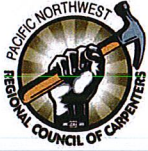


Pacific Northwest Regional Council of Carpenters



Affiliated with the United Brotherhood of Carpenters and Joiners of America

Contract Administration Department

25120 Pacific Highway South • Suite 200 • Kent, Washington 98032
Office (253) 945-8809 or (253) 945-8847 • Fax (253) 945-8878



Brothers and Sisters,

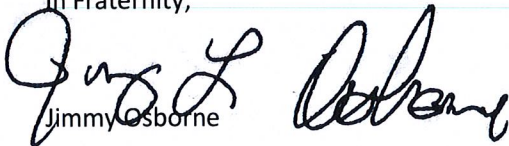
Your bargaining team for this year's Scaffold and Shoring Agreement met with management in regard to the Refinery wage opener. The Union bargaining committee had several meetings leading into the negotiations and all committee and bargaining team members took this assignment seriously. We had strong Rank and File representation at the bargaining table. The meetings were productive, collaborative and led to a Tentative Agreement. Below is a description of what was agreed upon and how it will affect your wage, if ratified.

Scaffold and Shoring Agreement Tentatively Agreed upon wage increase – Increase percentage of commercial wage to 88.5% in 2018 with commitments from management to increase the percentage by 1% for the next two consecutive years and 1.25% three years out. This would bring the refinery rate to 91.25% of the commercial rate in four years.

Your bargaining team took great lengths to ensure that the membership's needs and desires were addressed during negotiations. The goal is to keep making headway on the percentage that refinery work is performed at, and the bargaining team believes this approach is equitable. **The Union and your bargaining team strongly recommend a yes vote.**

Voting will take place electronically. The link to vote is found under the Contract 2018 page: <https://www.nwcarpenters.org/for-members/on-the-job/contract-2018/> Please note that the **password is your UBC ID #**. Just the 8 numerical digits. No U, No spaces, No dashes. Example: 12345678.

In Fraternity,


Jimmy Osborne

If you have any questions please feel free to contact: Jimmy Osborne - 253-208-6948, John Lehman – 253-508-2216, Zach McCown – 360-840-5280

JO:lk/opeiu#8