NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC
NORTHERN IDAHO

DIVER

Rates Effective: June 1, 2026 - May 31, 2027

Full Package Benefits:

Pension*	6.16
401(k)	1.60 This contribution gets directly remitted to Zenith.
Health & Welfare	9.25
Apprenticeship	0.62
CITF	0.15
Vacation	0.56
Supplemental Dues	2.34
TOTAL EMPLOYER CONTRIBUTION	**$20.68**

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.org

Zenith Trust Fund Remittances:
Rachelle Anderson
rranderson@zenith-american.com
Sam Barlow
sbarlow@zenith-american.com

Agreement Holidays:
New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day

Idaho Counties Covered: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Classification: Diver	**Vacation**	**Supp Dues**	**Total Taxable (Hourly Wage)**	**Pension***	**401k**	**Health & Welfare**	**Appren**	**CITF**	**TOTAL PACKAGE**
Divers Including Stand-By Diver	0.56	2.34	58.16	6.16	1.60	9.25	0.62	0.15	**$75.94**
Diver Diving	0.56	2.34	116.33	6.16	1.60	9.25	0.62	0.15	**$134.11**
Lead Diver/Dive Master	0.56	2.34	71.30	6.16	1.60	9.25	0.62	0.15	**$89.08**
Dive Supervisor	0.56	2.34	117.83	6.16	1.60	9.25	0.62	0.15	**$135.61**
Diver Tender	0.56	2.34	57.16	6.16	1.60	9.25	0.62	0.15	**$74.94**
Assistant Tender	0.56	2.34	53.49	6.16	1.60	9.25	0.62	0.15	**$71.27**
Maniford Operator	0.56	2.34	57.16	6.16	1.60	9.25	0.62	0.15	**$74.94**
Maniford Operator Mixed Gas	0.56	2.34	61.16	6.16	1.60	9.25	0.62	0.15	**$78.94**
Bell/Vehicle or Submersible Operator Not Under Pressure, etc*	0.56	2.34	58.16	6.16	1.60	9.25	0.62	0.15	**$75.94**
ROV Operator	0.56	2.34	57.16	6.16	1.60	9.25	0.62	0.15	**$74.94**
ROV Tender/Technician	0.56	2.34	53.49	6.16	1.60	9.25	0.62	0.15	**$71.27**

Dues: The rate for union dues deduction is $2.34 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.
Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).

***No Pension contributions will be paid for apprentices during the 1st period (including 401k)**

Premiums: See Article IV Pay Scales, Section K

Travel Pay: Employees shall receive per diem of twenty dollars ($20.00) for gas or food & one hundred dollars ($100.00) per diem in lieu of lodging for projects located more than seventy (70) miles from either:
a. the address of Spokane City Hall, or
b. the employee's primary residence, whichever is closer to the project site.

Zone Pay Allowance:

0-45 Miles	FREE
45-70 Miles	$4.00 per hour
71 Miles & over	$120.00 per day

Distance shall be determined using Google Maps with the "shortest route" filter applied. Employees receiving travel pay will be compensated at their regular hourly rate for hours worked.

FOR OFFICE USE BELOW

Rate Classes:

IDMWD	Eastern WA Diver
IDMWDD	Eastern WA Diver Diving
IDMWM	Eastern WA Dive Master
IDMWS	Eastern WA Diver Supervisor
IDMWT	ID, MT & WY Diver Tender
IDMWTA	ID, MT & WY Asst Tender
IDMWMO	ID, MT & WY Manifold Operator
IDMWMOG	ID, MT & WY Manifold Operator Mixed Gas
IDMWO	ID, MT & WY Operator Not Under Pressure
IDMWRO	ID, MT & WY ROV Operator
IDMWRT	ID, MT & WY ROV Tender/Tech

NEGOTIATED INCREASES:
June 1, 2027 - Contingent on the MLA Agreement runs through May 31, 2028