

CARPENTERS MASTER LABOR AGREEMENT

between

**GENERAL AND CONCRETE
CONTRACTORS ASSOCIATION, INC.**

and



**PACIFIC NORTHWEST
REGIONAL COUNCIL OF CARPENTERS**

of the

**UNITED BROTHERHOOD OF
CARPENTERS & JOINERS OF AMERICA**

For the period
June 1, 2008 - May 31, 2013

Revised September 8, 2009

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Definitions

A. **Association:** The term Association as used herein shall mean the General and Concrete Contractors Association, Inc. A list of members is set forth in Schedule “B” or any supplements thereto.

B. **Employer:** The term Employer as used herein shall mean any individual, partnership, firm or corporation signatory, or who becomes signatory, to this Labor Agreement.

C. **Union:** The term Union as used herein shall mean the Pacific Northwest Regional Council of the United Brotherhood of Carpenters and Joiners of America, acting for all of their Local Unions, as set forth on Schedule “C” attached hereto.

D. **Employee:** The term employee, workman and journeyman as used herein, shall mean any person without regard to age, race, creed, color, religion, sex or national origin whose work for an employer in the area covered by this Agreement falls within the recognized jurisdiction of the union.

E. **Journeyman:** The term Journeyman, as used herein, shall mean any person who became a Journeyman member of the United Brotherhood of Carpenters and Joiners of America prior to June 1, 1980; or who attained Journeyman standing thereafter outside this bargaining unit; or, who qualified as a Journeyman thereafter in accordance with the procedures set forth in Article 12 herein.

F. **Apprentice:** The term Apprentice, as used herein, shall mean any person who is actively enrolled in a state-approved joint apprenticeship program for Carpenters, Millwrights, Piledrivers or Drywall designed to achieve off-site proficiency and on-site productivity so as to permit a person to meet the minimum uniform competency standards of a qualified Journeyman.

G. **Equal Rights:** In recognition of the equal rights laws for both sexes and in recognition of the fact that women are becoming more involved in construction, any masculine pronoun or any reference in masculine gender herein shall be construed to include either male or female. This Agreement acknowledges the opportunities and rights of qualified women and men alike to function in crew and supervision positions of the trade.

H. **Competency:** The term competency, as used herein, shall mean proven proficiency and productivity sufficient to meet the minimum standards of a Journeyman or applicable level Apprentice.

Purposes of this Agreement

The parties to this Agreement recognize their long association in collective bargaining. We believe construction by the Union team of contractors, journeymen, apprentice produces the best product at the best cost for the owner.

Historically, the purpose of this Agreement has been to promote the settlement of labor disagreements by conference,

to prevent strikes and lockouts and to prevent avoidable delays and expense. Both parties pledge to continue these efforts and purposes.

Effective with this Agreement, the parties also pledge their best efforts to implement and maintain a program encompassing special emphasis on Journeyman and Apprentice training so as to ensure an adequate supply of qualified workers.

Furthermore, the parties pledge to institute a cooperative labor-management task force which continuously seeks means and methods of assuring our union team's competitive position in the marketplace.

Each party shall immediately name at least three people as the initial appointees of this task force.

Article 1

Territory

This Agreement shall cover the entire State of Oregon, and the following area 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 will include the entire peninsula west of Willapa Bay.) The Agreement shall also apply to Lewis County for Piledrivers only.

Article 2

Work Affected

Section 2.1. This Agreement shall govern all types of construction work coming within the jurisdiction of the United Brotherhood of Carpenters and Joiners of America as historically recognized by the AFL-CIO Building and Construction Trades Department.

Section 2.2. (A) To clarify the scope of this Labor Agreement, and to thereby avoid future misunderstandings, utilities, highway and heavy construction work is defined as including, but not limited to the following: construction and reconstruction of roads, streets, highways, alleys, sidewalks, guard rails, fences, parkways, parking area, athletic fields, airports, railroads, street railways, bridges, overpasses, underpasses, grade separations, grade crossings, track elevations, elevated highways, sewers, water mains, foundations, pile driving, sanitation projects, irrigation projects, flood control projects, reclamation projects, reservoirs, dams, dikes, levees, revetments, channels, aqueducts, channel cut-offs, jetties, breakwaters, harbor developments, docks, piers, abutments, retaining walls, transmission lines, pipelines, duct lines, subways, shafts, tunnels, excavation of earth and rock, clearing and grubbing, land leveling, quarrying, industrial plant construction other than building construction as defined below; including operation, maintenance and repair of land and floating plant equipment vehicles and other facilities used in connection with the described work and service, and all other work of similar nature.

(B) Building construction work shall cover, but not be limited to, the construction of residential, commercial or industrial structures, and the on-site work necessary for assembly, erection and installation of facilities and equipment in or on such structures, including any and all modifications, additions and repairs thereto.

(C) It is hereby agreed when a contractor signatory to this Agreement performs the following defined residential work, it shall be performed in accordance with the terms and conditions of the applicable current area residential agreement. Residential construction is defined as all work in connection with construction alteration and/or repair of all residential units such as single dwellings, duplexes, row houses, town houses and apartments not to exceed four (4) stories in height including a basement.

Section 2.3. The terms of this Agreement shall also apply to that work performed at temporary facilities, such as fabrication yards and/or assembly plants located at or adjacent to the construction site, which are integrated with and set up for, the purpose of servicing the construction project or projects; rather than to serve the public generally.

Section 2.4. Craft jurisdiction is neither determined nor awarded by classification or scope of work coverage in any GCCA Labor Agreement.

Section 2.5. See Carpenters, Millwrights, Piledrivers Schedules "A" for the appropriate wage rates and character of work.

Article 3

Effective Date – Duration - Modification

Section 3.1. When executed by the parties hereto, the terms and conditions of this Agreement shall become effective on June 1, 2008 and shall remain in full force and effect through May 31, 2013. The “no strike, no lockout” provisions of this Agreement shall remain in full force and effect during the entire five (5) year duration of this Agreement. The monetary considerations, i.e. wages, fringe benefits, etc., shall be as set forth in Schedule “A” for rates to be effective June 1, 2008.

Section 3.2 Any party hereto desiring termination, modification or changes in this Agreement to take effect subsequent to May 31, 2013 shall serve written notice on the other party at interest 60 to 90 days prior to the expiration of this agreement, requesting negotiation.

If no such notice is given, this Agreement shall continue in full force and effect from year to year.

Article 4

Subcontractors Clause - Building

Section 4.1. (A) 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 Contractor or joint venture covered by the terms and condi-

tions of this Agreement shall subcontract any job site work to a subcontractor or employer who is not signatory to a Carpenter Agreement except as provided below. The Contractor or joint venture shall be held responsible for the payment of Wages, Travel Pay, Pension, Health and Welfare, Vacation, Training, Drug Testing, CMF, and RCD incurred by the subcontractor and shall see that the subcontractor adheres to the working conditions.

(B) Section 4.1(A) 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 the Local union, a representative of the Regional Council, the Contractor, the subcontractor and the Association if affected. The parties will attempt to reach agreement regarding this section before the subcontractor performs any work on the project.

(C) In order to comply with this Article, the Union shall make available an agreement for the duration of the Project or subcontract to cover only the subcontracted work.

Section 4.2. 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 Regional Council 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 job site.

Section 4.3. No work will be let by piecework, contract or lump sum direct with journeymen, apprentice for labor services.

Section 4.4. (A) When the low responsive bid from a signatory subcontractor exceeds a non-signatory bid by either 5% or \$50,000, the contractor shall be relieved of Section 4.1(A) of this Article. This section applies to the following classifications of work only: (drywall/wetwall), insulation, manufactured ceiling systems, manufactured wall systems, or (MBE/WBE/DBE).

(B) The 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 General Contractor agrees to notify the Pacific Northwest Regional Council of Carpenters in writing within 24 hours, with the pertinent bid information, or within 24 hours of subcontractor notification of accepted low bid.

(C) The contractor shall solicit at least 2 bids from signatory subcontractors. The Union and 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 General Contractor in violation of this section, the General Contractor shall be prohibited from using this section for the duration of this Agreement.

(D) The Union agrees to make available an Agreement for the duration of the project, or subcontract, to cover only the subcontracted work.

Subcontractors Clause – Heavy Highway

Section 4.5. (A) 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 Employer or joint venture covered by the terms and conditions of this Agreement shall subcontract any job-site work to a subcontractor or employer who is not signatory to this Labor Agreement except as provided below. The Employer or joint venture shall be held responsible for the payment of Wages, Travel Pay, Pension, Health and Welfare, Vacation, Dues Deduction, Training, Drug Testing and CMF incurred by the subcontractor and shall see that subcontractor adheres to the working conditions, except as provided below.

(B) Section 4.5.(A) 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 the Local Union, a representative of the Regional Council, the Contractor, the Subcontractor and the Association if affected. The parties will attempt to reach agreement regarding this section before the subcontractor performs any work on the project.

(C) In order to comply with this article, the Union shall make available an agreement for the duration of the project or subcontract to cover only the subcontracted work.

Section 4.6. In the event an Employer is unable to find qualified competitive union MBE-WBE subcontractors when the Employer is obligated to satisfy MBE-WBE recruiting requirements, the Union and the Employer shall waive this article provided the pre-job conference referred to in Section 4.1(B) above is utilized.

Section 4.7. Where the general contractor receives bids that show the non-union subcontractor 5% or more lower than the union subcontractor, the 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 10%. Labor subcontracts include labor and small tools only; they do not include rentals, equipment or materials.

Section 4.8. 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 job-site.

Article 5

Union Recognition and Hiring

Section 5.1. In order to maintain employment and preserve workable labor relations as well as to insure the orderly accomplishments of private and public work, the following shall prevail with respect to the hiring of workers.

Section 5.2. The Association recognizes the Union as the sole collective bargaining agent for all workers falling within the jurisdiction of this Agreement and the Union recognizes the Association as the sole Bargaining agent for its members as listed on Schedule "B" hereof and supplements thereto.

Section 5.3. Unlawful Discrimination / **Government Requirements**

(A) There shall be no unlawful discrimination by the Employer or the Union with respect to the hiring, tenure or discharge of any workers and any requirement as to membership or non-membership in any Union shall be in accordance with the National Labor Relations Act as amended and appropriate Executive Orders.

(B) The Employer and the Union recognize that an Employer should not lose jobs because of Government requirements which are in conflict with the hiring hall. Therefore, when a government contract or Government Agency requires a different hiring hall arrangement to meet

Federal or State requirements, the hiring hall arrangement will be modified to meet the demands of those requirements. It is understood that the hiring hall arrangement will be followed as closely as possible without being in conflict with the Government requirements.

The Employer will notify the Union in advance of the commencement of the job of the Government requirements, and upon request will provide the Union with a copy of pertinent provisions.

It is also further understood and agreed that this section is not intended to create jobs where none exist.

(C) The parties recognize and agree that the discrimination against and the harassment of an individual because of the individual's gender, race, religion, age, national origin or disability is adverse to the interest of the Union and Employer. The parties, therefore, jointly declare such discrimination and harassment in any form is strictly prohibited and constitutes grounds for discipline.

The Union and the Employer shall post this Article at all job sites and dispatch points.

Section 5.4. It is recognized within the construction industry that the Union affords the prime source of qualified journeymen, apprentices required to perform the work covered by this Agreement.

A. All persons seeking employment via the Union shall be chronologically entered on the appropriate Out-of-Work List as maintained by the dispatch office.

B. Out-of-Work-List

1. Whenever the Employer requires workers to be dispatched, he/she shall notify the dispatch office having jurisdiction of the project as established by the Pacific NW Regional Council of Carpenters, see Schedule "C" advising of project location, starting time, the number of Journeymen and Apprentices needed and the skills of each.

2. The Union will dispatch such workers from this list as follows:

a. To satisfy the Employer's request for workers with specified skills. Preference will be accorded such workers with the earliest initial registration on said list.

b. To satisfy the Employer's request for workers by name provided:

(1) They are registered on the Out-of-Work List.

(2) The Union has been advised of employment prior to such worker being put to work.

(3) The Employer confirms in writing his request for dispatch to the Union within 24 hours (Saturday, Sunday, and holidays excluded) of such employment whereupon the Union will issue written dispatch.

(4) Apprentices may be requested by name only, not by term or period.

3. Should the Union be unable to refer qualified workers for employment to the Employer within 24 hours from the time of receiving the Employer's request (Saturdays, Sundays and holidays excepted) or at the time mutually agreed upon at time of request, or if a worker fails to report to the job site in the agreed time, the Employer shall be free to secure the workers from any source. The Employer shall notify the dispatch office promptly of the names, social security numbers and the date of hire of such employees.

4. The Union shall require the removal of employees who have not been dispatched in accordance with 5.4.B above.

C. Evaluation Referral List

1. Non-members seeking employment via the Union and claiming credit for previous experience shall be registered on the Evaluation Referral List.

