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Memorandum of Understanding
Between the
Inland Northwest AGC
and the
Western States Regional Council of Carpenters

This Memorandum of Understanding ("MOU") is entered into by and between the Inland Northwest AGC ("Employer") and Western States Regional Council of Carpenters ("Union"). This MOU shall modify and amend the Collective Bargaining Agreement between the parties by adding the following as subsection (B) PAID SICK TIME to Schedule A-I, immediately following subsection (A) SUPPLEMENTAL DUES. This provision is adopted for the purpose of clarifying the application of the Washington Paid Sick Time and shall apply only to hours worked within the State of Washington.

(B) PAID SICK TIME

The Parties, effective January 01, 2026, hereby expressly waive the requirements of RCW 49.46.220 through 49.46.830. Effective January 01, 2026, The Employer agrees to contribute an amount equal to two and one-half percent (2.5%) of the employee's normal hourly wage rate for each hour worked within the state of Washington when covered by this Agreement to the Western States Carpenters Vacation Trust ("Vacation /PTO Fund") for the employee's use of sick leave. Vacation/PTO contributions are a fringe benefit and not to be compounded in overtime.[1]

Employees will accrue one hour of PTO for every forty hours worked. Any accrued and unused PTO up to forty (40) hours may be carried over to the next leave year.

The Employer will honor the use of and pay to the employee any paid sick leave hours accrued in accordance with the WA Paid Sick Leave Law prior to January 1, 2025 .

The Employee will honor use of sick leave under this provision consistent with RCW 49.46.210, as amended.

(i) An absence resulting from an employee's mental or physical illness, injury, or health condition; to accommodate the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventive medical care;

[1] Paid Sick Time is defined as 'usual benefits' to be included in the prevailing wage.

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(ii) To allow the employee to provide care for a family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventive medical care; and

(iii) When the employee's place of business has been closed by order of a public official for any health-related reason, or when an employee's child's school or place of care has been closed for such a health-related reason or after the declaration of an emergency by a local or state government or agency, or by the federal government.

(iv) An employee is authorized to use paid sick leave for absences that qualify for leave under the domestic violence leave act, chapter 49.76 RCW.

Should this program be found to not meet the construction exemption of RCW 49.46 by rule, amendment, direction, decree, or order from an arbitrator, or a court of competent jurisdiction, Washington's Department of Labor & Industries, the State, or any Local government agency, the obligation to contribute under this provision will immediately cease and the Parties will bargain for a legally acceptable alternative solution, the parties will be obligated to follow the law until the Parties reach a legally acceptable alternative.

All other terms and conditions of the CBA remain in full force and effect.

Dated: 9/8/2025

INLAND NORTHWEST AGC

Print Name: Clancy Welsh

Title: Chairman Negotiating Committee

Signature: DocuSigned by: Clancy Welsh C4A9B0529293449...

Print Name: Cheryl Stewart

Title: Inland NW AGC Executive Director

Signature: Signed by: Cheryl Stewart 8E269264D30045A...

WESTERN STATES REGIONAL COUNCIL OF CARPENTERS

Print Name: Antonio Acosta

Title: Regional Manager

Signature: Signed by: Antonio Acosta 50F04087E8B6400...