispatch slip from the Union per Article 6.5. The number of Scaffold Tenders working on any jobsite, with the exception of the company stockyards, shall not exceed twice (2x) the number of apprentices employed at the jobsite and the number of apprentices shall not exceed the number of journeymen employed at the jobsite.

The wage rate for Scaffold Tender shall be fifty five percent (55%) of Commercial Journeyman Scaffold Erector scale. All benefit contributions required in this agreement shall apply to Scaffold Tenders with the exception that pension contributions will not be required for the first five hundred (500) hours in the bargaining unit. Health and Welfare contributions shall not be required for the Scaffold Tender classification for the first two hundred fifty (250) hours of employment in the bargaining unit.

(a) Scaffold Tenders may engage in material warehousing, stockpiling, transportation of materials, jobsite stockpiling, material handling, installation of shrink wrap and cleanup.
(b) Scaffold Tenders' scope of work shall be to assist apprentices and journeymen. No Scaffold Tender shall begin any program of apprenticeship and suffer a reduction in wage rate or benefits from what was being earned as a Scaffold Tender.
(c) Scaffold Tenders may not engage in any erection or dismantle of scaffold or shoring frames that would require them to be elevated above ground level. They may however work in a "pass bay" and as such may be elevated when passing materials, but must not wear tools or participate in the actual erection and dismantle of frames, such as installation of rails, cross braces etc.
(d) If the Individual Employer is signatory to an agreement with another craft union that claims jurisdiction over the Scaffold Tender classification scope of work, no Scaffold Tender shall be allowed to work on any project or job site where members of that craft union are employed by the employer. If employees who are classified as Scaffold Tenders do work on any project or jobsite as described in this section, they must be paid at the appropriate journeyman scale for any work they do on the project or jobsite.

ARTICLE 3
SPECIAL CONDITIONS

Section 3.1
"Special Shifts" When an employee is called out to work without at least eight (8) hours off since his/her previous shift, all such call out time shall be paid at the applicable overtime rate until he/she shall have eight (8) hours off. Should an employee return to the yard at the end of a partial shift and receive an additional assignment, his/her pay shall continue without interruption.

Section 3.2 Yard Work
Should the Employer request any work by an apprentice or journey level employee to take place in Individual Employer's yard, as opposed to job site work, such employee must be paid at least Scaffold Tender wage plus fringe benefits. The employee may decline such work.

Section 3.3 Holiday week
In the event that a holiday is celebrated during the week (Monday through Friday), the remaining four days of the week may be worked as a four ten shift at the straight time rate on a voluntary basis with three (3) days' notice to the Union.

ARTICLE 4
FURNISHING TOOLS

Section 4.1
The Employer shall provide all safety equipment (including tool lanyards) and power tools for assigned tasks, whether batteries, AC or DC electricity, gas or air powers them.

Section 4.1.1 Lanyards, Harnesses, & Tool Lanyards:

(a) If an employee is laid off, the employee shall return all Lanyards, Harnesses, & Tool Lanyards and all power tools assigned.
(b) All inspection, and maintenance of lanyards, harnesses, and tool lanyards after issuance shall be the responsibility of the employee.

(c) If lanyards harnesses and tool lanyards are damaged through no fault of the employee on the job, they shall be presented to be replaced by the Employer. Negligent use/damage of the described, replacement costs shall be the responsibility of the employee.

Section 4.2
The Employer may restrict the possession, use, or type of employee hand tools for reasons of safety or damage to equipment. Employees shall furnish all required hand tools, with the following list to be in their possession:
Tool Belt with Bags

(a) Hammer
(b) 25' Tape Measure
(c) Torpedo Level
(d) Lineman's Pliers
(e) Fixed Wrench or Adjustable Wrench to 1"
(f) 14" Cross Cut Hand Saw

Section 4.3
Employees are required by the Employer to take their tools home after each shift, if job conditions make it impractical for employees to remove their tools after each shift, then the Employer shall provide dry, secure storage for employees' tools. The Employer shall be responsible for employees' tools left in its charge, limited to the list above (unless such list is modified by the Employer in writing posted at the jobsite to include other tools required by the Employer in order to allow the employee to perform his or her tasks assigned by the Employer), and shall replace those tools if lost, stolen or damaged, subject to a receipt of a signed statement by the employee and the employee's Foreman.

Section 4.4
When an employee is discharged, the Employer shall have the right to hold back from the employee's last paycheck, an amount equal to the value of advances loaned to the employee provided the Employer has obtained a signed statement at the time of the loan or advance, indicating the value. Tools and/or equipment issued by the Employer to an employee and signed for by the employee shall be returned to the Employer at the time of discharge. Tools and/or equipment fair market value replacement cost may be withheld by the Employer from the employee's last paycheck if not returned. However, this does not apply to tools or equipment that have been lost, stolen or damaged by circumstances beyond the control of an employee, including job site negligence and/or lack of security by the Individual Employer or the Individual Employer's Agent.

ARTICLE 5
CLASSIFICATIONS

Section 5.1
A separate **Residential Wage and Benefit Package** is included in Article 6, below. For this purpose, Residential Construction is herein defined as all work in connection with framing, construction, alteration and/or repair of all residential units, such as single dwellings, duplexes, row houses, town houses, apartments, nursing homes, retirement homes, condominiums, convalescent homes, and hotels, motels, banks, office space, medical and dental offices (excluding hospitals) and mixed use residential housing in buildings not exceeding seven (7) stories in height, not including the parking garage.

With respect to mixed use structures, designation as "residential" shall be limited to those mixed-use structures where the total square footage of retail and/or office space does not exceed the square footage of the largest single level of the building. That retail and/or office space may be positioned on multiple levels.

Section 5.2
A separate **Industrial Construction Classification Wage and Benefit Package** is included in Article 6, below. For this purpose, Industrial Construction Scaffolding is herein defined as all scaffolding work in connection with new construction of and major additions to all facilities used for manufacturing including smelters power generation, or industrial production such as, but not limited to paper and other wood product mills.

Section 5.3
A separate **Refinery Classification Wage and Benefit Package** is included in Article 6, below. For this purpose, Refinery Scaffolding is herein defined as all scaffolding work including shutdowns and turnarounds in refinery and Petrochemical facilities.

Section 5.4
A separate **Industrial Maintenance Classification Wage and Benefit Package** is included in Article 6, below. For this purpose, Industrial Maintenance is herein defined as all scaffolding work in connection with maintenance, alteration or repair work including shutdowns and turnarounds in industrial facilities or industrial production such as but not limited to paper and other wood product mills, smelters, and chemical plants.

Section 5.5
A separate **Marine Classification Wage and Benefit Package** is included in Article 6, below. For this purpose, Marine scaffolding is herein defined as all scaffolding work performed in shipyards for utilization in the construction, alteration, maintenance, or repair of any marine vessel.

ARTICLE 6
WAGES AND BENEFITS

Section 6.1
The following wages schedule shall be tied to the appropriate area addenda where the work is being performed. Benefits and associated fees contained in the Area Addenda shall be paid at one hundred percent (100%) of the negotiated rate. If a classification contained in this addendum is not specifically noted below, the classification of work shall be performed at one hundred percent (100%) of the Area Addenda rate.

Alaska

(a) The Journeyman Wage Rates for Shoring, Commercial, Refinery, Industrial Maintenance, and Residential Scaffolding shall be one hundred percent (100%) of the Journeyman Rate unless a site-specific agreement supersedes this agreement.

