



**PACIFIC NORTHWEST  
Regional Council  
of Carpenters**

**Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc.**

**DEFINITIONS**

**Add Additional Classifications to Definitions**

**General Foreman- (change from Foreman A currently 10%) shall be defined as a Foreman with a current OSHA 30 Certificate that supervises more than one foreman led crew and shall receive 10% over Journeyman Rate.**

**Foreman- (change from Foreman B currently 8%) shall be defined as a Working member that directly or indirectly supervises 5 or more members working under the Collective Bargaining Agreement and shall receive 8% over Journeyman Rate.**

Tentative Agreement:

Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 060519

Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/5/19

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**UNION PROPOSAL #1.2 GCCA**

THE UNION RESERVES THE RIGHT TO ADD MODIFY OR DELETE THIS PROPOSAL AT ANY TIME  
ANY TENTATIVE AGREEMENT REACHED BY BOTH PARTIES IS SUBJECT TO BARGAINING UNIT RATIFICATION  
5/2/2019



**PACIFIC NORTHWEST  
Regional Council  
of Carpenters**

**Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc.**

**ARTICLE 1**

**TERRITORY**

Modification to remove Lewis County for Pile Drivers.

Tentative Agreement:

Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 080519

Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/5/19

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**UNION PROPOSAL #1.3 GCCA**

THE UNION RESERVES THE RIGHT TO ADD MODIFY OR DELETE THIS PROPOSAL AT ANY TIME  
ANY TENTATIVE AGREEMENT REACHED BY BOTH PARTIES IS SUBJECT TO BARGAINING UNIT RATIFICATION  
6/5/2019



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**Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc.**

**ARTICLE 9**

**Unlawful Discrimination & Harassment**

**Section 5.3 Unlawful Discrimination & Harassment Free Workplace, Government Requirements**

(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, **and other state or federally protected class** is adverse to the interest of **both** the Union and Employer. The parties, therefore, jointly declare such harassment in any form is strictly prohibited and constitutes grounds for discipline.

Tentative Agreement:

  
\_\_\_\_\_  
Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 060519

  
\_\_\_\_\_  
Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/5/19

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**UNION PROPOSAL #5.2 GCCA**

THE UNION RESERVES THE RIGHT TO ADD MODIFY OR DELETE THIS PROPOSAL AT ANY TIME  
ANY TENTATIVE AGREEMENT REACHED BY BOTH PARTIES IS SUBJECT TO BARGAINING UNIT RATIFICATION  
5/02/2019



**PACIFIC NORTHWEST  
Regional Council  
of Carpenters**

Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc.

**ARTICLE 5**

**UNION RECOGNITION AND HIRING**

**Section 5.4 (B) Out-of-Work List -NEW LANGUAGE**

**The PNWRCC shall maintain a centralized hiring hall for referral of members to signatory contractors. the current hiring hall rules and procedures shall be posted of reference at the following link (<https://www.nwcarpenters.org/for-partners/dispatch-call-out-sheets/>). The contractor shall submit a Call Out Sheet to the dispatch department with the details requested to the email or fax number provided on the form. In order to be eligible for dispatch, members must be in Good standing or Arrears unless state/federal law supersedes this requirement. Members in Arrears shall be expected to provide to their home local, within 10 working days after dispatch, or as requested by the home local, proof of Good standing.**

Tentative Agreement:

Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 060519

Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/5/19

**UNION PROPOSAL #6.2 GCCA**

THE UNION RESERVES THE RIGHT TO ADD MODIFY OR DELETE THIS PROPOSAL AT ANY TIME  
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5/2/2019



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**Modification to Article 6- Overtime multiplier increases after 10 hours for Saturday**

**Section 6.3 Workweek**

(A) The workweek 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 twelve (12) hours of continuous shift work shall be paid for at the rate of time and one half (1½x).
2. All hours worked after twelve (12) hours of continuous shift work (~~including Saturdays~~) shall be paid for at the rate of two times (2x) the proper hourly rate of pay.
3. Work performed on Saturdays shall be paid for at the rate of time and one-half (1-1/2x) up to ten (10) hours. All additional hours worked shall be paid for at the rate of double time (2x).
4. Sunday and holiday work shall be paid for at the rate of double time (2x).

