

# Tentative Agreement (T/A)

## PACIFIC NW REGIONAL COUNCIL OF CARPENTERS SOUTHERN IDAHO CONTRACTORS GROUP

### 1) MODIFY TO REFLECT A 3-YEAR AGREEMENT IN PREAMBLE

This Agreement and the Supplemental Agreements attached hereto is a Successor Agreement to the 2013-2016 Southern Idaho Labor Agreement and is hereby entered into this 1st day of June, 2019, **This successor Principal Agreement shall be effective commencing June 1, 2019 and shall continue in force and effect through September 30, 2021,** by and between C and H Company Inc., and Intermech Inc. collectively recognized as the "SOUTHERN IDAHO CONTRACTORS GROUP", hereinafter referred to as "EMPLOYER", and the PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS, hereinafter referred to as "UNION" and acting as the bargaining agent for the Local Unions and Councils who have assigned their bargaining rights. The Employer and Union have entered into the following Agreement and those specific Supplemental Agreements that have been executed by the Employer for the purpose of promoting and improving the relations between the Employer, its employees, and the Union, establishing a formal understanding relative to all conditions of employment, and providing the means for the amicable and equitable adjustment of grievances which may arise.

### 2) HOUSEKEEPING

Integration of the final tentative agreement into the document and minor housekeeping shall be performed by the chairpersons or their designee.

### 3) SCHEDULE "A"- ZONED PAY MODIFY TO REFLECT PERDIEM

**SECTION 1.** There shall be three **five (5)** zones measured from the cities Boise, Twin Falls, Pocatello and Idaho Falls, **of the U.S. Post Offices identified in SECTION 2. below shall be used to compute per diem paid as a daily rate for assistance in travel and/or lodging** for pay purposes which are described as follows:

<b><u>ZONE 1:</u></b>	<b><u>0-45 miles</u></b>	<b><u>Free Zone, no per diem</u></b>
<b><u>ZONE 2:</u></b>	<b><u>46-60 miles</u></b>	<b><u>\$20.00 per diem</u></b>
<b><u>ZONE 3:</u></b>	<b><u>61-80 miles</u></b>	<b><u>\$30.00 per diem</u></b>
<b><u>ZONE 4:</u></b>	<b><u>81-100 miles</u></b>	<b><u>\$40.00 per diem</u></b>
<b><u>ZONE 5:</u></b>	<b><u>100 or more miles</u></b>	<b><u>\$50.00 per diem</u></b>

**ZONE 1:** That area within thirty (30) miles of the U.S. Post Offices identified in SECTION 2. below shall be considered a free zone without any premium paid for travel and/or lodging.

**ZONE 2:** That area more than thirty (30) miles and up to sixty (60) miles from all the U. S. Post Offices identified in SECTION 2. below shall require a premium to be paid of \$2.00 per hour worked for travel and/or lodging.

**ZONE 3:** That area more than sixty (60) miles from all the U.S. Post Offices identified in SECTION 2. below shall require a premium to be paid of \$3.00 per hour worked for travel and/or lodging.

**SECTION 2.** The zones shall be measured from the U. S. Post Offices of the various cities located as follows: Boise, (304 N. 8th Street); Twin Falls (253 2nd Ave. West); Pocatello, (Clark Street); and Idaho Falls, (875 North Capital Avenue).

**SECTION 3.** Wage rates to be paid in the zones described above shall be set forth in the Schedules A attached hereto. **Members who reside in the area of a project shall have their zone pay differential measured from the U. S. Post Offices of that city, whenever the distance to the job site is less than the distance from the job site to any of the cities listed in Section 2.**

**SECTION 4.** If a project is located in more than one zone, the lower zone rate shall apply.

**SECTION 5.** An official map of the zones identified in this Agreement shall be prepared by an independent mapping service and shall be attached to this Agreement and kept on file in the offices of the Unions and the Contractors signatory hereto.