Northern Alaska Scaffolding & Shoring – Effective August 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classification: Shoring, Commercial, Refinery, Industrial Maintenance, and Residential Scaffolding		Base Pay	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	Annuity	Health & Security	Appren	CITF	WSCAF	TOTAL PACKAGE
General Foreman (15% above Journeyman)		51.38	1.85	53.23	15.82	8.75	1.61	0.14	0.10	**$79.65**
Foreman (10% above Journeyman)		49.07	1.85	50.92	15.82	8.75	1.61	0.14	0.10	**$77.34**
Journeyman		**44.44**	**1.85**	**46.29**	**15.82**	**8.75**	**1.61**	**0.14**	0.10	**$72.71**
8th Period Apprentice	95%	42.22	1.76	43.98	15.82	8.75	1.61	0.14	0.10	**$70.40**
7th Period Apprentice	90%	39.99	1.67	41.66	15.82	8.75	1.61	0.14	0.10	**$68.08**
6th Period Apprentice	85%	37.78	1.57	39.35	15.82	8.75	1.61	0.14	0.10	**$65.77**
5th Period Apprentice	80%	35.55	1.48	37.03	15.82	8.75	1.61	0.14	0.10	**$63.45**
4th Period Apprentice	75%	33.33	1.39	34.72	15.82	8.75	1.61	0.14	0.10	**$61.14**
3rd Period Apprentice	70%	31.10	1.30	32.40	15.82	8.75	1.61	0.14	0.10	**$58.82**
2nd Period Apprentice	65%	28.89	1.20	30.09	15.82	8.75	1.61	0.14	0.10	**$56.51**
1st Period Apprentice	60%	26.66	1.11	27.77	-	-	1.61	0.14	0.10	**$29.62**
Scaffold Tender	55%	24.44	1.02	25.46	15.82 (after 500 hrs)	8.75 (after 250 hrs)	1.61	0.14	0.10	**$51.88** (after 500 hrs)

Southern Alaska Scaffolding & Shoring – Effective August 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classification: Shoring, Commercial, Refinery, Industrial Maintenance, and Residential Scaffolding		Base Pay	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	Pension	Annuity	Health & Security	Appren	CITF	WSCAF	**TOTAL PACKAGE**
General Foreman (15% above Journeyman)		51.38	1.85	53.23	9.75	6.61	8.75	1.61	0.14	0.10	**$80.19**
Foreman (10% above Journeyman)		49.07	1.85	50.92	9.75	6.61	8.75	1.61	0.14	0.10	**$77.88**
Journeyman		**44.44**	**1.85**	**46.29**	**9.75**	**6.61**	**8.75**	**1.61**	**0.14**	**0.10**	**$73.25**
8th Period Apprentice	95%	42.22	1.76	43.98	9.75	6.61	8.75	1.61	0.14	0.10	**$70.94**
7th Period Apprentice	90%	39.99	1.67	41.66	9.75	6.61	8.75	1.61	0.14	0.10	**$68.62**
6th Period Apprentice	85%	37.78	1.57	39.35	9.75	6.61	8.75	1.61	0.14	0.10	**$66.31**
5th Period Apprentice	80%	35.55	1.48	37.03	9.75	6.61	8.75	1.61	0.14	0.10	**$63.99**
4th Period Apprentice	75%	33.33	1.39	34.72	9.75	6.61	8.75	1.61	0.14	0.10	**$61.68**
3rd Period Apprentice	70%	31.10	1.30	32.40	9.75	6.61	8.75	1.61	0.14	0.10	**$59.36**
2nd Period Apprentice	65%	28.89	1.20	30.09	9.75	6.61	8.75	1.61	0.14	0.10	**$57.05**
1st Period Apprentice	60%	26.66	1.11	27.77	-	-	8.75	1.61	0.14	0.10	**$38.37**
Scaffold Tender	55%	24.44	1.02	25.46	9.75	6.61	8.75	1.61	0.14	0.10	**$52.42**
					(after 500 hours)		(after 250 hrs)				(after 500 hrs)

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Oregon and Southwest Washington - Effective June 1, 2024

(a) June 1, 2024

(1) Journeyman Wage Rates for Industrial Maintenance Scaffolding shall be:

(i) Eighty-eight-point two five percent (88.25%) of the Journeyman Rate

(2) Journeyman Wage Rates for Marine Scaffolding shall be:

(i) Eighty five percent (85%) of the Journeyman Rate

Overtime and Premiums are based on Total Taxable Wages.

Classification: Shoring, Industrial, Commercial, Residential		Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	Pension	Health & Security	Appren	TOTAL PACKAGE
General Foreman (15% above Journeyman)		55.87	1.50	2.07	59.44	5.87	9.34	0.80	$75.45
Foreman (10% above Journeyman)		53.29	1.50	2.07	56.86	5.87	9.34	0.80	$72.87
Journeyman		**48.12**	**1.50**	**2.07**	**51.69**	**5.87**	**9.34**	**0.80**	**$67.70**
95% Apprentice	8th Period	45.54	1.50	2.07	49.11	5.87	9.34	0.80	$65.12
90% Apprentice	7th Period	42.95	1.50	2.07	46.52	5.87	9.34	0.80	$62.53
85% Apprentice	6th Period	40.37	1.50	2.07	43.94	5.87	9.34	0.80	$59.95
80% Apprentice	5th Period	37.78	1.50	2.07	41.35	5.87	9.34	0.80	$57.36
75% Apprentice	4th Period	35.20	1.50	2.07	38.77	5.87	9.34	0.80	$54.78
70% Apprentice	3rd Period	32.61	1.50	2.07	36.18	5.87	9.34	0.80	$52.19
65% Apprentice	2nd Period	30.03	1.50	2.07	33.60	-	9.34	0.80	$43.74
60% Apprentice	1st Period	27.44	1.50	2.07	31.01	-	9.34	0.80	$41.15

Classification: Industrial Maintenance		Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	Pension	Health & Security	Appren	TOTAL PACKAGE
General Foreman (15% above Journeyman)		49.14	1.50	1.82	52.46	5.87	9.34	0.80	$68.47
Foreman (10% above Journeyman)		46.86	1.50	1.82	50.18	5.87	9.34	0.80	$66.19
Journeyman		**42.30**	**1.50**	**1.82**	**45.62**	**5.87**	**9.34**	**0.80**	**$61.63**
95% Apprentice	8th Period	40.02	1.50	1.82	43.34	5.87	9.34	0.80	$59.35
90% Apprentice	7th Period	37.74	1.50	1.82	41.06	5.87	9.34	0.80	$57.07
85% Apprentice	6th Period	35.46	1.50	1.82	38.78	5.87	9.34	0.80	$54.79
80% Apprentice	5th Period	33.18	1.50	1.82	36.50	5.87	9.34	0.80	$52.51
75% Apprentice	4th Period	30.90	1.50	1.82	34.22	5.87	9.34	0.80	$50.23
70% Apprentice	3rd Period	28.61	1.50	1.82	31.93	5.87	9.34	0.80	$47.94
65% Apprentice	2nd Period	26.33	1.50	1.82	29.65	-	9.34	0.80	$39.79
60% Apprentice	1st Period	24.05	1.50	1.82	27.37	-	9.34	0.80	$37.51

Classification: Marine Scaffold		Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	Pension	Health & Security	Appren	TOTAL PACKAGE
General Foreman (15% above Journeyman)		47.27	1.50	1.76	50.53	5.87	9.34	0.80	$66.54
Foreman (10% above Journeyman)		45.07	1.50	1.76	48.33	5.87	9.34	0.80	$64.34
Journeyman		**40.68**	**1.50**	**1.76**	**43.94**	**5.87**	**9.34**	**0.80**	**$59.95**
95% Apprentice	8th Period	38.48	1.50	1.76	41.74	5.87	9.34	0.80	$57.75
90% Apprentice	7th Period	36.29	1.50	1.76	39.55	5.87	9.34	0.80	$55.56
85% Apprentice	6th Period	34.09	1.50	1.76	37.35	5.87	9.34	0.80	$53.36
80% Apprentice	5th Period	31.89	1.50	1.76	35.15	5.87	9.34	0.80	$51.16
75% Apprentice	4th Period	29.70	1.50	1.76	32.96	5.87	9.34	0.80	$48.97
70% Apprentice	3rd Period	27.50	1.50	1.76	30.76	5.87	9.34	0.80	$46.77
65% Apprentice	2nd Period	25.30	1.50	1.76	28.56	-	9.34	0.80	$38.70
60% Apprentice	1st Period	23.10	1.50	1.76	26.36	-	9.34	0.80	$36.50

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Eastern Washington and Northern Idaho – Effective June 1, 2024

(a) June 1, 2024

(1) Journeyman Wage Rates for Industrial Maintenance Scaffolding shall be:

(i) Ninety percent (90%) of the Journeyman Rate

Overtime and Premiums are based on Total Taxable Wages.