Tentative Agreement:

Jeff Thorsen, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 060519

Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/5/19



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**Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc.**

**ARTICLE 7.2  
Pay Day Layoff / Direct Deposit**

**Modification to Pay Day Layoff / Direct Deposit. Strike old and add new language.**

~~(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) working 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 (1) week.~~

- ~~1. Employees who quit shall be paid not later than the next regular pay period.~~
- ~~2. Employees laid off or terminated shall be paid immediately. A check mailed the same day and/or immediate electronic direct deposit shall be permitted, provided that the Employee has given clear prior authorization.~~
- ~~3. At the time of lay off or termination, all hours worked up to and through the normal work shift on day of lay off or termination shall be paid at that time. If it becomes necessary for the Employee to return at a later date for such payment, such Employee shall be entitled to the regular wages due him/her for each day it became necessary for him/her to return or wait for his/her paycheck.~~
- ~~4. (a) Employees scheduled for lay off/termination can be paid by mail with the following provisions: Any hours worked outside the normal work shift on date of lay off/termination are paid by mail within twenty four (24) hours (Saturday, Sunday and Holidays excluded). Checks mailed later than twenty four (24) hours after lay off 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.)~~

~~(b) 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 as the Union is concerned, as having been waived by the Employee or that they are unjustified, and shall accordingly be given no~~



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consideration.

- A. Schedule:** *Employees shall be paid in full once each week (on the same day), but in no event shall more than five (5) days (Saturday, Sunday and Holidays excluded) wages be withheld, 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 (1) week. If the regular payday falls on a Holiday, the employees shall be paid on the last regular workday before the holiday.*
- B. Methods:** *At the election of the Employer one of the following options of payment will be utilized:*
- 1. By negotiable check made on local bank, paid at job site, or**
  - 2. Direct deposit in employee's bank account.**
  - 3. By mail (at election of employee in writing). If paid by mail, check shall be postmarked not later than one (1) business days prior to the established payday.**
  - 4. 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 (1) week.**
- C. Documentation:** *The Employer shall furnish to each employee at the time of payment of wages an itemized statement showing the pay basis (i.e., hours or days worked), rate or rates of pay, gross wages, and all deductions for that pay period. In addition, the name, address and phone number of the Employer shall be indicated.*
- D. Adjustments:** *No adjustment of disputed pay will be made unless the worker or the Union shall make a claim in writing to the Employer's representative fifteen (15) days from the pay period in question.*
- E. Penalty:** *If the payment is not made expressly as provided herein, then the employee shall be paid eight (8) hours pay at the appropriate hourly wage rate for each twenty-four (24) hour period thereafter until payment is made. In the case of payment by mail, the postmark on the envelope will serve as the cutoff for any penalty. Said check shall be mailed to an address of the employee's choice. In the case of direct deposit to employee's bank account, the employer's bank statement Electronic Fund Transfer (EFT) effective date shall serve as the cutoff for any penalty.*
- F. Non-Sufficient Funds:** *In the event an employee receives a non-sufficient funds (NSF) check, the payment shall be by money order or certified check. In addition, any documented bank fees or charges incurred by the employee as a result of receiving an*



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**NSF check payment, will be reimbursed to the affected employee. If requested, a letter of explanation will be sent to the employee's bank and any creditors that may have been affected. If an employee receives an NSF check for the second time in any four (4) week periods, the make-up check and all subsequent payments shall be by money order or certified check.**

**G. If an employee is laid-off outside normal office hours, payment shall be made within twenty-four (24) hours (Saturdays, Sundays and Holidays excepted). Payment, by employee's choice, shall be made through the Union Hall or by regular mail.**

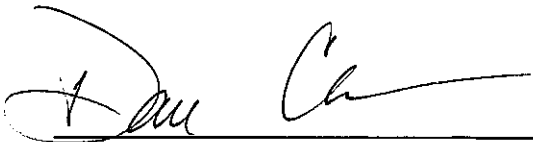
**H. Discharge for Cause or Quit: Employees who are discharged for cause or quit shall be paid not later than the next regular pay period.**

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.