2. The Union shall refer these individuals to the JATC for evaluation in accordance with procedures set forth in Article 12 herein.

3. The JATC shall evaluate the individual as:

(a) A Journeyman, or

(b) An apprentice at an assigned competency level.

4. If the individual is evaluated as a journeyman:

(a) He/she shall submit the evaluation to the Union.

(b) The Union shall place him/her on the out-of-work list.

(c) Dispatch eligibility shall be as per Section 5.4.B, above.

5. If the individual is evaluated as an apprentice he/she shall be processed in accordance with the Oregon and/or Southwest Washington Construction Carpenter Selection Procedure.

6. Non-members seeking employment as an apprenticeship applicant via the Union and claiming no credit for previous experience shall be processed in accor-

dance with the Oregon and/or Southwest Washington Construction Carpenter Selection Procedure.

Section 5.5. (A) Composite Crew

This provision shall first be arranged at a pre-job conference or subsequent meetings of the Employer and crafts involved. Any disagreement over this provision may be appealed to the chief representatives of the respective signatory crafts and GCCA.

(B) Employers may establish for a project or job a crew or crews known as a “composite” which shall consist of the required crafts in such proportions as are respective to the type of work to be performed. In relaxation from strict craft jurisdiction, provided the employees from each craft are assigned to their craft’s jurisdiction as far as practical and possible, but not inconsistent with the provision of this Agreement.

Section 5.6. Pre-Job Conference

A pre-job conference shall be held whenever so requested by the Union or Employer to discuss the Employer’s labor requirements, the type of work, duration of the project, who the known subcontractors are, if any, to whom the contractor will subcontract any work covered by this agreement and arrange for the orderly placement of workers on the project. This pre-job conference shall be held in the locality of the job site or at some other mutually agreed location. The Union shall be notified in writing of any subcontractor not

known at the pre-job conference at least five (5) days prior to the subcontractor starting work.

Section 5.7. Transfer of Foreman/Specialty Workers

(a) The Union shall not impose any restrictions on the transfer of a reasonable number of Carpenters provided that the employer contacts the local union having jurisdiction of the project prior to starting work. Such agreed upon workers shall present themselves to the Local Union having jurisdiction for proper dispatch before going to work.

(b) Non-members may not be requested as foreman.

Section 5.8. The Union having qualified as required by Section 8(a)(3) of the National Labor Relations Act as amended, the following provisions shall be effective:

All workers employed by the Employer to perform work within the properly determined craft jurisdiction of the Union involved shall become members of such Union not later than the 8th day following the beginning of such employment, or since the inception of this Agreement, and thereafter shall maintain membership in good standing in said Union as a condition of employment, subject, however, to the provisions of Sections 5.9 and 5.10 of this Article.

Section 5.9. The Union accepts all obligations for the continued membership of its members as provided in Section 5.8 of this Article and for the collection of their initiation fees and dues. The Union shall have the right to require the

removal of employees for failure to pay or tender initiation fees and dues as required by this Agreement. There shall be no stoppage or slow-up of work because of disciplinary action on the part of the Union.

Section 5.10. 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.

Section 5.11. The Employer shall be the sole judge of a worker's qualifications and may discharge any employee for cause, which shall be stated on the standard separation slip. (See copy attached.) Whenever an employee is discharged and is not eligible for rehire, it shall be so stated on the standard separation slip.

Section 5.12. A worker who receives three (3) separation slips in a twelve month period for lack of competency shall be referred for evaluation and counseling as per Article 12 before re-dispatch. Copy of separation slip shall be sent to Local Union having jurisdiction and the GCCA no later than seven (7) days following termination.

Article 6
Working Conditions

Shifts-Hours of Work-Overtime

Section 6.1. The official time for the purposes of this Agreement shall be applicable legal time.

Section 6.2. Single Shift

Heavy Highway: Eight (8) hours work per day between the hours of 5:00 a.m. to 7:00 p.m. and five (5) days per week, Monday through Friday, shall be the normal working time of all employees covered by this Agreement. Starting and quitting times may be expanded by mutual agreement between the employer and the Union.

Building: Eight (8) hours work per day between the hours of 6:00 a.m. to 6:00 p.m. and five (5) days per week, Monday through Friday, shall be the normal working time of all employees covered by this Agreement. Starting and quitting times may be expanded by mutual agreement between the employer and the Union.

Section 6.3. (A) Work Week

The work week shall be forty (40) hours, Monday through Friday, and the workday shall not exceed eight (8) hours per day.

1. All time worked in excess of eight (8) hours (but not more than 12 hours) of continuous shift work shall be paid for at the rate of time and one-half (1-1/2).
2. Work performed on Saturdays shall be paid for at the rate of time and one-half (1-1/2).
3. All hours worked after twelve (12) hours of continuous shift work (including Saturdays) shall be paid for at the rate of two (2) times the proper hourly rate of pay.
4. Sunday and holiday work shall be paid for at the rate of double time (2.0x).

(B) Minimum Time Between Shifts

When an employee has worked the regular shift and then is required by the Employer to work at the overtime rate, the Employee shall not go to work again for the regular rate until the employee is relieved for a period of at least eight (8) hours.

(C) On work that is entirely federally funded, the work shall be forty (40) hours Monday through Friday. All work in excess of forty (40) hours in one (1) week or ten (10) hours in one day shall be paid for at the rate of time and one-half (1-1/2). The Contractor shall not employ a second crew to circumvent overtime pay after 40 hours. This shall not prohibit the Employer and the Union from negotiating a “rolling” four ten-hour shifts on a project by project basis.

(D) Special Operations - On operations such as green sawing, de-watering, curing and protection of concrete, all overtime pay shall be time and one-half (1-1/2), including Sundays and holidays.

(E) Overtime pay involved in the protection and drying of material to facilitate the continuation of work shall be at time and one-half (1-1/2), including Sundays and holidays.

(F) Four-Ten Hour Shifts - Notwithstanding the above, the Employer may, at his/her option, establish ten (10) hour shifts for a minimum of any four consecutive scheduled work days, Monday through Thursday, on some or all operations on a project, without being required to pay overtime. Anything over ten (10) hours shall be subject to the provisions above. Failure to work the four (4) day minimum shall require overtime unless such failure is caused by actual inclement weather, holiday or other conditions definitely beyond the control of the Employer.

(G) Four ten (10) hour shifts at the straight time rate may be established Monday through Thursday. In the event the job is down due to weather conditions or equipment breakdown, then Friday on a voluntary basis may be worked as a make-up day at the straight time pay. Make-up day applies to the crew so affected.

(H) Five Eight (8) Hour Days - In the event the job is down due to equipment breakdown or weather conditions, Monday through Friday, then Saturday on a voluntary basis may be worked as a make-up day at the straight time rate.

Section 6.4. Two Shift Operations

(A) On a two consecutive shift operation, no shift penalty is involved for work performed in either of these two shifts. Each shift must be scheduled for at least eight (8) hours except as provided for in the Reporting Pay/Minimum Pay requirements of this Agreement.

(B) When the employer establishes a twelve (12) hour shift or shifts, the first lunch will start not later than the fifth (5th) hour; the second lunch will begin not later than the tenth (10th) hour excluding lunch period. Day and night shift will be twelve (12) hours for twelve hours pay.

Section 6.5. Three Shift Operations

(A) On all three-shift operations, the first or day shift shall be eight (8) hours of continuous employment, except for lunch period, between the hours of 8:00 a.m. and 4:30 p.m. except that an earlier starting time may be established by mutual agreement between the Employer and the Union.

(B) The second or swing shift shall be seven and one-half (7-1/2) hours of continuous employment, except for lunch period, and shall be paid for at eight (8) times the regular straight time hourly wage rate.

(C) The third or graveyard shift shall be seven (7) hours of continuous employment, except for lunch period, and shall be paid for at eight (8) hours at the regular straight time hourly wage rate. In no event shall the regular working

hours or different shifts overlap nor shall any interval between shifts exceed the reasonable time necessary to change shifts, and in no event shall such interval exceed one hour. Thirty-five (35) hours of work, Monday through Friday, shall constitute a regular week's work on all shifts of seven (7) hours.

Section 6.6. The parties hereto mutually agree that, in the event serious unemployment conditions should warrant, appropriate amendments to the hours of work, shifts and other related provisions of this Article may be negotiated for the purpose of relieving such unemployment conditions.

Section 6.7. Lunch Period/Rest Break

(A) A regular lunch period of not less than one-half (1/2) hour or more than one (1) hour shall be established within one (1) hour of mid-shift but in no event longer than five (5) hours from the beginning of the shift. If an employee is required to work more than five (5) hours from the beginning of the shift without a lunch break, he/she shall be paid a half-hour (1/2) hour at the applicable overtime and in addition be given adequate time to eat his/her lunch. Employees will be given a lunch period after each work period of not more than five (5) hours. Employees requested and notified of working twelve (12) hour shifts will be required to bring a second meal and be given adequate paid time to each such meal.

(B) In no event shall any shift period or overtime exceed five (5) hours between provided meal periods. Each provid-

ed meal period during overtime hours shall be of sufficient duration (not less than thirty (30) minutes), in accordance with the job situation, to allow the workman adequate time to secure the meal. If the work will not permit leaving the job, the Employer shall furnish lunch to the workers at no cost to them.

(C) Paid rest periods of ten (10) minutes shall be provided during each work period or major part thereof. The rest period may not be added to the usual meal period or deducted from the beginning or end of the work period to reduce the overall length of the total work period. The ordinary nature and circumstances of construction work may not allow for a fixed regular schedule. However, effort shall be made to have the rest periods taken approximately in the middle of each work period.

Section 6.8. Holidays

(A) Holidays recognized under this Agreement shall be as follows:

New Year's Day
Fourth of July
Memorial Day
Christmas Day

Labor Day
Thanksgiving Day and
the day following
Thanksgiving Day

(B) 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.

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

(D) 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 Employer will not be required to pay for any time not worked.

Section 6.9. Upon a declaration of an emergency by a proper governmental agency and in all other situations where the Association and the Union mutually agree that an emergency exists, emergency overtime work to save life, limb or property shall be paid at time and one-half the straight time rate.

Article 7

Miscellaneous Provisions

Section 7.1. The repair or adjustment of any equipment or machinery, pursuant to the terms of a guarantee by the manufacturer thereof or his/her agent or employees, will not be subject to this Agreement and the Union will not interfere with such employees on such exempted work; provided, however, that this does not apply to the assembling and erection of machinery on and during a construction job prior to completion of the erection.

Section 7.2. Payday

(A) Employees shall be paid on the job on payday during working hours at a mutually convenient location. Cash or check upon which there is no charge for exchange shall be the pay medium. The Employer shall include with each weekly payment to the employee a separate detailed statement showing the name, address of the Employer, hours worked, and the itemized withholding deductions made.

(B) Notwithstanding the above, electronic direct deposits may be permitted upon a written, signed and dated authorization from the employee.

(C) Payday shall not be later than Friday of each current week and payment shall be in full for the previous pay period. The interval between the end of the established pay period and payday shall not exceed five (5) days, provided however, that Employers who make up payroll at some distant point may extend this interval as necessary to enable them to prepare the payroll but in no event shall such interval exceed one week. Employees laid off or terminated shall be paid immediately, and provided further that, if the employee is not paid in accordance with this provision and it becomes necessary for him/her to return at a later date for such payment, such employee shall be entitled to eight (8) hours of regular wages and benefits due him/her for each day it became necessary for him/her to return or wait for his/her paycheck.

(D) Any claim for wages or reporting pay due an employee shall be presented in writing to the Employer by the Union within thirty (30) days after the particular payday when the error or violation occurred. The parties hereto agree that unless such claims are presented within the time limit herein set out they shall be considered, so far the Union is concerned, as having been waived by the employee or that they are unjustified, and shall accordingly be given no consideration.

(E) Employees scheduled for layoff can be paid by mail with the following provisions:

1. At the time of layoff, all hours worked up to and through the normal work shift on day of layoff are paid at time of layoff.
2. Any hours worked outside the normal work shift on date of layoff are paid by mail within twenty-four (24) hours. (Saturday, Sunday and holidays excluded.)
3. Checks mailed later than twenty-four (24) hours after layoff will be subject to additional pay at regular wages due him/her. (Eight (8) hours for each day past due based on the postmark cancellation date of the payment.)

Section 7.3. The number of employees at any time on any job, shift or in any employment shall be at the discretion of the Employer. When any journeyman is assigned the

responsibility of a foreman for the prosecution of the work, he/she shall receive not less than the foreman's rate of pay. Assigned foremen shall issue instructions to the workers except in unusual or emergency situations.