Classification: Shoring, Industrial, Commercial and Residential			Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	Pension	401k	Health & Welfare	Appren	CITF	**TOTAL PACKAGE**
General Foreman (15% above Journeyman)			50.41	0.50	1.83	52.74	5.91	1.60	8.25	0.66	0.14	**$69.30**
Foreman (10% above Journeyman)			48.12	0.50	1.83	50.45	5.91	1.60	8.25	0.66	0.14	**$67.01**
Journeyman			**43.53**	**0.50**	**1.83**	**45.86**	**5.91**	**1.60**	**8.25**	**0.66**	**0.14**	**$62.42**
95% Apprentice	8th Period	650-1,000 hours	41.33	0.50	1.74	43.57	5.91	1.60	8.25	0.66	0.14	**$60.13**
90% Apprentice	7th Period	650-1,000 hours	39.12	0.50	1.65	41.27	5.91	1.60	8.25	0.66	0.14	**$57.83**
85% Apprentice	6th Period	650-1,000 hours	36.92	0.50	1.56	38.98	5.91	1.60	8.25	0.66	0.14	**$55.54**
80% Apprentice	5th Period	650-1,000 hours	34.72	0.50	1.47	36.69	5.91	1.60	8.25	0.66	0.14	**$53.25**
75% Apprentice	4th Period	650-1,000 hours	32.52	0.50	1.38	34.40	5.91	1.60	8.25	0.66	0.14	**$50.96**
70% Apprentice	3rd Period	650-1,000 hours	30.32	0.50	1.28	32.10	5.91	1.60	8.25	0.66	0.14	**$48.66**
65% Apprentice	2nd Period	650-1,000 hours	28.12	0.50	1.19	29.81	5.91	1.60	8.25	0.66	0.14	**$46.37**
60% Apprentice	1st Period	650-1,000 hours	25.92	0.50	1.10	27.52	-	-	8.25	0.66	0.14	**$36.57**

Classification: Industrial Maintenance			Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	Pension	401k	Health & Welfare	Appren	CITF	**TOTAL PACKAGE**
General Foreman (15% above Journeyman)			45.31	0.50	1.65	47.46	5.91	1.60	8.25	0.66	0.14	**$64.02**
Foreman (10% above Journeyman)			43.25	0.50	1.65	45.40	5.91	1.60	8.25	0.66	0.14	**$61.96**
Journeyman			**39.12**	**0.50**	**1.65**	**41.27**	**5.91**	**1.60**	**8.25**	**0.66**	**0.14**	**$57.83**
95% Apprentice	8th Period	650-1,000 hours	37.14	0.50	1.57	39.21	5.91	1.60	8.25	0.66	0.14	**$55.77**
90% Apprentice	7th Period	650-1,000 hours	35.15	0.50	1.49	37.14	5.91	1.60	8.25	0.66	0.14	**$53.70**
85% Apprentice	6th Period	650-1,000 hours	33.18	0.50	1.40	35.08	5.91	1.60	8.25	0.66	0.14	**$51.64**
80% Apprentice	5th Period	650-1,000 hours	31.20	0.50	1.32	33.02	5.91	1.60	8.25	0.66	0.14	**$49.58**
75% Apprentice	4th Period	650-1,000 hours	29.21	0.50	1.24	30.95	5.91	1.60	8.25	0.66	0.14	**$47.51**
70% Apprentice	3rd Period	650-1,000 hours	27.23	0.50	1.16	28.89	5.91	1.60	8.25	0.66	0.14	**$45.45**
65% Apprentice	2nd Period	650-1,000 hours	25.26	0.50	1.07	26.83	5.91	1.60	8.25	0.66	0.14	**$43.39**
60% Apprentice	1st Period	650-1,000 hours	23.27	0.50	0.99	24.76	-	-	8.25	0.66	0.14	**$33.81**

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Western and Central Washington

(a) June 1, 2024

(1) Journeyman Wage Rates for Refinery Scaffolding shall be:

(i) Ninety six percent (96.00%) of the Journeyman Rate

(2) Journeyman Wage Rates for Industrial Maintenance, Marine and Residential Scaffolding shall be:

(i) Eighty-eight-point two five percent (88.25%) of the Journeyman Rate

Overtime and Premiums are based on Total Taxable Wages.

Classification: Shoring/Industrial/Commercial Construction			Vacation/ PTO	Supp Dues	Hourly Wage	Pension	Annuity	Health & Security	Appren	CITF	Contract Admin	TOTAL PACKAGE
General Foreman (15% above Journeyman)			3.00	2.96	70.77	5.91	1.00	9.34	0.93	0.14	0.10	$88.19
Foreman (10% above Journeyman)			3.00	2.96	67.69	5.91	1.00	9.34	0.93	0.14	0.10	$85.11
Journeyman			**3.00**	**2.96**	**61.54**	**5.91**	**1.00**	**9.34**	**0.93**	**0.14**	**0.10**	**$78.96**
95% Apprentice	8th Period		3.00	2.96	58.46	5.91	1.00	9.34	0.93	0.14	0.10	$75.88
90% Apprentice	7th Period		3.00	2.96	55.39	5.91	1.00	9.34	0.93	0.14	0.10	$72.81
85% Apprentice	6th Period		3.00	2.96	52.31	5.91	1.00	9.34	0.93	0.14	0.10	$69.73
80% Apprentice	5th Period		3.00	2.96	49.23	5.91	1.00	9.34	0.93	0.14	0.10	$66.65
75% Apprentice	4th Period		3.00	2.96	46.16	5.91	1.00	9.34	0.93	0.14	0.10	$63.58
70% Apprentice	3rd Period		3.00	2.96	43.08	5.91	1.00	9.34	0.93	0.14	0.10	$60.50
65% Apprentice	2nd Period		3.00	2.96	40.00	5.91	1.00	9.34	0.93	0.14	0.10	$57.42
60% Apprentice	1st Period		3.00	2.96	36.92	-	-	9.34	0.93	0.14	0.10	$47.43

Classification: Refinery Scaffolding			Vacation/ PTO	Supp Dues	Hourly Wage	Pension	Annuity	Health & Security	Appren	CITF	Contract Admin	TOTAL PACKAGE
General Foreman (15% above Journeyman)			3.00	2.36	67.94	5.91	1.00	9.34	0.93	0.14	0.10	$85.36
Foreman (10% above Journeyman)			3.00	2.36	64.99	5.91	1.00	9.34	0.93	0.14	0.10	$82.41
Journeyman			**3.00**	**2.36**	**59.08**	**5.91**	**1.00**	**9.34**	**0.93**	**0.14**	**0.10**	**$76.50**
95% Apprentice	8th Period		3.00	2.36	56.14	5.91	1.00	9.34	0.93	0.14	0.10	$73.56
90% Apprentice	7th Period		3.00	2.36	53.17	5.91	1.00	9.34	0.93	0.14	0.10	$70.59
85% Apprentice	6th Period		3.00	2.36	50.22	5.91	1.00	9.34	0.93	0.14	0.10	$67.64
80% Apprentice	5th Period		3.00	2.36	47.26	5.91	1.00	9.34	0.93	0.14	0.10	$64.68
75% Apprentice	4th Period		3.00	2.36	44.31	5.91	1.00	9.34	0.93	0.14	0.10	$61.73
70% Apprentice	3rd Period		3.00	2.36	41.37	5.91	1.00	9.34	0.93	0.14	0.10	$58.79
65% Apprentice	2nd Period		3.00	2.36	38.40	5.91	1.00	9.34	0.93	0.14	0.10	$55.82
60% Apprentice	1st Period		3.00	2.36	35.45	-	-	9.34	0.93	0.14	0.10	$45.96