**4) SCHEDULE "A"- NEW LANGUAGE ALLOW FOR A 401K CONTRIBUTION**

**Establish a 401K contribution. This will be a deduction from the total package, included in the fringe benefit section of the Schedule A:**

Current Total Package (2018-2019)	3-Year Agreement 2019-2022	Combined Total Package	Combined Total Increase	% Increase
\$28.81	<b>Wage-</b> Carpenter Group 1	<b>\$30.71</b>	<b>\$1.90</b>	6.58%
\$5.75	<b>Health &amp; Security</b>	<b>\$6.65</b>	<b>\$0.90</b>	15.65%
\$7.76	<b>Pension</b>	<b>\$8.37</b>	<b>\$0.61</b>	7.86%
\$0.00	<b>401K Contribution</b>	<b>\$0.50</b>	<b>\$0.50</b>	
\$0.58	<b>Apprenticeship (1.4%)</b>	<b>\$0.66</b>	<b>\$0.08</b>	13.79%
<hr/> \$42.90	<b>Total Package</b>	<b>\$46.89</b>	<b>\$3.99</b>	9.29%
<b>9.29%</b>	<b>Combined Increase to Total Package Over 3-Years</b>			

Year 1	2019-2020	Proposed Package	Proposed Increase	% Increase
<b>3.00%</b>	<b>Wage-</b> Carpenter Group 1	<b>\$29.11</b>	<b>\$0.30</b>	1.04%
	<b>Health &amp; Security</b>	<b>\$6.20</b>	<b>\$0.45</b>	7.83%
	<b>Pension</b>	<b>\$7.76</b>	<b>\$0.00</b>	0.00%
	<b>401K</b>	<b>\$0.50</b>	<b>\$0.50</b>	
	<b>Apprenticeship (1.4%)</b>	<b>\$0.62</b>	<b>\$0.04</b>	6.90%
	<b>Total Package</b>	<b>\$44.19</b>	<b>\$1.29</b>	3.01%

<b>Year 2</b>	<b>2020-2021</b>	<b>Proposed Package</b>	<b>Proposed Increase</b>	<b>% Increase</b>
<b>3.00%</b>	<b>Wage-</b> Carpenter Group 1	<b>\$29.91</b>	<b>\$0.80</b>	2.75%
	<b>Health &amp; Security</b>	<b>\$6.40</b>	<b>\$0.20</b>	3.23%
	<b>Pension</b>	<b>\$8.07</b>	<b>\$0.31</b>	3.99%
	<b>401K Contribution</b>	<b>\$0.50</b>	<b>\$0.00</b>	
	<b>Apprenticeship (1.4%)</b>	<b>\$0.64</b>	<b>\$0.02</b>	3.23%
	<b>Total Package</b>	<b>\$45.52</b>	<b>\$1.33</b>	3.01%

<b>Year 3</b>	<b>2021-2022</b>	<b>Proposed Package</b>	<b>Proposed Increase</b>	<b>% Increase</b>
<b>3.00%</b>	<b>Wage-</b> Carpenter Group 1	<b>\$30.71</b>	<b>\$0.80</b>	2.66%
	<b>Health &amp; Security</b>	<b>\$6.65</b>	<b>\$0.25</b>	3.91%
	<b>Pension</b>	<b>\$8.37</b>	<b>\$0.30</b>	3.72%
	<b>401K Contribution</b>	<b>\$0.50</b>	<b>\$0.00</b>	
	<b>Apprenticeship (1.4%)</b>	<b>\$0.66</b>	<b>\$0.02</b>	3.14%
	<b>Total Package</b>	<b>\$46.89</b>	<b>\$1.37</b>	3.00%

Tentative Agreement:

  
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 Jeff Thorson  
 Contract Administration  
 Pacific NW Regional Council of Carpenters  
 Date: 05281

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 Melvin Cromwell  
 Bargaining Chair  
 Southern ID Contractors Group  
 Date: 5-28-19