Tentative Agreement:

  
\_\_\_\_\_  
Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 06/10/19

  
\_\_\_\_\_  
Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/10/19

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**UNION PROPOSAL #9.3 GCCA**

**3**

THE UNION RESERVES THE RIGHT TO ADD MODIFY OR DELETE THIS PROPOSAL AT ANY TIME  
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6/10/2019





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**Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc.**

**ARTICLE 9**

**CLASSIFICATIONS AND WAGE SCALES**

Modification to Article 9- Remove Section 9.1 "Old Work"

Tentative Agreement:

Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 060519

Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/5/19

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**UNION PROPOSAL #12.2 GCCA**

THE UNION RESERVES THE RIGHT TO ADD MODIFY OR DELETE THIS PROPOSAL AT ANY TIME  
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5/2/2019



**PACIFIC NORTHWEST  
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Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc.

**ARTICLE 27**

**APPENTICESHIP FRINGE BENEFITS**

Special Notes on Apprenticeship Monetary Packages:

Apprentice Carpenters and Millwrights in the 1st and 2<sup>nd</sup> periods, when working on any State or Federal prevailing wage projects shall have their Pension Fund contributions **paid in full at the managing trust.** (notwithstanding the Provisions of Article 16.4) paid directly to the Apprentice, as an addition to their wage. **At the time of dispatch, the Union will notify each employer when such apprentice is eligible for Pension Fund contributions.**

Tentative Agreement:

  
Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 06/05/19

  
Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/5/19

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**UNION PROPOSAL #17.3 GCCA**

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6/05/2019



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**ARTICLE 28**

**APPENTICESHIP PERCENTAGE RATES**

**CARPENTER APPRENTICESHIP RATE**

	<u>June 2019</u>	<u>June 2020</u>	
First Period	50%	<u>60%</u>	of Journeyman Wage
Second Period	58%	<u>65%</u>	of Journeyman Wage
Third Period	64%	<u>70%</u>	of Journeyman Wage
Fourth Period	70%	<u>75%</u>	of Journeyman Wage
Fifth Period	76%	<u>80%</u>	of Journeyman Wage
Sixth Period	82%	<u>85%</u>	of Journeyman Wage
Seventh Period	88%	<u>90%</u>	of Journeyman Wage
Eighth Period	94%	<u>95%</u>	of Journeyman Wage

**MILLWRIGHT APPRENTICESHIP RATE (TTA 043019)**

First Period	50% <u>60%</u> of Journeyman Wage
Second Period	58% <u>65%</u> of Journeyman Wage
Third Period	64% <u>70%</u> of Journeyman Wage
Fourth Period	70% <u>75%</u> of Journeyman Wage
Fifth Period	76% <u>80%</u> of Journeyman Wage
Sixth Period	82% <u>85%</u> of Journeyman Wage
Seventh Period	88% <u>90%</u> of Journeyman Wage
Eighth Period	94% <u>95%</u> of Journeyman Wage

Tentative Agreement:

Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 06/18/19

Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/19/19



**PACIFIC NORTHWEST  
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**Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc.**

**ARTICLE 29**

**PUBLIC WORKS PROJECT DAVIS-BACON ACT AND RELATED STATUTES**

(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 of 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 279C.800 to 279C.870), 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 a period not to exceed thirty (30) months. ~~the duration of this Labor Agreement plus sixteen (16) months. The total determined package may be reallocated between wages and fringes to reflect the current fringe rate in the Master Labor Agreement at the time of advertisement for bid. 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 sixteen (16) months after the termination of this Labor Agreement. The project agreement shall incorporate the terms and conditions of this Agreement.~~

**(B) The Employer shall, when requested in writing, supply accurate and reliable information on company stationery that will assist the Union in establishing the correct Davis-Bacon rates when responding to DOL requests for prevailing wage data.**

(B) **(C)** The Employer's 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.