Classification: Industrial Maintenance/Marine Scaffolding/ Residential			Vacation/ PTO	Supp Dues	Hourly Wage	Pension	Annuity	Health & Security	Appren	CITF	Contract Admin	TOTAL PACKAGE
General Foreman (15% above Journeyman)			3.00	2.17	62.46	5.91	1.00	9.34	0.93	0.14	0.10	$79.88
Foreman (10% above Journeyman)			3.00	2.17	59.74	5.91	1.00	9.34	0.93	0.14	0.10	$77.16
Journeyman			**3.00**	**2.17**	**54.31**	**5.91**	**1.00**	**9.34**	**0.93**	**0.14**	**0.10**	**$71.73**
95% Apprentice	8th Period		3.00	2.17	51.59	5.91	1.00	9.34	0.93	0.14	0.10	$69.01
90% Apprentice	7th Period		3.00	2.17	48.88	5.91	1.00	9.34	0.93	0.14	0.10	$66.30
85% Apprentice	6th Period		3.00	2.17	46.16	5.91	1.00	9.34	0.93	0.14	0.10	$63.58
80% Apprentice	5th Period		3.00	2.17	43.45	5.91	1.00	9.34	0.93	0.14	0.10	$60.87
75% Apprentice	4th Period		3.00	2.17	40.73	5.91	1.00	9.34	0.93	0.14	0.10	$58.15
70% Apprentice	3rd Period		3.00	2.17	38.02	5.91	1.00	9.34	0.93	0.14	0.10	$55.44
65% Apprentice	2nd Period		3.00	2.17	35.30	5.91	1.00	9.34	0.93	0.14	0.10	$52.72

Section 6.2 Wage Opener

The parties shall meet no later than sixty (60) calendar days prior to June 1, 2025, to negotiate the wage and benefit impacts of this Addendum for the remaining duration of this Addendum.

Section 6.3 General Foreman

General Foreman shall be defined as a Foreman that supervises more than one (1) Foreman led crew. General Foreman shall receive fifteen percent (15%) per hour over the applicable Journeyman scale.

Section 6.4. Foreman

It is not the Union's intent to establish crew or crew sizes but whenever an employee has the responsibility of supervising three (3) or more employees or coordinating subcontractors on the project, he/she will be paid at least the Foreman's scale. Foreman shall receive ten percent (10%) per hour above the highest paid journeyman wage classification working under him/her.

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ARTICLE 7
GENERAL TRAVEL CONDITIONS

Section 7.1
The parties recognize that it is sometimes inconvenient to get to the job location because of varying distances. It is agreed and understood that while traveling to and from work in employee-owned vehicles, the employees are not within the course and scope of their employment and the relationship of Individual Employer-employee does not commence until the hourly wage commences.

(a) **Overnight travel:** When an employee is required to travel out of town, the employee shall receive per diem for room and board based on the IRS allowable for the city they travel to.
(b) **Alaska Travel/Remote/Camp Provisions:** See Alaska Addendum.
(c) **Ferry Fares:** All necessary ferry fares are to be reimbursed by the Individual Employer in the following instances and manner:
    (1) Employees will be reimbursed at the car-and-driver or passenger's fare when substantiated by receipts.
    (2) When employees elect to live at or near the project and forego daily ferry travel, it is recognized that they are entitled to the prerogative of visiting their homes for the weekend, and in that event, ferry charges shall be paid for such weekend travel as substantiated by receipts.
    (3) All reimbursements will be paid within one (1) pay period of when expenses were incurred, and receipts are submitted to the employer, or penalties will be incurred.
    (4) When the Individual Employer chooses to provide per diem payments the Individual Employer will make every effort to pay in advance on a weekly basis.

ARTICLE 8
ZONE PAY

Section 8.1
Zone Pay differential (excluding Alaska **see Alaska addendum) shall be paid on jobs located outside of the free zone computed from the employers' permanent Branch Office or Regional Council office (Kent, Portland, Kennewick, Spokane, whichever is closest via the "shortest route" filter using Google Maps from the address of the dispatch points listed above.

Zone A:	0 – 50 miles	Free
Zone B:	over 50 miles	$50.00 per day

When the Individual Employer specifically transfers an employee, zone pay shall be based on the employee's original dispatch point with the Individual Employer.

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CASCADIA REGIONAL MASTER AGREEMENT WASHINGTON AREA ADDENDUM

This Addendum is attached, and part of the Cascadia Regional Master Agreement negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024 through May 31, 2028, and shall cover covered work performed in Western and Central Washington more specifically defined below.

This Addendum shall modify the terms and conditions of the Cascadia Regional Master Agreement for work performed in Washington. If specific terms and conditions are not specifically called out in this Addendum, the terms and conditions of the Cascadia Regional Master Agreement shall prevail.

ARTICLE 1
WORK AND TERRITORY AFFECTED

Section 1.1
This Addendum shall cover all construction work in the following counties in the state of Washington west of the 120th Meridian in the State of Washington: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis, Grays Harbor, Kitsap, Island, San Juan, Clallam, Jefferson, Mason, Yakima, Kittitas, Chelan, Douglas, and Okanogan, and that portion of Pacific County north of a straight line made by extending the north boundary line of Wahkiakum county west to the Pacific Ocean counties or parts of counties East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima, in the State of Washington; and Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County in the State of Idaho. This Addendum shall exclude all construction work within the entire peninsula west of Willapa Bay.

Section 1.2
Attached hereto and made a part of this Addendum is Section 10 which contains any differences in wages, travel or working conditions for the Central Washington area, and Section 11 which contains any differences in wages, travel or working conditions for the Eastern Washington/Northern Idaho area.

ARTICLE 2
HOLIDAYS

Section 2.1
Holidays recognized by this Addendum shall be:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Thanksgiving Day
Memorial Day (last Monday in May)	Friday and Saturday after Thanksgiving Day
Fourth of July	Christmas Day

Section 2.2
Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. A holiday shall be a twenty-four (24) hour period, beginning with the regular starting time of the first shift on the date of the holiday, unless otherwise mutually agreed to by the Individual Employer and the Union. No work shall be performed on

Labor Day except to protect life and property or by mutual agreement of the Union and the Individual Employer. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular workday.

ARTICLE 3
PRE-DETERMINED WAGE RATE PROJECTS

Section 3.1
In the event the Individual Employer bids a public job or project being awarded by a Federal, state, county, city or other public entity which is to be performed at a pre-determined and/or prevailing wage rate established by the Department of Labor pursuant to the Davis-Bacon Act 40 U.S.C. Section 3141 et. Esq. and implementing regulations or by the Washington State Department of Labor and Industries pursuant to the provisions RCW 39.12 and implementing regulations, the published hourly wage rate set forth in said public award in effect at the time of bid shall apply for the first twenty-four (24) months of the project from the date the General contractor proceeds with construction. The Individual Employer will provide the WSRCC in writing with the start date of the project and the published wages in effect at that time. The fringe benefit contribution rates shall be those established and maintained by the Master Agreement and any fringe increases are the responsibility of the Individual Employer. Notwithstanding the above, project agreements may be mutually agreed upon to allow use of the pre-determined wage rate for the duration of a project to exceed twenty-four (24) months.

Section 3.2
In the event the specifications include an escalator provision covering wages, such an amount will be included as an increase to wages to the extent that the Individual Employer may recover in the escalator claim.

Section 3.3
The Individual Employer may, when requested in writing, supply accurate and reliable information on company stationery that will assist the Union in establishing the correct Davis-Bacon rates when responding to Department of Labor requests for prevailing wage data.

ARTICLE 4
CLASSIFICATIONS & WAGE SCALES

Section 4.1
All employees covered by this Agreement shall be classified and paid in accordance with the classifications, scales, and special conditions set forth below and no other classification wage rates or special conditions shall be recognized.

Section 4.2 Western and Central Washington Economic Increases

June 1, 2025 $4.25
June 1, 2026 $4.50
June 1, 2027 $2.50 plus CPI-U (Seattle-Tacoma) as of December 2026 capped at 3%

(a) **Piledriver, Bridge, Dock, and Wharf Carpenter:** +2.5% over the applicable journeymen Carpenter scale.
(b) **Certified Welder:** +2.5% of the applicable journeymen scale per hour while performing welds required by the plans or specifications to be certified.
(c) **Foremen** shall receive ten percent (10%) per hour above the highest paid carpenter journeymen under him/her.
(d) **General Foremen** shall receive fifteen percent (15%) per hour above the highest paid carpenter journeymen under him/her.