Section 7.4. Health and Safety

(A) The Employer and employees shall comply with all applicable federal & state laws governing health and safety. The safety and health standards of applicable state and federal laws are minimum standards and are not intended to imply that the Union objects to the establishment and imposition by the Employer of additional or more stringent rules to protect the health and safety of the employees. It shall be the exclusive right and responsibility of the Employer to insure compliance with safety and health standards and rules.

(B) An adequate supply of pure, cool, clean drinking water and sanitary drinking cups shall be kept in close proximity to workers at all times. At no time shall water bags be permissible.

(C) Toilets, urinals or latrines of approved types, in sufficient number and in clean and sanitary condition shall be provided on all jobs. Any worker found not cooperating in keeping these facilities clean and sanitary shall be subject to discharge. When performing work on existing sewage treatment plants or any other similar unsanitary work projects, the Employer shall provide suitable facilities within reasonable proximity to the work for employees to wash and dis-

infect their hands prior to their lunch period. Time allowances for same shall not exceed five minutes, unless additional time is deemed necessary by supervision.

(D) First Aid Kits and other approved emergency equipment shall be kept in convenient and easily accessible places at all times, and shall be in the charge of an accredited First Aid Operator.

(E) Any transportation furnished by the Employer shall afford adequate protection against the elements of weather and shall be operated in safe manner.

(F) Adequate facilities shall be provided within a reasonable time for the employees in which to dry their clothes and eat their lunches. Same shall be equipped with adequate heat. The storage of supplies or equipment shall not interfere with the use of these facilities as provided herein.

Section 7.5. Drug and Alcohol Testing

(A) 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.

(B) The 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.

C) 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 by Employer contributions to the DFW Trust. If test results are negative, the member will be paid \$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.

(D) Except as provided in section (E) and (F), all Employers signatory to this agreement, including 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.

(E) Notwithstanding section (D), a signatory contractor may opt out of the program and not pay the contribution if:

1. It covers its employees within its Department of Transportation approved program or
2. Implements a drug and alcohol testing and treatment program which the DFW Trust has certified as meeting or exceeding the DFW program.

(F) Additionally, a signatory contractor who does not meet the section (E) exception, may choose to not participate in the program. However, such contractors must still make the contribution set forth in section (D).

(G) If an employer opts out of the DFW program under section (E) or (F), prospective employee/members who test negative for any required drug and alcohol test will be reimbursed \$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 7.6. Stewards

(A) There shall be a steward on the job at all times while the work of the Brotherhood is being performed, except in the event a crew or portion thereof is required by the Employer to perform overtime work, then the steward shall be required only if he/she was performing the work which will continue into overtime. This method of selecting overtime workers shall not be considered discriminatory.

(B) The steward shall:

1. Be a working journeyman appointed in writing, by and at the discretion of the business representative of the Union.
2. In addition to his/her work as a journeyman, be permitted to perform during working hours such of his/her union duties as cannot be performed at other times.

(C) His/her official duties as a steward shall be limited to:

1. Securing the weekly Steward Report.
2. Pick up the tools for a sick or injured person and notify the Local Union and/or Regional Council Representative.
3. Transmit to the business representative all complaints and grievances emanating from the job.

(D) It being expressly understood and agreed that a steward's duties shall not include any matters relating to referral, hiring or termination or disciplining of employees. That he/she shall not in any way obligate the Union or business representative in any matter of policy, interpretation of Labor Relations Agreements or in any other prerogatives usually assigned to the business representative.

(E) In no event shall an Employer or the Union discriminate against the steward, nor will the Employer discharge him/her on account of any action taken by him/her in the proper performance of his/her union duties. If in the opinion of the Employer, the steward is not operating within the scope of this Agreement or that he/she is exceeding his/her authority, the Employer shall notify the business representative who shall correct the matter.

(F) The Steward will not be discharged or transferred for actions taken in the proper performance of the Steward's

duties. The Union and the steward shall be notified in writing forty-eight (48) hours before he/she is to be laid off or discharged except when he/she is the last journeyman on the job other than the foreman. In the event of a temporary lay-off, the steward will be the first worker given the opportunity to return to work, if qualified. Reduction of force is not considered cause for separation of the Steward when said steward is qualified to perform the scope of work remaining on job site.

Section 7.7. Tools

(A) All employees shall have tools sharp and in good condition upon going to the job, and unless the Employer employs a saw-filer, the Employer shall have employees' saws filed at no cost to the employee. No employee shall be required to take his/her saws off the job for filing.

(B) No employee shall be permitted to take upon any job, loan, rent or otherwise furnish any optical instruments, patented miter box, clamp (except saw clamp), ladder, saw horse or any power tool, or vehicle. The foreman shall be responsible for the proof of ownership of all power equipment and other items mentioned in this paragraph. The Employer shall furnish expendable tools such as taps, drills, files, hacksaw blades, special hand cleaners and solvents, welding gloves, standard welder hood and glasses. It is the responsibility of the employees to return such items to the Employer in like condition less normal wear and tear.

(C) The Employer shall furnish a suitable place for the safe-keeping of the employees' tools and work clothes. When they are so stored the Employer shall be liable for loss of tools and/or work clothes due to forced entry, flood or fire. He/she also shall be liable for accidental damage to worker's tools caused by movement of Employer's equipment when such situation is beyond the employee's control. Any claim for such loss must be itemized in writing, certified to by his/her foreman and submitted within 5 days after such loss. The Employer shall be permitted seven (7) days after receipt of such claim to effect replacement of equal quality. Claims for loss shall be limited to tools and clothes necessary for the performance of the employees' work on the project on which the loss occurred, provided that the employees have been notified of such required tools and clothing.

(D) When stationary power saws or other stationary wood-working machinery are used on the job, they must be operated by qualified journeymen or apprentices in accordance with the appropriate apprenticeship standards.

(E) Employees shall be allowed such time as necessary to collect, clean, and store tools in the designated place before quitting time. Wherever practicable the tool house shall be placed close to the work.

Section 7.8. Certifications

(A) When an Employer requests a Certified Welder (Carpenter, Millwright or Piledriver) 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 3 position test within one year of date of employment.

(B) 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 Oregon-Washington Carpenter Apprenticeship Trust Fund provided;

1. Prior authorization for test received from Pacific Northwest Carpenters Institute (previously the Willamette Carpenter Training Center, Inc. (WCTC).
2. Test is passed; no reimbursement will be allowed for any test failures,
3. Receipt of payment for such test submitted to Pacific Northwest Carpenters Institute.

(C) If any card/certifications are needed for any safety procedure, which requires training outside the normal working hours, the Employer and the Union shall meet and determine what compensation is needed.

(D) Any charges incurred for additional certification required by the employer, not listed in 7.8(A) above, shall be paid by the employer. Any time employee spends obtaining additional required certifications shall be paid at the applicable wage rate.

(E) When, as a condition of employment requires a certified welder to re-certify at the job site, the employer shall provide the employee with a copy of his or her certification papers.

Article 8

Immigration Reform and Control Act (IRCA) Requirements, Reporting Pay, Minimum Pay and Standby Pay

Section 8.1. Immigration Reform and Control Act (IRCA). Any referral who is unable to qualify for employment under the provisions of the IRCA shall not be eligible for employment and the attendant benefits therein.

Section 8.2. Reporting Expense

When qualified workers report for work as directed and for whom no work is provided, they shall be paid \$40 reporting expense unless prevented from working by causes not under the control of the Employer. It being understood that the above reimbursements are for the inconvenience of reporting to the job site and are not to be construed as wages for work performed and that workers entitled to reporting expense shall not be required to remain on the job site except as provided below.

Section 8.3. Minimum Pay

(A) Employees who work less than four (4) hours shall be paid for four (4) hours and if worked more than four (4)

hours but less than six (6) hours shall be paid for six (6) hours and if worked more than six (6) hours but less than eight (8) hours shall be paid for eight (8) hours. If an employee leaves or quits of his/her own volition, he/she shall be paid for actual time worked at the applicable straight or overtime rates. If a new hire is put to work and judged by the employer to be unsatisfactory, the worker shall be paid only for the actual time worked.

(B) The above shall not apply if the work stoppage is due to equipment breakdown or weather conditions beyond the control of the employer.

Section 8.4 Stand-By

On rain sensitive work such as Dirt Work, Slab Work, Asphalt Work or in such cases as equipment breakdown, the Employer may request the employees to remain on the job for up to two (2) hours on a stand-by basis. If not put to work during this two hour period, the employee shall receive two hours wages plus fringes but shall not receive the \$40 reporting expense. If put to work, employees shall receive pay for actual hours worked in accordance with the minimum pay requirement of this Article.

Classification and Wage Scales

Section 9.1. Guarantee of Wage/Fringe Package on Old Work

(A) All private sector work in progress or bid, which was covered by the scope of the previous agreement, shall be guaranteed the protection of the appropriate wage and fringe benefit rates in effect in the previous agreement, if it can be substantiated that the monetary increase was not considered.

(B) Public Work performed under the provisions of a prevailing wage statute shall be administered in accordance with Article 5 pertaining to Public Works Project Davis-Bacon Act.

(C) All private work in progress at December 1, 2002 shall be subject to the full monetary increases.

Section 9.2. Classifications, wage rates, effective dates and duration will be in accordance with Schedules "A" attached hereto and made a part of this Agreement:

Journeyman: Carpenter, Millwright, Piledriver, Drywall, Acoustical

Apprentice: Carpenter, Millwright, Piledriver, Drywall, Acoustical

Section 9.3. Monetary Increase - in 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, 2008 - \$1.60 per hour for each group, distribution to be determined

December 1, 2008 - \$1.00 per hour for each group, distribution to be determined

June 1, 2009 through September 8, 2009 - \$1.60 per hour for each group, distribution to be determined

September 8, 2009 – (-\$1.60) per hour for each group, distribution to be determined (wage reduction was mutually agreed to by both parties due to the economy at the time.)

June 1, 2010 - \$1.60 per hour for each group, distribution to be determined

June 1, 2011 - \$1.67 per hour for each group, distribution to be determined

June 1, 2012 - \$1.73 per hour for each group, distribution to be determined

Section 9.4. Distribution of Monies - The Union reserves the right to move monies within the “wage” package (Wages, RCD) and Health & Welfare, etc., without approval of the GCCA.

Article 10

Non-Recurring Work

Section 10.1. (A) In times of emergency, necessary work ordinarily performed by members of a particular craft and involving less than one (1) day's labor per worker, may be assigned to another craftsman. In such cases, wage scales shall be recognized as applying to the classification rather than the worker, and any employee performing such work shall be paid the rate for the classification of the work which he/she is required to do; provided that under no such conditions shall an employee be paid a lower rate than that of the classification under which he/she was working immediately prior to the temporary assignment herein referred to. This provision is designed to care for emergency situations where workers of the proper craft are not available, or because of the short duration of the particular work to be done, or the remoteness of the job, it would be impractical from both the Union's and the Employer's standpoint to dispatch the workers ordinarily used.

(B) This Article will only apply in cases where reciprocal conditions are given by other crafts.

Article 11

Government Requirements

Section 11.1. (A) This Agreement and all the terms thereof shall be subordinate to every provision in any contract which the Employer may bid for or enter into with any pub-

lic or quasi-public or governmental body for the performance of work covered by this Agreement, and the parties hereto agree to conform to and abide by any restrictions or requirements regarding employment contained in such contract.

(B) The Union and the Employer pledge their mutual cooperation in complying with the Equal Employment Opportunity Regulations supported by appropriate Executive Orders and in the development of a program of Affirmative Action.

(C) Any Affirmative Action Program or its equivalent intended to foster equal employment which is mutually adopted by or imposed upon the parties signatory hereto for an area within the jurisdiction of this Agreement shall become an amendment to and supersede this Agreement.

(D) It is understood that both the Employer and the Union will use every effort to combat and prevent any activity or procedure which would create a situation detrimental to the labor standards established by this Agreement.

Article 12

Apprenticeship and Training

Section 12.1. (A) Recognizing the need for an adequate supply of qualified carpenters, the Association and Union mutually agree to actively promote, and participate in, joint apprenticeship and skill advancement programs designed to meet this need.

(B) The Pacific Northwest Regional Council and the Association jointly believe that it is of the utmost importance to the industry that the current apprenticeship and skill advancement program be utilized to its maximum to provide quality training programs for all segments and areas of the industry in order to qualify and maintain a skilled work force. To that end, the Pacific Northwest Regional Council and the Association agree to the following agenda:

Section 12.2. Such programs which exist or are developed to achieve this end and are supported in whole or part from funds derived from this Agreement shall:

(A) Be jointly administered by equal representation of management, as appointed by the Association, and labor, as appointed by the Union.

(B) Comply with all applicable State and Federal regulations governing same.

(C) Comply with Oregon and/or SW Washington Construction Carpenter Selection Procedure.