Tentative Agreement:

  
Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

  
Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 06/14/19

Date: 6/14/19



**PACIFIC NORTHWEST  
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**Pacific NW Regional Council of Carpenters – General Concrete Contractors Association, Inc**

**ARTICLE 33**


**MILLWRIGHTS**

Employer will follow the Millwright Regional Master Agreement regarding all terms and conditions negotiated by and between the Millwright Employers Association, Inc. (MEA) and the Pacific Northwest Regional Council of Carpenters (PNWRCC) for the purpose of performing new construction and maintenance Millwright work within the States of Oregon and Southwest Washington.

Tentative Agreement:

  
\_\_\_\_\_  
Jeff Thorson, Contract Administration  
Pacific NW Regional Council of Carpenters

Date: 060519

  
\_\_\_\_\_  
Dan Clark, Vice President  
GCCA Chairman Negotiation Committee

Date: 6/5/19

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**UNION PROPOSAL #23.1 GCCA**

**THE UNION RESERVES THE RIGHT TO ADD MODIFY OR DELETE THIS PROPOSAL AT ANY TIME**

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**4/23/2019**



**PACIFIC NORTHWEST  
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**Pacific NW Regional Council of Carpenters - General Concrete Contractors Association, Inc**

Current (2018-2019)	5-Year Agreement 2019-2022	Combined Total Package	Combined Total Increase
\$37.64	Wage- Carpenter Group 1	\$43.12	\$5.48
\$7.69	Health and Welfare	\$7.69	\$0.00
\$8.21	Pension	\$8.21	\$0.00
\$0.93	Apprenticeship (1.7%)	\$1.02	\$0.10
<u>\$54.47</u>	<b>Total Package</b>	<b>\$60.05</b>	<b>\$5.58</b>

10.24% *Combined Increase to Total Package Over 3-Years*

Year 1 5.00%	2019-2020	Proposed Package	Proposed Increase
	Wage- Carpenter Group 1	\$40.31	\$2.67
	Health and Welfare	\$7.69	\$0.00
	Pension	\$8.21	\$0.00
	Apprenticeship (1.7%)	\$0.97	\$0.05
	<b>Total Package</b>	<b>\$57.19</b>	<b>\$2.72</b>

Year 2 5.00%	2020-2021	Proposed Package	Proposed Increase
	Wage- Carpenter Group 1	\$43.12	\$2.81
	Health and Welfare	\$7.69	\$0.00
	Pension	\$8.21	\$0.00
	Apprenticeship (1.7%)	\$1.02	\$0.05
	<b>Total Package</b>	<b>\$60.05</b>	<b>\$2.86</b>

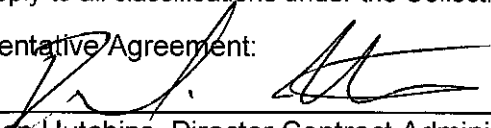
Year 3	2021-2022	Proposed Package	Proposed Increase
	****OPEN****		

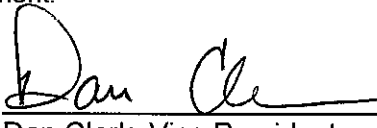
Year 4	2022-2023	Proposed Package	Proposed Increase
	****OPEN****		

Year 5	2023-2024	Proposed Package	Proposed Increase
	****OPEN****		

\*\*Fringe Increase shall be allocated after Tentative Agreement is reached as deducted from total package and rates shall apply to all classifications under the Collective Bargaining Agreement.

Tentative Agreement:

  
 Dan Hutchins, Director Contract Administration  
 Pacific NW Regional Council of Carpenters  
 Date: 6-19-2019

  
 Dan Clark, Vice President  
 GCCA Chairman Negotiation Committee  
 Date: 6/19/19