Section 4.3 Wage Rates (Zone "A")

Western & Central Carpenter – Effective June 1, 2024

Classification: Carpenter/Drywall Applicator, Lather, Floor Finisher, Floor Layer, Scaffold Erector, Insulator Applicator, Accoustical Worker, Safety Carpenter		Base Pay	Vacation/ PTO	Supp Dues	Hourly Wage	Pension*	Annuity	Health & Security	Appren	CITF	C/CCC	CAT	Contract Admin	TOTAL PACKAGE
General Foreman (15% above Journeyman)		64.81	3.00	2.96	70.77	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$88.19
Foreman (10% above Journeyman)		61.73	3.00	2.96	67.69	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$85.11
Journeyman		**55.58**	**3.00**	**2.96**	**61.54**	**5.91**	**1.00**	**9.34**	**0.93**	**0.14**	-	-	**0.10**	**$78.96**
8th Period Apprentice	95%	52.50	3.00	2.96	58.46	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$75.88
7th Period Apprentice	90%	49.43	3.00	2.96	55.39	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$72.81
6th Period Apprentice	85%	46.35	3.00	2.96	52.31	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$69.73
5th Period Apprentice	80%	43.27	3.00	2.96	49.23	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$66.65
4th Period Apprentice	75%	40.20	3.00	2.96	46.16	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$63.58
3rd Period Apprentice	70%	37.12	3.00	2.96	43.08	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$60.50
2nd Period Apprentice	65%	34.04	3.00	2.96	40.00	5.91	1.00	9.34	0.93	0.14	-	-	0.10	$57.42
1st Period Apprentice	60%	30.96	3.00	2.96	36.92	-	-	9.34	0.93	0.14	-	-	0.10	$47.43
Carpenter Helper	63%	32.81	3.00	2.96	38.77	5.91	1.00	9.34	0.93	0.14			0.10	$56.19
						After 500 hours		After 250						

Classification: Carpenter- Mass Timber Erector	Vacation	Vac/PTO	Supp Dues	Hourly Wage	Pension*	Annuity	Health & Welfare	Appren	CITF	C/CCC	CAT	Contract Admin	TOTAL PACKAGE
Journeyman	**1.00**	**2.00**	**2.96**	**73.38**	**7.11**	**1.00**	**8.25**	**0.81**	**0.15**	-	-	**0.10**	**$90.80**
Carpenter- Mass Timber Erectors shall be certified at minimum in mass timber installation, rigging/hoisting, mobile and elevated work platforms, scaffold, and AWS welding.													

Western & Central Piledriver

****See Pile Driver, Bridge, Dock, and Wharf Carpenters' Addendum

FRINGE OPTION: If additional sums are necessary to maintain the fringe benefits, by mutual agreement, on sixty (60) days' notice, such sums may be deducted from wages.

Section 4.4 Handling of Hazardous Waste Materials

Personnel in all craft classifications subject to working inside a designated hazardous waste perimeter shall be eligible for compensation in accordance with the following group schedule relative to the level of hazardous waste as outlined in the specific Hazardous Waste Project Site Safety Plan. The level of protection shall be defined in CFR 1910.120. Appendix B.

Section 4.5 Classification/Hazardous Waste Group Number

(a) H-1 Base Wage Rate when on a hazardous waste site when not outfitted with protective clothing or Level "D" equipment.
(b) H-2 Class "C" Suit – Base Wage Rate plus $.25 per hour.
(c) H-3 Class "B" Suit – Base Wage Rate plus $.50 per hour.
(d) H-4 Class "A" Suit – Base Wage Rate plus $.75 per hour.

Section 4.6 Carpenters International Training Fund

Each Employer shall contribute to the UBC Carpenters International Training Fund (CITF) the amount listed in the Schedule "A" (Wage Rates) for each hour worked by each employee covered by this Agreement.

Section 4.7 Staffing jobs

As required by law, employees shall be furnished to the Employers during labor disputes with other construction crafts and the Employers will endeavor to work as long as economically possible during these periods, utilizing the employees furnished.

Section 4.8 Welders Certification

When the Union fills a request for a certified welder, such referred Carpenter shall have in their possession a current recognized certificate comparable to the local area or WABO test. If the job to be performed requires

additional certification of any kind, the Individual Employer shall pay for all expenses involved in securing such test. Refer to Section 1 above for certified welding premium.

Riggers, including signal person, burner and welders shall be paid according to the classification in which they are working.

Employers shall pay all cost of certification for certified welders, including wages, when directed by the Employer to take any type of certification to be able to perform the work necessary on their particular job.

Section 4.9 Apprenticeship Wage Rate
No pension contributions are required on Apprentices during the 1st period.

Carpenters and Pile Drivers
1st period – 60% of journeyman rate
2nd period – 65% of journeyman rate
3rd period – 70% of journeyman rate
4th period – 75% of journeyman rate
5th period – 80% of journeyman rate
6th period – 85% of journeyman rate
7th period – 90% of journeyman rate
8th period – 95% of journeyman rate

ARTICLE 5
ZONE PAY DIFFERENTIAL

Section 5.1
The parties recognize that it is sometimes inconvenient to get to the job location because of varying distances. It is agreed and understood that while traveling to and from work, the employees are not within the course and scope of their employment and the relationship of the Employer-employee do not commence until the hourly wage commences.

Section 5.2 General Travel Conditions

(a) When the only access roads to a job require employees to travel into a higher travel zone and back to the zone in which the job is located, then the employees shall be paid the zone pay differential provided for the higher zone. A mileage measurement will start at the entrance to the respective city hall and end where employees are required to report to work.

(b) **Ferry Fares.** All necessary ferry fares are to be reimbursed by the Employer in the following instances and manner:

1) Employees will be reimbursed at the passenger's fare or passenger's carfare when substantiated by receipts.
2) When employees elect to live at or near the project and forego daily ferry travel, it is recognized that they are entitled to the prerogative of visiting their homes for the weekend, and in that event, ferry charges shall be paid for such weekend travel as substantiated by receipts.

(c) **Board and Lodging**. When the Employer provides camp or board and lodging, the basic wage scale will be observed and the rate for camp and board and lodging will not exceed three dollars ($3.00) per day to be paid by the employee. Any costs over three dollars ($3.00) per day will be absorbed by the Employer. The applicable travel shall apply on the first and last day of employment, with the exception that should the employee quit of their own volition prior to five (5) days' employment, travel expenses shall be allowed for the first day only. Jobs in remote areas where camp or board and lodging is not provided and housing is inadequate or cost for

housing is prohibitive, the Individual Employer will make every effort to arrange for housing at reasonable rates for their employees.

(d) **Remote Projects.** On dam, hydro-electric, building projects and other remote engineering projects such as airports, refineries and radar or radio installations, but not limited thereto, where the Employer provides camp or board and lodging, required travel time will be paid for the initial trip to the job and return. Payment of travel time on the return trip will be paid to all employees, including discharges and layoffs; the only exception that shall apply will be as to those employees that remain on the job less than thirty (30) calendar days who voluntarily quit.

Section 5.3 Carpenters' Zone Pay

Zone pay differential shall be paid on jobs located outside of the free zone computed from the city hall of the following listed cities:

Seattle	Olympia	Bellingham
Auburn	Bremerton	Anacortes
Renton	Shelton	Yakima
Aberdeen-Hoquiam	Tacoma	Wenatchee
Ellensburg	Everett	Port Angeles
Centralia	Mount Vernon	Sunnyside
Chelan	Port Townsend	

Zone A: 0 - 25 radius miles - Free
Zone B Over 25 radius miles - $1.75 per hour

Section 5.4 Downtown Seattle Zone Pay

(a) The Downtown Seattle Zone is defined as the area West of I-5, East of Elliott Bay, South of Mercer Street and North of Royal Brougham. It also includes the area North of Yesler Way, West of Broadway, South of Pike St and East Pike St, and the section of I-5 North of Yesler Way and South of Pike St. For the purpose of this section the Mercer and Royal Brougham boundaries will be straight line extensions to a point the straight line intersects Elliott Bay.