(D) Predicate an applicant's entrance into and advancement in the program solely upon results of evaluation procedures designed to reflect the minimum competency necessary to satisfactorily perform the requirements of any given level.

(E) Issue certification of achievement to each person satisfactorily completing the program's uniform competency standards as established by parties to this Agreement.

Section 12.3. Apprenticeship JATC

(A) JATC shall have six sets of Standards – Carpenter, Exterior/Interior Specialists, Millwrights, Maintenance Millwrights, Pile Drivers and Scaffold Erectors.

(B) Geographic area will include all of the State of Oregon and that part of the State of Washington currently covered by the OR/SW WA Collective Bargaining Agreements.

(C) One JATC has been established for the entire OR/SW WA Collective Bargaining Area. All of the original JATCs have become Area Sub-Committees and have retained their geographic areas. Appointment to Area Sub-Committee membership is per Labor/Management Collective Bargaining Agreement.

(D) Labor shall appoint four (4) labor members and four (4) alternate labor members and management shall appoint four (4) management members and four (4) alternate management members to the JATC. Management members will be appointed as follows; Associated General Contractors one (1) plus one (1) alternate, General and Concrete Contractors Association one (1) plus one (1) alternate, Wall and Ceiling Association one (1) plus one (1) alternate, Member-at-Large one (1) plus one (1) alternate; appointed by agreement between the three Associations. Both the labor and the management Associations will endeavor to make appointments from across the OR/SW WA Collective Bargaining Area.

(E) Members will serve until they resign or are replaced by the appointing authority, or in the case of the Members-at-Large, removed by agreement of at least two of the Associations.

(F) The Chair and Secretary positions of the JATC will be rotated on an annual basis between labor and management.

(G) The JATC shall be responsible for the evaluation and selection of all applicants and apprentices. The Area Sub-Committees shall conduct selections, evaluation and re-rates in accordance with JATC policy, subject to the final approval by the JATC.

(H) The JATC shall administer the apprenticeship program to maximize its effectiveness throughout the bargaining area in accordance with applicable laws and regulations. The JATC shall utilize area and specific discipline subcommittees to carry out certain of its responsibilities.

Section 12.4. Apprentices

(A) Apprentices shall be indentured to the JATC but will be under the supervision and direction of the Area Sub-Committee to which the apprentice applied and was accepted.

(B) Apprentices shall work in the trade to which they are indentured and may work for any approved Training Agent throughout the OR/SW WA Collective Bargaining Area.

(C) Apprentices may request transfer from one Area Sub-Committee to another as allowed in the JATC Policy & Procedure. This would be an “in house transfer” and would not require re-registration with the State of Oregon or Washington.

Section 12.5. Training Agents

(A) All contractors signatory to a local area collective bargaining agreement with the United Brotherhood of Carpenters in this bargaining area are recognized Training Agents throughout the OR/SW WA Collective Bargaining Area unless determined otherwise by the JATC.

(B) The employer shall take all steps necessary to see that each apprentice works under and with competent journeymen in the occupation for which the apprentice is being trained and is assigned to working and learning tasks so that the apprentice masters the on-the-job training and related instruction.

(C) The employer must comply with the provision of these standards and any agreement applicable to the sponsor’s program. The employer, on forms approved by the Oregon State Joint Apprenticeship and Training Council, must make regular reports to the appropriate apprenticeship committee.

(D) The JATC shall have the authority to determine whether the contractor is in compliance with the rules and regulations for the operation of the apprenticeship committee. Should the committee determine that the contractor is not in

compliance with the apprenticeship regulations and in the event that the committee terminates or suspends the employer's training agent status, the employer shall no longer be eligible to train registered apprentices. Termination of training agent status pursuant to this provision shall not affect the remainder of this agreement and all other provisions shall remain in full force and effect.

Section 12.6. A contractor shall employ at least one (1) apprentice on any job site on which five (5) or more journeymen are employed and at least the equivalent of one (1) apprentice for every five (5) journeymen in his/her total work force. The Joint Apprenticeship and Training Committee (JATC) shall permit enrollment sufficient to satisfy this minimum ratio.

Section 12.7. Apprentices shall be removed from the job, for just cause, by the employer, upon receipt of written notification from the Apprenticeship Committee (JATC).

Section 12.8. Apprentice wage and fringe benefits shall be provided in accordance with the attached Schedule 'A' at the appropriate apprentice classification rate.

Section 12.9. Programs which exist and/or are developed to achieve training, shall be expanded to provide competency evaluation. Properly qualified workers will be dispatched by the Union in accordance with Article 5.4.B. of this Agreement.

(A) All applicants, unless evaluated prior to placement on a job, may only be dispatched as properly registered first term apprentices.

(B) Applicants not claiming prior experience will be processed according to the Oregon and/or SW Washington Construction Carpenter Selection Procedure as herein outlined.

(C) Applicants claiming prior experience shall be scheduled at the next regular evaluation date to determine journeyman or assigned apprenticeship competency level.

1. Those applicants evaluated as journeymen will be placed on the out-of-work list.

2. Those applicants evaluated as apprentices will be assigned the appropriate level of competency and processed according to the Oregon and/or SW Washington Construction Carpenter Selection Procedure.

Section 12.10. A testing and evaluation procedure for applicants claiming prior experience will be developed by the JATC for the Area Sub-Committees. The testing will be administered for the Committees by the area Carpentry Apprenticeship Coordinators. Using the JATCs evaluation procedure, the Area Sub-Committees will determine:

1. If the individual possesses the minimum competency standards of a journeyman or;

2. The applicable apprentice competency level of the registrant.

Evaluation results shall be given to the Secretary of the Committee. The Secretary shall advise the local union, and the employer of the assigned apprentice competency level.

Section 12.11. Workers admitted to the union as a result of organizational effort shall be afforded the opportunity of evaluation in accordance with Section 12.10 above. Such evaluation shall be supplied the employer to assist him/her in assigning the competency level of his/her employees.

Section 12.12. Special Needs Journey Level Training

(A) When the Employer has a need for Special Needs Journey Level Training, consistent with the semi-annually published Carpenter Training Program schedule of classes, training will be provided at no cost to the employer when a sufficient number of employees are available for classes. If a scheduled class is not available to meet the employer's needs, the employer may request the development of an industry program through the respective established JATC, or another expedient vehicle if recommended by the Director of Training.

(B) The Association and Union jointly agree to cooperate immediately in the development of a program of continuing education for the carpenter's workforce.

Section 12.13. Foreman Training

(A) **Foreman Supervisory Skills.** The Association, the Union, and the respective training affiliates agree to commence efforts on journeyman skill advancement training programs which focus on foremen's supervisory skills and responsibilities. These programs will be offered throughout the bargaining area with particular emphasis in the rural areas.

(B) **Premium for Foreman.** An increased foreman's premium of two percent (2%) for a total of ten percent (10%) will be provided for:

1. Individuals who successfully complete a jointly agreed upon Foreman's Training Curriculum and;
2. The individual is assigned as a foreman by his/her employer.

Article 13

Investigation By Union Business Representative

Section 13.1. (A) The authorized Business Representative of any Union affected by this Agreement shall have the right to investigate conditions existing on any job at any reasonable time, upon first reporting to the Employer or his/her representative and presenting properly certified credentials. He/she shall not be allowed to unduly interfere with the progress of the work.

(B) Only the Business Representative who has proper credentials from the Union shall be allowed on any job to solicit membership in the Union and to collect monies from any employee of the Employer in accordance with Article 5 of this Agreement.

Article 14

Settlement of Disputes – Strikes and Lockouts

Section 14.1. Jurisdictional Disputes

If a jurisdictional dispute arises, it shall first be submitted to local business representatives of the crafts involved for settlement; and, if no understanding or agreement is reached within forty-eight (48) hours, it will be referred to the International Unions involved for settlement. The International Unions shall be requested to meet within forty-eight (48) hours to settle the dispute and, if no agreement is reached on this level within five (5) days, the parties to the dispute may extend the period of settlement to another fixed date mutually agreed upon. The disputing parties may immediately seek resolution through the National Labor Relations Board.

Section 14.2. Settlement of Non-Jurisdictional Disputes

Grievance Procedure

In the settlement of disputes arising out of a violation, misunderstanding or difference in interpretation of this Agreement, the following procedure shall be followed:

Step I

(A) The Union, employees or Employers having a grievance shall present such grievance to the Job Steward or Union Representative. The Steward or Union Representative or employee, shall present such grievance to the Employer's local representative at the job site. Such grievance shall be presented to the Employer in writing with a copy of said grievance to be filed with the local Union representative within fifteen (15) days from date of violation to be valid.

(B) Therefore, no dispute, complaint or grievance shall be recognized unless called to the attention of the contractor or Union in writing within fifteen (15) calendar days after alleged violation was committed. For dispute involving wage claims refer to Article 7 Miscellaneous Provisions Section 7.2. The term "grievance" shall not include and this procedure shall not apply to employment discrimination for which a specific administrative or judicial remedy has been prescribed by State and/or Federal statute.

Step II

If no settlement is reached under Step I, the grievance shall be then presented, in writing, to the Employer's authorized representative at the Employer's office headquarters. The office headquarters shall mean the Employer's main office which has control for the territorial jurisdiction of this Agreement. If the grievance is not settled within fifteen (15) days, either party may thereafter notify the other party that the grievance is moved to Step III.

Step III

(A) If no agreement is reached in Step II within ten (10) working days, either party may submit the grievance in writing to a Joint Adjustment Board composed of two (2) members selected by the Union, and two (2) members selected by the Association. The board members shall not be employees of the Local Union involved, or the Company involved. Any complaint, dispute or grievance not submitted in writing, requesting a Joint Adjustment Board hearing within ten (10) working days, shall be regarded as waived unless the parties otherwise agree in writing.

(B) The Joint Adjustment Board shall meet within ten (10) working 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) working days from their first meeting date, either party may, within 10 working days, give written notice to the other party of arbitration. The parties may mutually agree to extend the time limits.

Step IV

(A) If no settlement is reached under Step III, either party may request, in writing, to the arbiter, that the grievance be taken to arbitration. The arbiter shall hear the grievance within fifteen (15) days after receipts of the request, unless it is mutually agreed to extend such time limit. The arbiter

shall render his/her decision within seven (7) days after the grievance is heard, unless it is mutually agreed to extend such time limit. The arbiter may render his/her decision orally within the time limits and not be in violation of this clause. However, either party may demand a written decision to follow. The expenses of the arbitration, excluding attorney's fees, shall be borne by the losing party, unless awarded otherwise by the arbitrator.

(B) If the parties are unable to agree upon the impartial arbitrator within a period of five (5) days, then either party may request the Federal Mediation and Conciliation Service or the American Arbitration Association to submit a list of seven (7) names. If the parties cannot agree, then they shall go to the Federal Mediation and Conciliation Services. After receipt of the names of the seven (7) arbitrators, the parties shall meet and alternate in striking names from the list, with the first striking decided by the tossing of coin. The remaining name, after each party has struck three (3) names, shall be the impartial arbitrator. The decision of the arbitrator shall be final and binding on both parties.

Section 14.3. Saturday, Sunday and holidays are deemed excluded from time limits contained in this Article.

Section 14.4. (A) The jurisdiction of the arbiter shall be confined in all cases exclusively to questions involving the interpretation and application of existing clauses or provisions of this Agreement, therefore, the arbitrator shall not have legislative power.

(B) It is further understood and agreed that the arbiter's decision may provide retroactivity not to exceed twenty (20) calendar days from the day of the written filing of the complaint as set forth in Step I of this Article.

Section 14.5. Should the parties involved fail to comply with the time limits established in this Article, unless mutually agreed to extend such limits, then either party may proceed directly to arbitration on a unilateral basis in accordance with Section 2.

Section 14.6. Should the parties involved fail to comply with the findings within five (5) days after written notification of the arbitrator's decision, then either party may take such action as it deems necessary to enforce the findings of the arbitrator and they shall not be considered in violation of any part of this Agreement.

Section 14.7. The Union will not recognize an unauthorized picket line. It shall not be a violation of this Agreement nor cause for discharge for any employee covered by this Agreement to refuse to cross a picket line. The Union is to notify the Association in writing of a sanctioned picket line.

Section 14.8. It is mutually agreed that there will be no strikes or lockouts, or cessation of work, by either party, for the duration of this Agreement, and all non-jurisdictional disputes arising under this Agreement shall be submitted to the procedures for the settlement of disputes as provided for above.