(b) When parking is not reimbursed or provided a fixed rate of one dollar and fifty cents ($1.50) per hour shall be paid for each hour worked on projects within this zone.

Section 5.5 Bellevue Zone Pay

(a) The Bellevue Zone is defined as the area West I-405, East of 10th Avenue NE, North of Main Street, South of NE 12th street which includes a straight-line extension to a point that intersects with 10th Avenue NE.

(b) When parking is not reimbursed or provided a fixed rate of one dollar and fifty cents ($1.50) per hour shall be paid for each hour worked on projects within this zone.

SECTION 6
RESIDENTIAL PROVISIONS

Section 6.1

The parties hereto agree that an agreement or agreement may be entered into by the Union with other parties related to residential construction. The general working conditions will be consistent with the terms of the Cascadia Regional Master and this Washington Addenda, but the cost items of fringe benefits and wages or determination of wages may be reduced.

Any special condition, which results from these Agreements, will become a part of this Addendum by this reference, and such conditions will prevail when an Employer does residential construction as defined below.

Section 6.2 Residential Definition
Residential construction is herein defined as all work in connection with wood frame construction, alteration and/or repair of all residential units, such as single dwellings, duplexes, row houses, town houses and apartments, senior housing, mixed use and college housing, not to exceed Appropriate building code in height, including a basement. This Section does not cover those housing units, which are normally referred to as a "high rise," which are normally in excess of five (5) stories in height above grade level, over a base structure, and to hospitals, public or private institutions, or modular homes to be transported from construction site.

With respect to mixed use structures, designation as “residential” shall be limited to those mixed-use structures where the total square footage of retail and/or office space does not exceed the square footage of the largest single level of the building. That retail and / or office space may be positioned on multiple levels.

SECTION 7
LIGHT COMMERCIAL

Section 7.1
The following special provisions for Light Commercial Construction shall apply:

Section 7.2 Light Commercial Definition
All wood or steel frame, concrete block, and tilt-up not more than three (3) stories in height, such as, strip malls, restaurants, hotels or motels that are five (5) or less stories in height, storage units, banks, churches, fast food establishments, and similar types of construction, with a total contract price under $10 million and 30,000 square feet except that such projects in the area of downtown Seattle and downtown Bellevue shall be excluded.

The provisions of this Section shall not apply on public works projects covered by the Davis Bacon Act, state prevailing wage, other prevailing wage projects, Project Labor Agreements, Carpenter Developer Agreements, Union trust funded projects, or projects bid against any other Union contractors.

Section 7.3 Light Commercial Notification
Requests to use this Light Commercial provision shall be in writing to the Western States Regional Council Office in Seattle at westernwashington@wscarpenters.org. These requests shall be done prior to bidding and shall include a list of projects which are up for bid on which the contractor intends to invoke this Appendix. The purpose of these requests is to verify that the project meets the criterion as set out in this Appendix; it also allows notification of our dispatch office so the proper rates are utilized.

Section 7.4 Light Commercial Terms
On light commercial projects, as defined above, the minimum hourly rate shall be eighty percent (80%) of the current journeyman carpenter total package established under this Agreement with full benefits. The Union shall then adjust this benefit package in order to move additional funds into wages.

Except, as specifically set forth in this Section, each and every term and condition of the Cascadia Regional Master Labor Agreement shall apply to the Employer.

The Employer shall contribute to each of the Trust Funds as provided in the Master Labor Agreement in the amounts set forth unless modified in this Section.

Other modifications can be made to the wages and fringe benefit contribution rate on a project basis by utilizing the Work Preservation Committee on work defined in this Appendix.

Section 7.5 Overtime
The conditions as set forth in this Master Labor Agreement shall apply unless modified under this Appendix.

Section 7.6 Other Provisions

In the Light Commercial Industry, the Employer may employ a ratio of one (1) Apprentice, and one (1) Carpenter Helper for every Light Commercial Carpenter. These non-journeymen will work under the direct supervision of the Carpenter Journeyman and will perform but not be limited to such duties as stocking, scrapping, nailing off, clean up and any other ancillary duties assigned to them by the Light Commercial Carpenter, they are assigned to work with.

All work under this Section shall be voluntary on the part of the employee. Commercial Carpenter Journeymen may also be dispatched to Light Commercial jobsites at the full commercial rate upon contractor request. The Employer shall be responsible for notifying the employee of any reduction in their scale at least five (5) business days prior to being transferred to any job where such a reduction would occur.

Unless otherwise specified, all other provisions and/or conditions as set forth in the Cascadia Regional Master Labor Agreement shall apply.

SECTION 8
SAFETY AND HEALTH

Section 8.1 Substance Abuse Policy

(a) Labor and Management are committed to providing employees with a drug-free and alcohol-free workplace. It is the goal to protect the health and safety of employees and to promote a productive workplace and protect the reputation of Labor and Management and the employees.
(b) Consistent with those goals, the Employer prohibits the use, manufacture, possession, distribution, or sale, at its employment sites, of drugs, drug paraphernalia or alcohol. A testing program, pursuant to the Substance Abuse Program, may be instituted, upon mutual consent of Labor and Management, which consent shall not unreasonably be withheld to monitor compliance with this policy.
(c) If the Employer implements a Substance Abuse Program according to the terms of this Article on a project, all subcontractors, on project, will be required to have and implement a substance abuse program.
(d) An acceptable Substance Abuse Program is contained in a separate addendum to this Collective Bargaining Agreement, but it is not a part of this Agreement and modifications to this Substance Abuse Program, by mutual agreement of an Employer and the Union, will not constitute a change to this Agreement. Mutual agreement will not be unreasonably withheld.
(e) Any grievance related to any employer's Substance Abuse Program shall be resolved through Article 7 of the Cascadia Regional Master Agreement.

SECTION 9
VACATION / SICK LEAVE / PAID TIME OFF

Section 9.1

The parties have established a Joint Vacation, Sick Leave and Paid Time Off Plan within the Southwest Carpenters Vacation Trust. Each Employer shall make payments in the amounts designated in the applicable Addenda to the Southwest Carpenters Vacation, Sick Leave and Paid Time Off Plan. To the fullest extent allowed by law the parties hereby expressly waive all provisions of any state sick and safe leave laws as well as any and all provisions of any other municipal or county law or ordinance providing paid sick and/or safe leave.

The contributions so made shall be deemed to be, and shall be treated as, subject to withholding tax and Social Security and Unemployment taxes, a part of the total compensation payable at the end of the Employers payroll period during which such work is performed or paid for, but the full per-hour payments shall be transmitted to the Plan.

Effective July 1, 2022, the Southwest Carpenters Vacation, Sick Leave and Paid Time Off Trust, at the discretion of its Trustees, is authorized to create a system whereby members, having at least twelve (12) months of contribution history, in addition to regularly scheduled payouts, may withdraw amounts, subject to qualifications, requirements and limitations as established by the Trustees, from the Southwest Carpenters Vacation, Sick Leave and Paid Time Off Trust up to twice per year.

The Employer agrees that any contributions owed to the Vacation, Sick Leave and Paid Time Off Trust pursuant to the terms of this Agreement are part of the employees' taxable fringe benefits. The Employer shall be solely responsible for payment of all payroll taxes, including FICA, FUTA, income tax withholding, and any other tax liabilities, owed on the contributions to the Vacation, Sick Leave and Paid Time Off Trust. The Employer agrees that the Vacation, Sick Leave and Paid Time Off Trust is acting solely as the Employer's agent for purposes of collecting contributions and payment of vacation benefits and that the Vacation, Sick Leave and Paid Time Off Trust shall have no liability for payroll taxes due on the contributions payable to the Vacation, Sick Leave and Paid Time Off Trust or the vacation benefits payable from the Vacation, Sick Leave and Paid Time Off Trust.

Where an Employer fails to pay contributions as required by this Agreement and the Vacation, Sick Leave and Paid Time Off Trust pays Vacation benefits with respect to those unfunded vacation contributions, the Vacation, Sick Leave and Paid Time Off Trust shall issue IRS Form 1099 and, if relevant, the equivalent state tax form to the Employer for the value of any unpaid Employer contributions and any vacation benefits that are paid out of the Vacation, Sick Leave and Paid Time Off Trust's reserve assets. The Employer agrees to reimburse the Vacation, Sick Leave and Paid Time Off Trust for any liability for any payroll taxes that may be required to be paid to any federal or state taxing agency.

SECTION 10
CENTRAL WASHINGTON

Section 10.1
This Section is attached, and part of the Cascadia Regional Master Agreement negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024 through May 31, 2028, and shall cover covered work performed in Central Washington more specifically defined below.

This Section shall modify the terms and conditions of the Cascadia Regional Master Agreement for work performed in Central Washington. If specific terms and conditions are not specifically called out in this Section, the terms and conditions of the Cascadia Regional Master Agreement shall prevail.

Section 10.1.1 Territory Covered
This Section shall cover all building construction work in Yakima, Kittitas, Chelan, Douglas, and Okanogan Counties west of the 120th Meridian. It shall not cover public works construction.

Section 10.2
When performing the work in the territory as defined in Section 10.1, the parties agree to be bound by terms and conditions of the Cascadia Regional Master Agreement except as provided in this Section.

(a) **Certified Welder:** +2.5% per hour while performing welds required by the plans or specifications to be certified.
(b) All Foremen shall receive ten percent (10%) per hour above the highest paid carpenter journeymen under him/her.

Section 10.3 Monetary Increases
June 1, 2025 Wage/Benefit Opener

Section 10.4 Carpenters' Zone Pay
Zone pay differential shall be paid at the rate of $2.25 per hour when jobsites are located beyond twenty-five (25) mile radius from the city hall of the following cities: Chelan, Sunnyside, Wenatchee, and Yakima.

Zone pay differential shall be paid at the rate of $2.25 per hour when jobsites are located beyond a twenty (20) mile radius from the city hall of the following City: Ellensburg.

SECTION 11
EASTERN WASHINGTON / NORTHERN IDAHO

Section 11.1
This Section is attached, and part of the Cascadia Regional Master Agreement negotiated between the Western States Association of Union Contractors (WS-AUC) and the Western States Regional Council of Carpenters (WSRCC) dated June 1, 2024 through May 31, 2028, and shall cover covered work performed in Eastern Washington and Northern Idaho more specifically defined below.

This Section shall modify the terms and conditions of the Cascadia Regional Master Agreement for work performed in Eastern Washington and Northern Idaho. If specific terms and conditions are not specifically called out in this Section, the terms and conditions of the Cascadia Regional Master Agreement shall prevail.

Section 11.1.1 Territory Covered
This Appendix shall cover all Highway, Heavy and private Building Construction work in the following counties or parts of counties East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima, in the State of Washington; and Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County in the State of Idaho.

Section 11.1.2
When performing the work in the territory as defined in Section 11.1.1, the parties agree to be bound by terms and conditions of the Cascadia Regional Master Agreement except as provided in this Section.

Section 11.1.3
This Section shall be expanded to cover work within the diving classification performed in the States of Idaho, Montana, and Wyoming.

Section 11.2 Subcontracting
If an Individual Employer bound by this Agreement contracts or subcontracts any work covered by this Agreement to be done at the job site of the construction, alteration, or repair of a building, structure or other work to any person or proprietor who is not signatory to this Agreement, the Individual Employer shall require such subcontractor to be bound to all the provisions of the Agreement, such Individual Employer shall maintain daily records of the subcontractors employees' job site hours, and be liable for the payment of these employees' wages, travel, Health & Security, Retirement, and Apprenticeship and Training contributions (or differential) in accordance with this Agreement.

Section 11.2.2
In the areas of drywall, acoustical, wood framing, and insulation, if the Individual Employer is unable to find qualified Union subcontractors, the subcontractor requirement will be waived by mutual agreement after review of the bids by the Union under the following conditions:

a) If the Individual Employer receives three (3) union subcontractor bids on any one (1) segment of work (drywall, acoustical, wood framing, and insulation) referenced above, the Individual Employer will select and use one (1) of the union subcontractors.

b) If three (3) union subcontractor bids are not received on any segment of work (drywall, acoustical, wood framing, and insulation) referenced above, then the Individual Employer may use the non-signatory subcontractor provided the non-signatory subcontractor's bid is more than 5% lower than the lowest Union subcontractor bid; this bid may be used by the Individual Employer, provided the non-signatory subcontractor is an established licensed contractor who has operated within the territory of the Agreement.

Section 11.2.3
Whenever the Individual Employer is obligated to satisfy DBE-W/MBE or other governmental subcontracting requirements, the Union and the Individual Employer will agree to waive this provision in the event an Individual Employer and Union are unable to find qualified Union subcontractors prior to the bid opening. This provision shall not be implemented with any intent other than to meet governmental subcontracting requirements.

Section 11.3 Hours of Work – Shifts – Overtime

Section 11.3.1 Hours of Work
The work week will start with the first shift on Monday and conclude with the third shift on Friday. Eight (8) hours per day shall constitute a standard workday between the hours of 6:00 a.m. and 6:00 p.m. with a one-half (½) hour unpaid lunch period. Hours of work may be changed by the Employer with twenty-four (24) hour prior notification to the Union. Forty (40) hours per week, Monday through Friday, shall constitute a regular work week.

Employees will be at their place of work, ready for work, at the start of the shift. The place of work shall be defined as the gang or toolbox or equipment at the employee's assigned work location. Dry and/or lunch shacks and/or check-in locations shall be placed as near the gang box or work location as possible. Crews on shift will be given adequate time to gather up their tools before quitting time. Employees being terminated or laid off shall be given adequate time to collect tools and belongings prior to the end of the shift. On jobs where the Employer or owner prohibits private vehicles beyond a designated area, the Employer will furnish a man haul or permit the employees sufficient time to walk to the parking lot by quitting time.

Work performed in excess of eight (8) hours per day Monday through Friday, or outside the normal shift, and all work on Saturdays shall be paid at one and one-half (1½) the straight time rate. All work performed on Sundays and Holidays and after twelve (12) hours per day shall be paid at double (2) the straight time rate of pay. In no case shall overtime pay exceed double the straight time rate of pay. The Employer shall have the sole discretion to assign overtime work to employees with consideration of retention of the Job Steward.

Section 11.3.2 Special Shifts
When due to conditions beyond the control of the Employer, or when contract specifications require that work can only be performed outside the regular day shift, then by mutual agreement a special shift may be worked at the straight-time rate, eight (8) hours work for eight (8) hours pay. The starting time shall be arranged to fit such conditions of work.

If employees are called back to the job without receiving an eight (8) hour break between shifts, they shall continue at the applicable overtime rate.

A Special Shift Premium for work performed outside the normal shift work is a basic hourly rate plus $2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency, or the contract specifications require that more than four (4) hours of the special shift can only be performed outside the normal 6:00 a.m. – 6:00 p.m. shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an Employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status.

Section 11.3.3 Weekend Shutdowns:
When the work is started and completed within a period between 12:00 p.m. Friday night and 8:00 a.m., the following Monday morning, all work will be performed at the time and one-half (1½) times the applicable rate.

On a project working a makeup day, if one (1) carpenter is paid overtime, all affected Carpenters will be paid the applicable overtime rate.

Section 11.4 Holidays
The following seven (7) days shall constitute the recognized holidays within the terms of this Agreement. If any of the following holidays fall on a Sunday, Monday will be observed as the holiday. If any holiday falls on a Saturday, the preceding Friday shall be observed as a holiday. The holiday shall be the twenty-four (24) hour period commencing with the established starting time of the day shift on the day of the holiday.