Article 15

Health-Welfare and Dental

Section 15.1. In addition to the wage scales listed in Schedule "A" herein, all persons, parties, firms or corporations as listed in Schedule "B", or otherwise coming under the scope of this Agreement, who are, or may become signatory parties to this Agreement, agree that the existing Health and Welfare Trust fund as established January 1, 1956, shall continue in full force and effect for the purpose of providing Health-Welfare and Dental benefits for all eligible employees covered by this Agreement, and shall pay into the existing Oregon-Washington Carpenters-Employers Health and Welfare Trust Funds or its successor: FOR HEALTH-WELFARE AND DENTAL the sums per compensable man-hours listed in Schedule "A". Such payments shall be made monthly in accordance with the requirements of the Trust Agreement and all applicable provisions of the existing Trust Agreement shall continue in full force and effect. The Fund established by prior contributions and/or its successor shall be recognized as a fund held in Trust, and therefore an appropriate depository for the contributions referred to herein above.

The General & Concrete Contractors Assn., Inc. and the Pacific Northwest Regional Council of Carpenters agree that the Oregon Washington Carpenters Employers Health and Welfare Trust Fund be merged with another Carpenters/Employers Health and Welfare Trust(s) within the geographic territory served by the Pacific Northwest

Regional Council of Carpenters, and agree to approve such amendments to the Oregon-Washington Carpenters-Employers Health and Welfare Trust Fund as may be necessary to effect such a merger, provided:

- a. The merger documents permit the Oregon Employers to appoint representation on the merged Trust; and
- b. The terms of the merger do not violate fiduciary obligations under the Employee Retirement Income Security Act of 1974 (ERISA), 29 U.S.C. § 1001 et seq.

This condition is not subject to the grievance or arbitration procedures of the labor contract, but shall be resolved if necessary by a court of competent jurisdiction. Either party will be deemed to have waived its right under this condition to object to the merger or the signing of amendments to effect the merger unless it notifies the other, in writing no later than thirty (30) days after receipt of the final (signature-ready) merger documents, of the detailed basis for its position that the terms of the merger do not satisfy the fiduciary duty provisions of ERISA.

In the event of a trust merger, the Employer shall make health and welfare contributions to the newly-merged trust on the same basis as is provided in the Agreement.

Section 15.2. It shall be a violation of this Agreement for the Union to allow workers covered by this Agreement to

work for an employer who fails, after due notice, to make the proper contributions to the Health and Welfare Fund or its successor in accordance with the provisions of this Agreement.

Section 15.3. In the event an Employer fails to make the monetary contributions in conformity with this Article of the 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.

Article 16

Pension

Section 16.1. In addition to the wage scales listed in Schedule "A" herein, all persons, parties, firms or corporations as listed in Schedule "B", or otherwise coming under the scope of this Agreement, who are, or may become signatory parties to this Agreement, agree that the existing Pension Trust Fund as established July 1, 1962, shall continue in full force and effect for the purpose of providing Pension benefits for all eligible employees covered by this Agreement, and shall pay into the existing Oregon-Washington Carpenters-Employers Pension Trust Fund the sums per compensable man-hours, refer to Schedule "A". Such payments shall be made monthly in accordance with the requirements of the Trust Agreement and all applicable provisions of the existing Trust Agreement shall continue in full force and effect. The Fund established by prior contributions shall be recognized as a fund held in trust, and there-

fore an appropriate depository for the contributions referred to herein above.

Section 16.2. It shall be a violation of this Agreement for the Union to allow workers covered by this Agreement to work for an Employer who fails, after due notice, to make the proper contributions to the Pension Fund in accordance with the provisions of this Agreement.

Section 16.3. In the event an Employer fails to make the monetary contributions in conformity with this Article of the 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 16.4. The Employer shall provide for a voluntary deduction on an individual basis and forward to the employee's designated individual 401(k) account through the administrator of the existing Trust at no cost to the employer. Employee's shall designate the amount to be deducted and shown on the dispatch slip. Employees may increase or decrease the percentage they contribute or stop their contributions to the Plan at any time. To make any of these changes, they must submit a new salary reduction agreement form to their Local Union and Employer at least fourteen (14) days before they want the change to be effective. This is a non-matching plan and shall not be changed to require Employer contributions now or in the future.

Article 17

Trustee Qualification Criteria

Section 17.1. In order to qualify as a Management Trustee on any Board of Trustees herein after designated, a Management Trustee must be a signatory employer, or full time non-bargaining unit employee of the signatory contractor, or a regular officer of the employer, who contributes to the respective Trust Fund, or a full-time staff person of a signatory employer association

Section 17.2. The chairmanship of the various Trust and sub-committees shall rotate on an annual basis between Labor and Management Trustees.

Section 17.3. For the purpose of this Agreement the term “signatory employer” shall mean: Any active contractor signatory to a Carpenters Master Labor Agreement and contributing on compensable hours to the Oregon-Washington Carpenters- Employers Trust Funds or its successor Trust Fund.

Article 18

Vacation

Section 18.1. In addition to wage scales listed in Schedule “A” herein all Employers shall pay into the Oregon-Washington Carpenters Vacation Trust Fund the sums per compensable man-hour as listed in Schedule “A”. Such payments shall be made monthly in accordance with the requirements of the Trust Agreement.

Section 18.2. It is further agreed that the trust fund established for the purpose of providing vacation shall be jointly established and equally administered by Trustees from the Union and the Association.

Section 18.3. It shall be a violation of this Agreement for the Union to allow workers covered by this Agreement to work for an employer who fails, after due notice, to make the proper contributions to the Vacation Fund in accordance with the provisions of this Agreement.

Section 18.4. In the event an employer fails to make the monetary contributions in conformity with this Article of the 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 its Agreement.

Article 19

Training Fund

Section 19.1. (A) In addition to wage scales listed in Schedule "A" all Employers shall pay into the Oregon-Washington Carpenters' Training Trust Fund the sums per compensable man-hour as listed in Schedule "A".

(B) The existing Oregon-Washington Carpenters' Training Trust Fund, as established May 1, 1965, shall continue in full force and effect, and shall be recognized as a fund held in trust, and therefore an appropriate depository for the contributions referred to herein above.

Section 19.2. It is further agreed that the trust fund established for the purpose of providing training for apprenticeship and journeyman skill advancement shall be jointly established and equally administered by trustees from the Union and the Association.

Section 19.3. It shall be a violation of this Agreement for the Union to allow workers covered by this Agreement to work for an Employer who fails, after due notice, to make the proper contributions to the Training Fund in accordance with the provisions of this Agreement.

Section 19.4. (A) In the event an Employer fails to make the monetary contributions in conformity with this Article of the 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.

(B) The Union reserves the right to move monies within the taxable wage package; i.e. wages, RCD or Vacation, without approval of the G.C.C.A.

Article 20

Regional Council Deduction

Section 20.1. (A) Upon presentation of a proper authorization form executed by the individual employee, the Employer agrees, to deduct the Regional Council Deduction monies and all negotiated increases thereto from taxable wage and remit same to the Union in accordance with applicable law, and in the amount prescribed in the appropriate

wage and fringe benefit Schedules contained herein during the life of this Agreement. It is understood the Employers will remit each month this deduction in accordance with this Article on the transmittal forms used for fringe benefit contributions and that the pro rata costs of such forms and the collection and accounting thereof will be paid by the Union to the fringe benefit administrator.

(B) The authorization forms shall be supplied by the Union and the Employer is under no obligations to solicit employees for authorization.

(C) The Union guarantees that the Regional Council Deduction to be deducted shall be the uniform amount applicable to all members of the Union covered by this Agreement as established by the membership through their duly elected delegates in accordance with the Union constitution. The Union guarantees that the Union fund collected in this manner shall not be used as a strike fund against the employers party to this Agreement. Should the Union violate either provision of this paragraph, this Article shall be null and void for the remaining period of this Agreement. The procedure shall not be applicable to initiation fees, fines, or readmission fees.

Article 21

Special Agreements

Section 21.1. (A) The Union recognizes that there exists in the construction market place a strong non-Union element in

our bargaining area, and agrees to meet this threat through the use of “Special Agreements”, and/or “job agreements”, negotiated by mutual consent by the parties hereto.

(B) When conditions warrant such an agreement may be used in a specified geographic location(s) and/or for all projects within a certain specific and mutually agreed upon segment of the construction industry.

(C) All requests for “Special Agreements” (and extensions of same) shall be in writing and the contractor agrees to give the Carpenter’s Union ample time to review the request. When possible, seven days notice shall be given to the Carpenter’s Union for their approval.

(D) It is the obligation of the Contractor to check with the Office of Regional Council of Carpenters to determine if projects on which they intend to bid are covered by such agreements.

Section 21.2. If the Union negotiated special agreements for any work covered by this Agreement with any other Employer or Employer Association, all provisions of such agreements shall be made available and apply to any Employer signatory to this Agreement for the specific work and specific area covered by such special Agreement only.

Article 22

Reciprocal Guarantee

Section 22.1. (A) It is expressly understood by the signatory parties hereto, that their participation in this Agreement is based on the guarantee that they will use their best effort to require conformance to the terms hereof on all types of construction work covered by this Agreement and within the territory as set forth in Article 1.

(B) It shall not be a violation of this Agreement for either party to take economic action for non-compliance with this Article. Any violations of the terms herein shall be subject to Article 14.1A and 14.1B.

Article 23

Construction Management Fund

The Construction Management Fund is hereby established. An Agreement and Declaration of Trust which provides for the detailed operation thereof has been executed by the Association and shall continue in full force and effect during the term of this Agreement. All Employers signatory to this Collective Bargaining Agreement, or who become signatory or otherwise come under the scope of this Agreement, shall contribute the sum of Two (\$.02) cents per hour worked by Employees covered under this Agreement into said Fund. An Employer shall not be required to contribute more than a total of One Thousand Dollars (\$1,000.00) in any contract year (i.e. June 1st to May 31st)

to the Fund, but amounts erroneously paid in excess of said \$1,000.00 yearly maximum shall be deemed to be voluntarily paid without right of refund. All contributions shall be made at the times and in the manner prescribed by said Trust. For the purpose of administering this Fund, the Individual Employer by becoming signatory to this Agreement does hereby designate the Employer Trustees to act as his agent in all matters concerning said Trust Fund.

Article 24

Agreement all Inclusive

Section 24.1. Except as herein above and hereinafter specifically provided, this Agreement contains all of the covenants and agreements between the parties, and nothing outside this Agreement not specifically noted herein shall modify, amend or add to its terms except by mutual agreement between the parties. If situations arise during the life of this Agreement which shall necessitate modifications, amendments or additions, these same shall be arrived at through negotiations and mutual agreement, and shall be appended hereto by a written supplement.

Article 25

Saving Clause

Section 25.1. Should any part or any provision of this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction or the N.L.R.B.,

such invalidation of such part or provision of this Agreement shall not invalidate the remaining parts or provisions hereof; provided, however, upon such invalidation, the parties agree to meet without delay and negotiate such part or provision affected. The remaining parts or provisions shall remain in full force and effect. If the parties are unable to negotiate such change or classification, within thirty (30) days (unless extended by mutual consent), either party may, after three (3) days written notice to the other, submit the matter to Arbitration under Step IV, of Article 14.2.B.

Article 26

Labor Management Board

Section 26.1. The signatory parties adopt as a part of this Agreement any attached addendum or supplements negotiated between the Regional Councils and The General and Concrete Contractors Association.

Section 26.2. Joint Safety Committee

A Joint Labor-Management Safety Committee, consisting of an equal number of employer and employee representatives, is hereby established which shall meet periodically to review safety issues and increase safety awareness in the construction industry. The Committee shall also constitute a Labor/Management Committee to meet periodically to discuss safety, productivity, and marketing, as well as other matters of mutual concern.

Article 27

Apprenticeship – Fringe Benefits

Section 27.1. For Apprentices in 1st and 2nd periods the Employer shall pay wages and make contributions for: Health & Welfare, Vacation, Regional Council Deduction, Training, and CMF.

Section 27.2. For Apprentices in 3rd, 4th, 5th, 6th, 7th, and 8th periods the employer shall pay wages and make contributions for: Health & Welfare, Vacation, Pension, Regional Council Deduction, Training, Drug Testing and CMF.

CARPENTER AND MILLWRIGHT Apprenticeship Fringe Benefit Schedule

Periods	BW	H&W	VAC	PEN	RCD	TRNG	*CMF	*DT
1, 2	X	X	X		X	X	X	X
3, 4, 5, 6, 7, 8	X	X	X	X	X	X	X	X

BW = Base Wage

H&W = Health & Welfare

VAC = Vacation

PEN = Pension

RCD = Regional Council Deduction

TRNG = Apprenticeship and Training

*CMF = Construction Management Fund

*DT = Drug Testing

Special Notes on Apprenticeship Monetary Packages

1. Apprentice Carpenters and Millwrights in the 1st and 2nd periods when working on any State or Federal prevailing wage projects shall have their Pension Fund contributions (notwithstanding the Provisions of Article 16.4) paid directly to the Apprentice, as an addition to their wage.
2. Carpenter and Millwright Apprentices receive fringe benefits as indicated above and Zone Pay Differential.
3. Piledriver Apprentices receives full fringe benefits and Zone Pay Differential.