New Year's Day	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas Day
Labor Day	

Section 11.5 Public Works Projects – Eastern Washington and Idaho State
In the event an Individual Employer bids a public job or project being awarded by a Federal, State, County, City or other public entity which is to be performed at a pre-determined and/or prevailing wage rate established pursuant to the provisions of the Davis-Bacon Act (Public Law 74-403 (8/30/35) as amended 3/23/41 and 7/2/64 (40USC 276A as amended)) or established by the Industrial Commission of Washington pursuant to the provisions of Title 39 RCW (39.12) prevailing wages on public works – Washington State, Prevailing Wage on Public Works, the published hourly wage including fringe benefits (excluding health and security) set forth in said public award in effect at the time of bid shall apply for the first twenty-four (24) months from initial notice to proceed for work covered under the Individual Employer's contract with the owner. Upon written request, the Individual Employer will provide a copy of the notice to proceed to the WSRCC Representative. The fringe benefit contribution rates shall be those established by the Master Agreement at the time of bid. In the event a health and security rate increase exceeds $0.40 cents per hour, any additional amount will be deducted from the employees wage rate. Notwithstanding the above, the project agreements may be mutually agreed upon to allow use of the pre-determined wage for the duration of a project to exceed twenty-four (24) months.

Section 11.5.1
In the event the specifications include an escalator provision covering wages, such amount will be included as an increase to wages to the extent that the Individual Employer may recover in the escalator claim.

Section 11.5.2
The Individual Employer will, when requested in writing, supply accurate and reliable information on company stationery that will assist the Union in establishing the correct Davis-Bacon rates when responding to DOL requests for prevailing wage data.

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Section 11.6 Wage Rates – Effective June 1, 2024
Overtime and Premiums are based on Total Taxable Wages.

Classification:			Base Pay	Vacation	Supp Dues	Total Taxable Wages	Pension	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
General Foreman (14% above Journeyman)			45.55	0.50	1.67	47.72	5.91	1.60	8.25	0.66	0.14	**$64.28**
Foreman (7% above Journeyman)			42.62	0.50	1.67	44.79	5.91	1.60	8.25	0.66	0.14	**$61.35**
Journeyman			**39.69**	**0.50**	**1.67**	**41.86**	**5.91**	**1.60**	**8.25**	**0.66**	**0.14**	**$58.42**
95% Apprentice	8th Period	650-1,000 hours	37.68	0.50	1.59	39.77	5.91	1.60	8.25	0.66	0.14	**$56.33**
90% Apprentice	7th Period	650-1,000 hours	35.66	0.50	1.51	37.67	5.91	1.60	8.25	0.66	0.14	**$54.23**
85% Apprentice	6th Period	650-1,000 hours	33.66	0.50	1.42	35.58	5.91	1.60	8.25	0.66	0.14	**$52.14**
80% Apprentice	5th Period	650-1,000 hours	31.65	0.50	1.34	33.49	5.91	1.60	8.25	0.66	0.14	**$50.05**
75% Apprentice	4th Period	650-1,000 hours	29.64	0.50	1.26	31.40	5.91	1.60	8.25	0.66	0.14	**$47.96**
70% Apprentice	3rd Period	650-1,000 hours	27.63	0.50	1.17	29.30	5.91	1.60	8.25	0.66	0.14	**$45.86**
65% Apprentice	2nd Period	650-1,000 hours	25.62	0.50	1.09	27.21	5.91	1.60	8.25	0.66	0.14	**$43.77**
60% Apprentice	1st Period	650-1,000 hours	23.62	0.50	1.00	25.12	-	-	8.25	0.66	0.14	**$34.17**

(a) **Certified Welder**: +2.5% per hour while performing welds required by the plans or specifications to be certified.
(b) **Foreman** shall receive 7% per hour above the journeyman wage classification working under them.
(c) **General Foreman** shall receive 14% per hour above the journeyman wage classification working under them.

Any Carpenter, or Piledriver covered by this Agreement shall be supervised by a Foreman/General Foreman of their respective craft, when one is employed.

Section 11.7 Apprentice Rates for all Classifications
No Pension contributions will be paid for apprentices during the 1st period.

First Period	650 – 1,000 hours - 60%
Second Period	650 – 1,000 hours - 65%
Third Period	650 – 1,000 hours - 70%
Fourth Period	650 – 1,000 hours - 75%
Fifth Period	650 – 1,000 hours - 80%
Sixth Period	650 – 1,000 hours - 85%
Seventh Period	650 – 1,000 hours - 90%
Eighth Period	650 – 1,000 hours - 95%

In addition to the wage rates listed in above in Section 11.6 Wage Rates, the Employers shall pay into a 401(k) Retirement Fund known as the "Eastern Washington-Northern Idaho Carpenters Retirement Fund" (which sponsors the Eastern Washington-Northern Idaho 401(k) Retirement Plan effective June 1, 2012. Effective June 1, 2024, the employer's non-elective contribution is one dollar and sixty cents ($1.60) per compensable hour for all employees covered by this agreement. Such payments shall be made monthly on or before the 15th of the month following that for which contributions are being made and shall be deposited in a delegated bank or banks in accordance with the negotiated Trust Agreement dated January 2, 2002 between the Inland Northwest Associated General Contractors of America, Inc. and the Pacific Northwest Regional Council of Carpenters and the individual members thereof. The signatory employers agree to abide by all the terms and conditions of the Trust Agreement and any amendments heretofore or hereafter adopted. The Trust Agreement, as amended, is incorporated by reference and made a part of this Agreement. In addition, for any employee who elects to have tax-deferred elective contributions deducted from his compensation for remittance to the Eastern Washington-Northern Idaho Carpenters 401(k) Retirement Plan, the signatory employers agree to remit such elective contributions on the employee's behalf monthly on or before the 15th day of the month following the month in which the employee has had the contributions deducted from his compensation, in accordance with the Trust Agreement referenced above.

Section 11.8 Heavy Construction Carpenter Classification
The heavy construction carpenter classification shall include but not be limited to the following: Projects that are classified by NAICS 237000 - Heavy and Civil Engineering Construction, Some of the types of projects or facilities where this work will be performed shall include but not be limited to construction of highways (including elevated), streets, roads, airport runways, or bridges, repair or alteration or additions to the production/fabrication/manufacturing portions of industrial plants such as oil refineries, chemical manufacturing plants, processing mills, paper mills, brake shoe manufacturing plants, carbon-fiber manufacturing plants, mining (ore processing) mills, smelters, refractories, hydroelectric power plants, nuclear power plants, steam generating (coal and other fuel type) power plants, atomic reactor construction, missile, and antimissile silos that have a total project construction value to the signatory Contractor at time of bid of more than $1,000,000.

Section 11.9 Dispatch Points & Zone Centers
Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer.

Section 11.9.1 Dispatch & Zone Pay Allowance All Classifications
It is agreed and understood that while traveling to and from work the employees are not within the course and scope of their employment, and the relationship of the Individual Employer-employee does not commence until the applicable hourly wage rate applies, or as mandated by law.

(a) Employees who qualify for zone pay shall be paid for hours worked. Likewise, employees who qualify for show up time shall also qualify for zone pay for those same show up hours.
(b) Zones for zone pay shall be as established “as the crow flies” from the dispatch points listed below.
(c) Within sixty (60) miles from the proper dispatch point, the Individual Employer will not be required to pay zone pay allowances as outlined if the Individual Employer provides adequate, covered, and safe transportation daily and round trip for the employee. If the Individual Employer provides transportation, the employee shall be considered to be under the direction of the Employer within the scope of his/her employment and the employee shall be considered to be under the coverage of the State Industrial Insurance laws of Washington and Idaho.
(d) Should an employee through no fault of his/her own and at the request of the Individual Employer make more than one (1) trip to the job within a twenty-four (24) hour period, the employee will be reimbursed for applicable allowances on the basis of total trips made to the job.

Section 11.9.2 Zone Miles

0 - 45 Miles	FREE
45 - 100 Miles	$4.00 per hour
101 Miles & over	$6.00 per hour

Section 11.9.3 Dispatch Points

(a) **KENNEWICK (515 N Neel St Suite B 101)** or the Main Post Office of established residence of employee for the area of the Agreement.
(b) **SPOKANE (127 E Augusta Ste 103)** or the Main Post Office of established residence of employee for the area of the Agreement
(c) **WENATCHEE (27 N. Chelan)** or the Main Post office of established residence of employee for the area of the Agreement
(d) **COEUR D' ALENE (1839 N. Government Way-Suite 102)** or the Main Post Office of established residence of employee for the area of the Agreement
(e) **MOSCOW (306 N. Jackson)** or the Main Post Office of established residence of employee for the area of the Agreement