Article 28

Apprenticeship Percentage Rates

Section 28.1. Percentage is of taxable wage only. The progressive wage rate to be paid the respective Apprentice is:

CARPENTER AND MILLWRIGHT Apprenticeship Rates

1st period . . . . .	.50% of Journeyman Wage
2nd period . . . . .	.58% of Journeyman Wage
3rd period . . . . .	.64% of Journeyman Wage
4th period . . . . .	.70% of Journeyman Wage
5th period . . . . .	.76% of Journeyman Wage
6th period . . . . .	.82% of Journeyman Wage
7th period . . . . .	.88% of Journeyman Wage
8th period . . . . .	.94% of Journeymen Wage

PILEDRIVER Apprenticeship Rates

1st period . . . . .	.60% of Journeyman Wage
2nd period . . . . .	.73% of Journeyman Wage
3rd period . . . . .	.75% of Journeyman Wage
4th period . . . . .	.80% of Journeyman Wage
5th period . . . . .	.83% of Journeyman Wage
6th period . . . . .	.85% of Journeyman Wage
7th period . . . . .	.90% of Journeyman Wage
8th period . . . . .	.95% of Journeyman Wage

DRYWALL AND ACOUSTICAL Apprenticeship Rates

1st period . . . . .	.50% of Journeyman Wage
2nd period . . . . .	.58% of Journeyman Wage
3rd period . . . . .	.64% of Journeyman Wage
4th period . . . . .	.70% of Journeyman Wage
5th period . . . . .	.76% of Journeyman Wage
6th period . . . . .	.82% of Journeyman Wage
7th period . . . . .	.88% of Journeyman Wage
8th period . . . . .	.94% of Journeyman Wage

Section 28.2. Apprenticeship Rates in Addendum Agreement:

When an Apprentice Carpenter, Millwright, Piledriver and Drywall Acoustical is used under the attached addendum agreements, he shall receive the percentage of the basic rate in the Private Works addendum.

The Union reserves the right to move monies within the taxable wage package; i.e. wages, RCD or Vacation, without approval of the G.C.C.A.

Article 29

Section 29.1. Public Works Project Davis Bacon Act and Related Statutes ORS 279.348 to 279.361 (Page Schedule A-8).

(A) In the event an individual contractor 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 or 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 279.348 to 279.361), 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 the duration of this Labor Agreement plus 16 months. The total determined package may be reallocated between wages and fringes to reflect the current fringe rate in the Master Labor Agreement. In the event a Contractor utilizes this Article on a job or project, whose duration is longer than the duration of this Agreement, the Contractor shall enter into a project agreement for the duration of the job or project but not to exceed 16 months after the termina-

tion of this Labor Agreement. The project agreement shall incorporate the terms and conditions of this Agreement.

(B) The employers' Association 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.

CLASSIFICATION

CARPENTERS

CARPENTERS – GROUP 1

- Carpenter, 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 premium of \$.25 per hour, 8 hour minimum.

CARPENTERS – 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).
- Welders (receives premium of \$.75 per hour over Group I).

- Insulators (fiberglass and similar irritating material).
- Stationary Power Saw (8 hour minimum).
- Working with charred material.
- When a workman wears a facial mask with a remote cartridge.
- Working swinging, hanging nonrigid Boson'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 50' high.

CLASSIFICATION

MILLWRIGHTS - PILEDRIVERS

MILLWRIGHTS – GROUP 1

- Millwrights and Machine Erectors (Journeymen, Riggers and Burners)
- Toxic treated wood or steel material – receives premium of \$.25 per hour, 8 hour minimum.

MILLWRIGHTS – GROUP 2

- Welders (receives \$.75 per hour over Group I)
- Instrument Men

PILEDRIVERS – GROUP 1

- Piledrivers, Bridge, Dock, Wharf Builders (working with creosote and other toxic, treated wood and steel

material, diesel hammer, shall receive \$.25 per hour premium minimum of 8 hours.

- All workers when working in sheet pile coffer dams or cells up to the external water level shall receive a \$.15 premium – 8 hour minimum.

PILEDRIVERS – GROUP 2

- Boom Men
- Welders (Welders receive \$.75 premium above group I base)
- Working on the Vertical Hoist Tower Construction, pier construction, false work or similar type construction over 50' high.

PILEDRIVERS – GROUP 3

- Marine Piledriver Working on Water, Welders receive \$.75 above Group III.

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

Article 30

Zone Pay Differential – Reference Cities

Section 30.1. (A) 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.

(B) All dispatches for Washington State counties; Cowlitz, Wahkiakum and Pacific shall be from Longview Local #1707 and mileage shall be computed from that point.

Section 30.2. Zone Pay Differential - Mileage and Rates Carpenters, Millwrights, and Piledrivers

When an employer specifically transfers an employee, zone pay shall be based on the employee's original dispatch point with that employer. This shall not apply to employees who voluntarily put themselves on an out of work list in another area.

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

(B) All jobs or projects located more than 30 miles and less than 40 miles from the respective city hall of the cities listed below shall receive Zone "B" allowance. The basic rate of pay shall be increased by eighty-five cents (\$.85) per hour.

(C) All jobs or projects located more than 40 miles and less than 50 miles from the respective city hall of the cities listed below shall receive Zone "C" allowance. The basic rate

of pay shall be increased by one dollar and twenty-five cents (\$1.25) per hour.

(D) All jobs or projects located more than 50 miles and less than 60 miles from the respective city hall of the cities listed below shall receive Zone “D” allowance. The basic rate of pay shall be increased by one dollar and seventy cents (\$1.70) per hour.

(E) All jobs or projects located more than 60 miles and less than 70 miles from the respective city hall of the cities listed below shall receive Zone “E” allowance. The basic rate of pay shall be increased by two dollars (\$2.00) per hour.

(F) All jobs or projects located more than 70 miles from the respective city hall of the cities listed below shall receive Zone “F” allowance. The basic rate of pay shall be increased by three dollars (\$3.00) per hour.

(G) All jobs or projects located more than one hundred 100 miles from the respective city hall of the cities listed below shall receive Zone “G” allowance. The basic rate of pay shall be increased by five dollars (\$5.00) per hour. If the employee is required to remain overnight, the employer and union shall meet. When transportation or overnight accommodations of equal or greater value are provided by the employer, the five dollar (\$5.00) requirement may be waived.

Section 30.3. (A)**CARPENTERS - FOR THE FOLLOWING CITIES:**

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

Section 30.3. (B)**MILLWRIGHTS - FOR THE FOLLOWING CITIES:**

Mutually recognized cities of Local Unions having jurisdiction of the work (*) and their transportation reference cities are as follows:

Eugene	Medford	Portland (*)
Vancouver (*)	North Bend	The Dalles
	Longview (*)	

(*) Portland-(Local #711, phone (503)723-0357)

(*) Longview-(Local #1707, phone (360) 423-5030)

(*) Vancouver-(Local #1715, phone (360) 693-0731)

Section 30.3. (C)

PILEDRIERS - FOR THE FOLLOWING CITIES:

Mutually recognized cities of Local Unions having jurisdiction of the work (*) and their transportation reference cities are as follows:

Astoria	Klamath Falls	Roseburg
Bend	Longview	Salem
Eugene	Medford	The Dalles
	Newport	

(*) Portland-(Local #2416, phone (503) 285-6652)

(*) North Bend/Reedsport-

(Local #1001, phone (541) 756-6333)

Section 30.4. Computation of Zone Pay Differential. It is agreed that for the purpose of determining the proper wage scale under this Agreement:

(A) All job or project locations shall be computed (determined) on the basis of 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) to the geographical center on highway, railroad, and street construction projects (end of measurement). On all the 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).

(B) 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 30.5. Bridge and Ferry Toll Fees

The 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 30.6. 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 the 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 pickup 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 man haul operations. If such job site negotiations fail, the procedure set forth in this Agreement shall prevail.

Section 30.7. Camps

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

Article 31

Millwright - Special Provisions

Section 31.1. Character of Work – Millwrights and Machinery Erectors

Millwright work shall be all work historically recognized as such by the Building and Construction Trades Department, AFL-CIO, and as found in the definition of a Millwright as set forth by the Department of Labor, United States of America, in the Directory of Occupational Titles, Volume 1, Second Edition, page 855, or any subsequent edition thereof.

Section 31.2. For Millwrights:

(A) All requests for dispatch in Oregon shall be made via Local Union #711, and workers shall be dispatched out of the Local Union having jurisdiction of the work, subject to Section 31.2(D), unless otherwise determined by the Pacific Northwest Regional Council of Carpenters. For Washington Millwrights, dispatch shall be made via Local Union #1715, Vancouver, WA (360)693-0731, or Local Union #1707, Longview, WA (360)423-5030, unless otherwise determined by the Pacific Northwest Regional Council of Carpenters.

(B) The Union agrees that the Employer may transfer foreman and journeyman millwright from one Local Union's jurisdictional area to another Local Union's jurisdictional area within the area of this bargaining agreement. Such agreed upon workers must present themselves to the Local Union having jurisdiction and be properly dispatched before going to work.

(C) The appropriate zone pay shall be computed from whichever is lesser, the reference city having jurisdiction of the job or the workers domicile.

(D) When the reference city having jurisdiction of the job can no longer furnish local qualified Millwrights, additional Millwrights will be dispatched to the job from other reference cities. These workers shall be paid zone pay from the reference city nearest their domicile, or from their domicile, whichever is lesser.

(E) On all two-shift operations the first shift shall be eight (8) hours of continuous employment, except for lunch period, between the hours of 6:00 A.M. and 5:00 P.M. The second shift shall be seven and one-half (7-1/2) hours of continuous employment, except for lunch period, and shall be paid for at eight (8) times the straight time hourly wage rate. The Employer may elect to start the first shift of a two-shift operation at 5:00 A.M. in order to make the fullest utilization of the daylight hours. In such event, both shifts shall be seven and one-half (7-1/2) hours of continuous employment except for lunch period, and shall be paid for eight (8) hours at the straight time hourly wage rate.

(F) The interval between shifts shall not exceed the reasonable time necessary to change shifts, and in no event shall such interval exceed one hour, except that such interval between shifts may be adjusted on a temporary basis by mutual agreement between the Union identity and the Employer involved, where justified to conform to an emergency situation or circumstances beyond the control of the Employer, but such temporary interval between shifts shall not exceed three (3) hours, and any such mutual agreement shall be confirmed in writing. Thirty-seven and one-half (37-1/2) hours of work, Monday through Friday, shall constitute a regular week's work on all shifts of seven and one-half (7-1/2) hours.

Section 31.3. Tools

(A) Metric tools shall be furnished by the Employer.

(B) Millwright “Must Carry” Tool List

- 2 Tool Boxes
- 1 Socket Set - 3/8” and 1/2” Drive with Sockets to 1-1/4” (No Speed Handles)
- 1 Set of Wrenches up to 1-1/4”
- 1 Set of Adjustable Wrenches up to 16”
- 1 Set of Allen Head Wrenches up to 5/8”
- 2 Vise Grips
- 1 Channel Locks
- 1 Set of Screwdrivers-Standard and Phillips
- 2 Cold Chisels
- 2 Center Punches
- 2 Prick Punches
- 3 Different Sized Drift Punches
- 2 Brass Drifts or One with Brass Hammer
- 2 4” C Clamps or Welders Clamps
- 1 Set of Pliers up to Four Pairs of Various Types
- 2 Small Wedges
- 1 Combination Square Set with Protractor Head and Center Head
- 2 Sets of Feeler Gauges
- 1 0-1” Micrometer
- 1 Dial Indicator Set
- 1 Dial Indicator Clamp or Holder
- 1 Putty Knife
- 1 Pencil Magnet

- 1 Soap Stone Holder
- 1 Small Pry Bar
- 1 Hacksaw Frame (Blade Furnished by Contractor)
- 1 Chalk Line and Box
- 2 Screw Jacks
- 2 Tin Snips
- 1 Bevel Square
- 1 6" Straight Rule
- 1 Pocket Tape
- 1 50' Tape
- 1 6" Slide Caliper or
Inside and Outside Caliper up to 6"
- 1 Mercury Plumb Bob
- 2 Pair of Dividers under 12"
- 1 Set of Trammel Points
- 1 98 12" Level and 1 Smaller Level Optional
- 2 Scribes
- 2 Small Parallel Blocks
- 1 Combination Square (for Rough Use)
- 1 Brass Plumb Bob
- 2 Hammers - Ball Peen - No Heavier than 24 oz.
- 1 Mirror
- Torpedo Level

At Employee's Option:

- 1 Hand Held Calculator
- 1 Burning Square

Any tools not listed above, but required by the employer, shall be furnished by the employer.

Piledrivers – Special Provisions

Section 32.1. Piledrivers - Special Provisions

For those workers who reside (live within the free zone) in the following reference cities, namely, Astoria, Bend, Eugene, Klamath Falls, Medford, Newport, Roseburg, Salem, The Dalles, their zone pay shall be computed from the City Hall of the city wherein they reside. For those workers who reside nearer to a project than the free zone of the nearest reference city, and are available for that project, the mileage from their residence may be used in computing their zone pay for that project. The zone pay for all other projects shall be computed from the City Hall of the local having jurisdiction of the work.

Section 32.2. Piledrivers – Character of Work

(A) The Employers and the Union agree that the work covered in this Agreement is the work usually done by Piledrivers including but not limited to, all labor employed in the preparation, driving, setting, staying, stressing, testing, pulling, cutting off including cutoffs on pile by blasting (prima cord and/or TNT), capping of piling of any type including steel pile, all pre-cast concrete piles, pile jackets, composite piles, cast in place piles, drilled in place pre-cast concrete rods, drilled in composite piles, drilled in cast in place piles including any and all drilled in pile, also the splicing, barking, heading and shoeing of piling and the rigging and signaling connected with all of the above.

(B) Labor employed directly connected within the work, in the rafting, boring, reeving, dogging, driving, framing, cutting off or pulling of piles, including walling and bracing in open sewers where piles are driven, and rigging and signaling connected therewith.

(C) Labor employed in the framing of any and all structural material (except re-bar) when and where such material is to be used in construction of or reconstruction and maintenance of wharves, docks, trestles, viaducts, bridges, trusses, truss beams, on all types of tide boxes and similar structures. In the construction and repair of substructures of underpasses, subways, overhead crossings, pre-cast bulkheads, and other similar structures where power, piledriving or derrick equipment is used. In the building of ferry slips, coffer dams, coffer dam framing, bracing and placing open cribs and caissons, underwater pipe lines, including such pipe where it emerges out of the water for short distances, dry-docks, graving docks, marine railways and seaplane ramps, and in the construction and erection of towers, bunkers, (except re-bar) and other similar structures, including setting of pre-cast shapes over water, necessary for the completion of the above mentioned projects, and the rigging and signaling connected therewith.

(D) Labor employed in the moving and placing of heavy machinery, boilers, tanks, guns and similar masses, when and where piledriving, power or derrick equipment is used, and the rigging and the signaling connected therewith. This work shall be done, when necessary and expedient, in conjunction with machinery mechanics from other crafts.

(E) All labor (excepting Operating Engineers) employed in the actual operation of piledriving rigs, piledriving exploratory drilling rigs, derricks, and other piledriving and construction equipment used in the performance of work set forth above, and rigging and signaling connected therewith, the operating of all controls pertaining to piledriving, drilling or extracting, when such controls are located remotely from the operator, shall be done by piledrivers.

(F) All labor (excepting Operating Engineers) employed in the operation of power or piledriving equipment used in the wrecking and dismantling of all structures, and rigging and signaling connected therewith.

(G) Where and when piling or other wood material for definite use in the construction or repair of all structures herein mentioned in this Agreement, or for storage, is delivered into water from ships or other water carriers, the rafting, boring, reeving and dogging shall be done by piledrivers.

(H) All timber and form work in the construction and repair of concrete docks, piers, and wharves, waterfront bulkheads and ways of every kind, and dry docks and graving docks shall be at the piledriver's classification and scale and shall extend up to and including the deck and mooring facilities thereof.

(I) Framing, handling and erection of timber trusses, towers and all similar structures and all rigging and signaling connected therewith, shall be at the piledriver's classification and scale.

(J) The division between piledrivers' 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.

(K) In the construction of waterfront and marine facilities, such as docks, piers, wharves, bulkheads, jetties, and similar structures, the piledriver's classification shall continue to apply, up to and including the decking thereof.

(L) The piledriver's classification shall apply on all piledriving and caisson work on both land and water, the erection of platforms or drill rigs of various design used for offshore oil drilling, and the derricks and barges used to overhaul or set oil pipeline moorings at the site of operations, including any work that may necessitate use of divers and tenders (see Section on Divers and Tenders).

(M) In the construction of wooden bridges, whether over land or over water, when composed of heavy timber, the piledriver's classification shall apply.

(N) 1. In the construction of concrete or steel bridges over LAND, the piledriver's classification shall apply to the driving of the plies and/or caisson work including the forms required for the capping of the piles or caissons immediately on top of the piles or caisson. The "capping of the piles" is herein interpreted as being that concrete, wood, or other material resting on top of piles, where driven or placed and does not include any

further form work above the capping. The above shall apply on such concrete or steel bridges constructed overland, highways, railroads, overpasses, and include clover leaves, interchanges, etc.

2. On “bridge over water” the column or abutments in water and at the water’s edge, or the first column or abutment on land adjacent to water’s edge, shall come under the piledriver’s classification. “The water line for fresh water streams shall be considered normal water’s edge.” “The water line on tide-affected streams shall be at the high normal water’s edge.” “Bridges over water” shall also include bridges over rivers that are dry in season; bridges constructed over a dry by-pass designed to carry flood water, bridges over ravines or depressions which carry water during spring run-off; bridges over man-made canals or aqueducts.

3. The above assignments referring to concrete or steel “bridge over water” are based upon piles being driven, caissons sunk or coffer dams erected by piledrivers under the piledriver’s classification on such concrete or steel bridge foundations.

(O) In the construction of concrete or steel “bridges over water,” the piledriver’s classification shall apply up to and including all the form work to the top of the column, piers or abutments supporting the steel and/or any other structure.

- (P) 1. In the erection of false work, when necessary for the support of work under the piledriver's classification, then such false work shall fall within their classification. False work necessary for the support of work under the carpenter's classification shall be done within such carpenter's classification, with the exception that where piledriving or power equipment is used for heavy timber false work, then such work shall come under the piledriver's classification. This would include all rigging, signaling, and tagging incidental to the placing of heavy timber.
2. False work necessary for the support of the decking of concrete or steel "bridge over water" shall come under the carpenter's classification. False work for such decking is under the carpenter's classification, except where piledriving or power equipment is used.
3. (Do not interpret "forms" to be "heavy timber false work" within the meaning of the first paragraph of this subsection.) If any dimension forms are fabricated on the ground for work coming under the carpenter's classification, then such forms can be put in place by power equipment under the carpenter's classification. "Forms" coming under the piledriver's classification, as outlined, shall be installed or placed under such piledriver's classification. If "heavy timber false work" consisting of support for forms installed is under the carpenter's classification and piledriving or power equipment is used, then such installation of "heavy tim-

ber false work” shall be done under the piledriver’s classification as plainly stated in the first paragraph of this subsection.

(Q) In the construction of open-cut sewers, the piledriver classification shall apply on all piling including wood, steel or concrete sheet piling, where conventional piledriving equipment is used.

(R) The assembling, erecting and dismantling of piledriver equipment at the job site used exclusively for any of the above operations.

(S) Erection and assembly of pipe and tanks of wood or wood substitutes.

(T) The number of workers in a crew is dependent upon the conditions involved as recognized by the Union and Employer.

(U) Steel scaffolding for setting heavy timbers when using power equipment.

(V) A “Marine Piledriver” is defined as one who works in the construction of waterfront and marine facilities, such as docks, piers, wharves, bulkheads, jetties and similar structures when working with piledriver, derrick, crane or similar power equipment on the water.

Section 32.3. Tide Work or Broken Shift

(A) When an employee is called out to work broken time or tide work, Monday through Friday, the minimum pay for such work shall be eight (8) hours at the applicable straight time rate.

(B) Subject to the above minimum, in computing the time to be paid for under this provision, eight (8) hours or less worked between 8:00 a.m. and 5:00 p.m. shall be paid for at the applicable straight time rate.

(C) Any time in excess of eight (8) hours worked between 8:00 a.m. and 5:00 p.m. shall be paid for at the applicable overtime rate.

(D) In the event an employee is called out to work broken time or tide work on Saturdays, Sundays or holidays the applicable overtime rate or rates shall be paid for all time worked and the minimum pay shall be six (6) hours at such overtime rate.

Article 33

Divers and Divers' Tenders

(A) The following classification of divers and divers' tenders is hereby made a part of the Piledrivers, bridge, dock and wharf builders affiliated with the United Brotherhood of Carpenters and Joiners of America agreement. It being further understood and agreed that the diving crew portion of this Agreement shall be for the entire State of Oregon and

the five and one-half counties in the State of Washington more properly described as Klickitat, Skamania, Clark, Cowlitz and Wahkiakum and that portion of Pacific County south of a straight line made by extending the north boundary line of Wahkiakum west to the Pacific Ocean.

(B) All diving crews operating in the above area will be under the jurisdiction of Local #2416, Portland, Oregon.

Section 33.1. Purpose of Agreement

(A) The purpose of this Agreement is to supply divers who are qualified to work well under all the conditions peculiar to this area, such as high water, muddy water, etc., where visibility is zero, and the diver must train himself/herself to meet these conditions plus the use of all the various tools necessary to properly do this work.

(B) Work covered by this Agreement shall be submarine diving and all of its branches, such as but not limited to wrecking, salvaging of all ships, underwater pipeline work, construction, reconstruction, repairing, inspecting, removing and recovering of all objects below the water surface.

Section 33.2. Hourly Wage Scales

(A) Divers: Divers hourly scale will be two point four five five (2.455) times the Piledrivers hourly base wage scale. The diver will receive a four (4) hour minimum of diving scale any time he/she is called out. The diver will receive

two (2) hours of diving scale for any dives after the 4th hour and up to the 6th hour. The diver will receive two (2) hours of diving scale for any dives after the 6th hour and up to the 8th hour at applicable diving scales per hour as listed below.

(B) Tenders: The divers' tenders wage rate will be the same as piledriver foreman's scale, four (4) hours minimum.

(C) Manifold and/or Decompression Chamber Operators: The diver's manifold operator wage rate shall be the same as a piledriver foreman's scale, four (4) hours minimum.

(D) Timekeeper: The timekeeper shall receive the same as a piledriver, four (4) hours minimum.

(E) Diving Supervisor: (When required by specification or contracting agency.) The diving supervisor shall receive the standby divers rate of pay.

(F) The official time for the purpose of this Agreement shall be applicable legal time.

(G) The regular hours of work on the single shift operation shall be eight (8) hours of continuous employment, except for lunch period of not less than one-half (1/2) hour nor more than one (1) hour, between the hours of 8:00 a.m. and 5:00 p.m., unless changed by mutual agreement between the Employer and the Union. Such mutual consent shall not be unreasonably asked or denied. Forty (40) such hours of work, Monday through Friday, shall constitute a regular week's work, on all shifts of eight (8) hours.

(H) On any one or two-shift operations, Monday through Friday, all work performed before and/or after any scheduled shift hours, up to two (2) hours per shift, shall be paid for at one and one-half (1-1/2) times the regular hourly rate, however, all time worked in excess of ten (10) hours and all time worked on Saturdays, Sundays or holidays shall be paid at double the straight time hourly rate.

(I) Divers, standby divers, tenders, timekeepers, manifold operators, chamber operators (decompression), diving masters, and other personnel of the diving crew will be employed in accordance with the conditions of Article 5 in the body of the Agreement.

Section 33.3. All expendable material required to do the work shall be furnished by the Employer.

Section 33.4. There shall be no transportation allowance paid on any job to be performed within an area of 30 AAA miles from a diver's base of operation. On jobs located beyond 30 AAA miles the members of the diving crew shall be reimbursed for transportation allowance at the rate of \$.30 per mile to and from the job.

Section 33.5. Standby time is defined as any shift during which a diving crew is required by the Employer to be on the job but not required to dive. The standby rate of pay for divers shall be one-half the divers scale. When not coupled with a diving shift, the standby diver shall receive a minimum of four (4) hours of standby pay. If required to standby more than four (4) hours but not more than six (6) hours,

he shall receive not less than six (6) hours standby pay. If required to standby more than six (6) hours but not more than eight (8) hours he shall receive not less than eight (8) hours of standby pay. The other members of the diving crew will receive the regular hourly or daily rate for standby time.

Section 33.6. On all jobs where members of the diving crew are required to stay overnight beyond 100 miles, and suitable and adequate board and lodging are not furnished by the Employer, the Employee shall be compensated in accordance with Zone Pay item "G". The subsistence allowance to the diving crew shall be on a seven (7) day basis during continuous employment.

Section 33.7. The Employer shall have the right to select the divers he/she wishes to employ, with the provision that those who are available from the area covered by this Agreement and whose cards are stamped "qualified" diver will be given the opportunity to perform the work prior to the hiring of any divers from outside areas.

Section 33.8. The diver shall provide the Employer with a medical letter or certificate showing that he has been examined by a qualified licensed diving physician and found to be physically fit to perform underwater work. A physical shall be performed each year. The certificate should indicate the passing of the oxygen tolerance test.

Section 33.9. Divers, in addition to their base pay, shall receive depth money to be paid as follows:

(A) For dives exceeding 50 feet, but not over 100 feet, \$1.00 per foot for each foot over 50 feet.

(B) For dives exceeding 100 feet, but not over 150 feet, \$1.50 per foot for each foot over 100 feet.

(C) For dives exceeding 150 feet, but not over 200 feet, \$2.00 per foot for each foot over 150 feet.

(D) For dives exceeding 200 feet, the diver may name his/her own price providing it is not less than the scale listed for 200 feet depth.

(E) Depth shall be figured from the surface to the actual depth where the diving work is being performed.

(F) When it is necessary for a diver to enter any pipe or tunnel or other enclosure in which there is no vertical escape, a premium, according to the following schedule, shall be paid in addition to the regular day's pay:

Distance traveled from entrance:

5 ft. to 50 ft. per day (addition to above)	\$ 4.00
50 ft. to 100 ft. per day (addition to above)	\$ 5.00
100 ft. to 150 ft. per day (addition to above)	\$ 8.00
150 ft. to 200 ft. per day (addition to above)	\$ 20.00
200 ft. to 300 ft. per day per foot (addition to above)	\$.40
300 ft. to 450 ft. per day per foot (addition to above)	\$.80
450 ft. to 600 ft. per day per foot (addition to above)	\$ 1.60

For lengths beyond 600 ft. the diver may name his/her own price providing it is not less than scale listed for 600 ft.

Section 33.10. The maximum time the diver is required to work in different depths of water shall not be beyond the optimum time as listed in the latest Navy Decompression Table

Section 33.11. A decompression chamber shall be put on the job by the Employer when required. The time spent within a decompression chamber as required by the State Safety Code or the Standard Navy Decompression Tables, after the regular four (4) hour shift, shall be paid for at the same rate as when diving, except no compensation shall be paid in cases requiring additional decompression because of the bends (and no charge shall be made to the diver for use of the decompression equipment).

Section 33.12. Under all diving conditions, the reasonable judgment of the diver shall be accepted regarding the length of time under water and the hours that can be worked with safety.

Section 33.13. All divers shall have the right to designate their own tender, providing he/she is qualified as a tender. A tender shall be full conversant with the use of the U.S. Navy decompression tables and repetitive dive tables. He/she shall be familiar with the symptoms of divers' diseases and be able to render the proper first aid. He/she shall be familiar with the function and operation of a decompression tank.

Article 34
Divers' Tenders

Section 34.1. Tenders work shall consist of tending the diver, working on the upkeep and repair of diving gear, or such work as ordered by the diver.

Section 34.2. Tenders shall receive their regular wage rate for standby time. When a tender is required to suit-up (wet suit) he/she shall receive \$5.00 per four (4) hour diving shift in addition to his/her wages.

Section 34.3. Tenders' time shall run parallel with the divers' time and overtime will be paid after eight (8) consecutive hours. Saturdays, Sundays and Holidays shall be paid at applicable overtime rate for the actual hours worked with a minimum of four (4) hours. (See Article 6, Main Body of Agreement.)

Section 34.4. A tender furnished by the diver will be under the jurisdiction of the diver and he/she does not go to work in a crew to complete the day's shift and shall not receive less than eight (8) hours of straight time pay.

Section 34.5. Fringe benefits shall be determined as provided in Article 15, 16, 18 and 19 of the Agreement.

Section 34.6. The tender's subsistence shall be the same as that provided in Section 6 of the Divers.

Section 34.7. If an employee regularly employed by the Employer on the work site is selected by the diver as a tender, the tender's basic wage scale shall apply for the full day and he/she shall return to work under his regular foreman after his duties are completed.

Article 35

Diving Crews

Miscellaneous Provisions:

Section 35.1. As with Piledrivers, no members of the diving crew shall be permitted to take upon any job, loan, rent or otherwise furnish any power equipment, diving equipment, underwater tool, or any equipment or tool except as provided for in this Agreement.

Section 35.2. Adequate facilities shall be provided for the diving crew in which to dry their clothes and eat their lunches. Same shall be equipped with adequate heat.

Section 35.3. The Employer will furnish to the divers' satisfaction all suitable and safe equipment needed to perform the diving operation—equipment including, but not limited to, personal diving suit, tanks, weight belts, compressors, regulator, hat, hose, etc.

Section 35.4. Character of Work. See Schedule "A"—Special Conditions, Piledrivers.

Section 35.5. Optimum bottom times for HeO₂ dives shall be as follows:

Down to 200 ft.	60 Minutes
200 ft. to 225 ft.	50 Minutes
225 ft. to 350 ft.	45 Minutes
300 ft. to 400 ft.	30 minutes
Over 400 ft.	By mutual agreement between diver and Employer.

Section 35.6. All State and Federal Laws and Standards will be enforced by the Employer and the Union.

Article 36

Guarantee of Authority

Section 36.1. The individuals signing this Agreement in their official capacity hereby personally guarantee and warrant their authority to act for and bind the respective parties and organizations whom their signatures purport to represent.

In Witness Whereof, this Agreement, including Schedules "A", "B", "C" and other attachments hereto, has been executed by the parties hereto on this 1st day of June, 2008.

FOR THE UNION:

The following persons from the Union identity—PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS are duly authorized to sign not for themselves but and on behalf of the Local Union and Regional Councils as listed on Schedule “C” herein.

By Doug Tweedy
Executive Secretary-Treasurer

By Peter A. Savage,
*Regional Manager,
OR/SW WA*

By Ed Triezenberg,
Contract Administrator

FOR THE ASSOCIATION:

GENERAL AND CONCRETE CONTRACTORS
ASSOCIATION, INC.

By Ross Vroman,
President GCCA

By James R Watts,
Attorney

By Barry Reynolds,
Vice President / Negotiations Chairman GCCA

Replace this page with Signature Sheet.

SCHEDULE A

OREGON & SOUTHWEST WASHINGTON – GCCA

*Counties covered by this Agreement: Entire State of Oregon and for Washington
State: Cowlitz, Clark, Skamania, Klickitat, Wahkiakum and 1/2 Pacific*

EFFECTIVE JUNE 1, 2008 - NOVEMBER 30, 2008

		3.85%		Foreman	3.85%	
CARPENTER	Wage	Dues Ded.		Wage	Dues Ded.	
Group 1	\$31.80	\$1.22	**Foreman B	\$34.34	\$1.22	
Group 2	31.95	1.22	***Foreman A	34.98	1.22	
MILLWRIGHT						
Group 3	32.30	1.24	**Foreman B	34.88	1.24	
Group 4	32.45	1.24	***Foreman A	35.53	1.24	
LU 711 ONLY						
Group 3	32.30	1.45	**Foreman B	34.88	1.45	
Group 4	32.45	1.45	***Foreman A	35.53	1.45	
BRIDGE & HIGHWAY						
Group 5	32.30	1.24	**Foreman B	34.88	1.24	
			***Foreman A	35.53	1.24	
PILEDRIVER						
Group 6	32.80	1.26	**Foreman B	35.42	1.26	
Diver	80.52	1.26	***Foreman A	36.08	1.26	
Tender	32.80	1.26				
FRINGE BENEFITS:						
Health & Security	\$6.44		Apprenticeship Fund.....	\$0.62		
Retirement.....	\$4.76		Vacation (deduct from net wage)	\$1.50		
APPRENTICE WAGES:						
Carpenter	Wage	Dues	Millwright	Wage	Dues	LU 711
						Dues
1st period 50%	\$15.90	\$0.61	1st period 50%	\$16.15	\$0.62	\$0.73
2nd period 58%	18.44	0.71	2nd period 58%	18.73	0.72	0.84
3rd period 64%	20.35	0.78	3rd period 64%	20.67	0.80	0.93
4th period 70%	22.26	0.86	4th period 70%	22.61	0.87	1.02
5th period 76%	24.17	0.93	5th period 76%	24.55	0.95	1.10
6th period 82%	26.08	1.00	6th period 82%	26.49	1.02	1.19
7th period 88%	27.98	1.08	7th period 88%	28.42	1.09	1.28
8th period 94%	29.89	1.15	8th period 94%	30.36	1.17	1.37

Schedule A (continued)

APPRENTICE WAGES:

Bridge & Hwy	Wage	Dues	Piledrivers	Wage	Dues
1st period 60%	\$19.38	\$0.75	1st period 60%	\$19.68	\$0.76
2nd period 73%	23.58	0.91	2nd period 73%	23.94	0.92
3rd period 75%	24.23	0.93	3rd period 75%	24.60	0.95
4th period 80%	25.84	0.99	4th period 80%	26.24	1.01
5th period 83%	26.81	1.03	5th period 83%	27.22	1.05
6th period 85%	27.46	1.06	6th period 85%	27.88	1.07
7th period 90%	29.07	1.12	7th period 90%	29.52	1.14
8th period 95%	30.69	1.18	8th period 95%	31.16	1.20

*For Groups refer to Classification, following Article 29. **Foreman B rates = 8% over wage.

***Foreman A (qualified Foremen who have completed specified training) rates = 10% over wage.

Welder rates = \$.075 added to taxable.

Contractors signatory to AGC Agreements must pay both PWLE @ \$.02 and CAF @ \$0.03

Contractors signatory to GCCA Agreements pay only CMF @ \$0.02

Drug Free Workplace @ \$0.10 per hour as per Article 7.5

EFFECTIVE DATES FOR FUTURE PAY RATES PER HR.

FOR ALL GROUPS:

Carpenter, Millwright, Bridge & Highway, Piledriver

DECEMBER 1, 2008 - MAY 31, 2009 + \$1.00

Distribution to be determined.

JUNE 1, 2009 - SEPTEMBER 8, 2009 + \$1.60

Distribution to be determined.

SEPTEMBER 9, 2008 - MAY 31, 2010 - \$1.60

Wage reduction was mutually agreed upon by both parties due to the economy at the time.

Distribution to be determined.

JUNE 1, 2010 - MAY 31, 2011 + \$1.60

Distribution to be determined.

JUNE 1, 2011 - MAY 31, 2012 + \$1.67

Distribution to be determined.

JUNE 1, 2012 - MAY 31, 2013 + \$1.73

Distribution to be determined.

SCHEDULE B
**EMPLOYER SIGNATORIES TO THE 2008-2013
MASTER LABOR AGREEMENT**

Andersen Structures, LLC.
6712 N Cutter Circle
Portland, OR 97228

Brockamp & Jaeger, Inc.
15796 S. Boardwalk
Oregon City, OR 97045

Cooper Construction Co.
701 SE Woodward Street
Portland, OR 97202

Howard S Wright Construction Co.
425 NW 10th, Ste. 200
Portland, OR 97209

Lease Crutcher Lewis Contractors
921 SW Washington St. #150
Portland, OR 97204

Marion Construction Company
1620 Oxford SE
PO Box 12218
Salem, OR 97309

Skanska USA Bldg., Inc. (Oregon Div.)
2555 SW 153rd Dr.
Beaverton, OR 97006

T. Gerding Construction Co
PO Box 1082
Corvallis, OR 97339-1082

Van Lom & Winge
5536 NE 105th Avenue
Portland, OR 97220

Van Lom Concrete
PO Box 20039
Portland, OR 97220

SCHEDULE C
UNION SIGNATORIES TO THE 2008-2013
MASTER LABOR AGREEMENT

PACIFIC NORTHWEST
REGIONAL COUNCIL OF CARPENTERS

1636 E. Burnside
Portland, Oregon 97214
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Portland OR 97217
503/289-9632

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276 Warner Milne Rd.
Oregon City OR 97045
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Portland OR 97214
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OUTSIDE PORTLAND METRO AREA

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Bend OR 97701

Local Union 1001
3427 Ash St.
North Bend OR 97459
541/756-6333

Local Union 1065
3655 Kashmir Way SE
Salem OR 97301
503/362-6419

Local Union 1273
PO Box 24809
Eugene OR 97402
541/681-9059

Local Union 1707
618 – 14th St., Ste. A
Longview WA 98632

Local Union 1715
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Vancouver WA 98663
Local Union 2067
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Longview WA 98632
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Separation Slip

Project Name _____

Project Number _____

Employee Name _____

SSN _____

Last Day Worked _____ Hours worked that day _____

Eligible for Re-hire? [] YES [] NO

List Journeyman Skill Advancement courses recommended:
(See training catalog for courses, or list skill areas.)

Company _____

Date _____

By _____

Title _____

Address _____

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**PLEASE PLACE
Field Engineer Sheet
HERE.**