

Tentative Agreement (T/A)

PACIFIC NW REGIONAL COUNCIL OF CARPENTERS

HOME BUILDERS ASSOCIATION OF OREGON & SOUTHWEST WASHINGTON

1. Unlawful Discrimination & Harassment Free Workplace/Government Requirements

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.

2. APPRENTICESHIP PERCENTAGE RATES.

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

3. SPECIAL AGREEMENTS Article 17 NEW LANGUAGE

Section 17.1

(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 Carpenters Union ample time to review the request. When possible, seven (7) days' notice shall be given to the Carpenters Union for their approval.

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

MULTI-UNIT

| | | | |
|---------------|-----------------------|-------------------------|--------------------------|
| Year 1 | 2019-2020 | Proposed Package | Proposed Increase |
| 2.61% | Wage- Carpenter Multi | \$29.67 | \$1.06 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.72 | \$0.02 |
| | Total Package | \$42.23 | \$1.08 |

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|---------------|-----------------------|-------------------------|--------------------------|
| Year 2 | 2020-2021 | Proposed Package | Proposed Increase |
| 2.57% | Wage- Carpenter Multi | \$30.74 | \$1.07 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.74 | \$0.02 |
| | Total Package | \$43.32 | \$1.09 |

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|---------------|-----------------------|-------------------------|--------------------------|
| Year 3 | 2021-2022 | Proposed Package | Proposed Increase |
| 2.50% | Wage- Carpenter Multi | \$31.81 | \$1.07 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.75 | \$0.01 |
| | Total Package | \$44.40 | \$1.08 |

SINGLE-UNIT

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|---------------|------------------------|-------------------------|--------------------------|
| Year 1 | 2019-2020 | Proposed Package | Proposed Increase |
| 2.61% | Wage- Carpenter Single | \$27.30 | \$1.00 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.72 | \$0.01 |
| | Total Package | \$39.85 | \$1.01 |

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|---------------|------------------------|-------------------------|--------------------------|
| Year 2 | 2020-2021 | Proposed Package | Proposed Increase |
| 2.57% | Wage- Carpenter Single | \$28.30 | \$1.00 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.74 | \$0.02 |
| | Total Package | \$40.87 | \$1.02 |

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|---------------|-------------------------------|-------------------------|--------------------------|
| Year 3 | 2021-2022 | Proposed Package | Proposed Increase |
| 2.50% | Wage- Carpenter Single | \$29.30 | \$1.00 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.75 | \$0.02 |
| | Total Package | \$41.89 | \$1.02 |

CARPENTER II

| | | | |
|---------------|------------------------------|-------------------------|--------------------------|
| Year 1 | 2019-2020 | Proposed Package | Proposed Increase |
| 2.61% | Wage- Carpenter II | \$18.36 | \$0.77 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.72 | \$0.02 |
| | Total Package | \$30.92 | \$0.79 |


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|---------------|------------------------------|-------------------------|--------------------------|
| Year 2 | 2020-2021 | Proposed Package | Proposed Increase |
| 2.57% | Wage- Carpenter II | \$19.13 | \$0.77 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.74 | \$0.02 |
| | Total Package | \$31.71 | \$0.79 |

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|---------------|------------------------------|-------------------------|--------------------------|
| Year 3 | 2021-2022 | Proposed Package | Proposed Increase |
| 2.50% | Wage- Carpenter II | \$19.91 | \$0.78 |
| | Health and Welfare | \$7.68 | \$0.00 |
| | Pension | \$4.16 | \$0.00 |
| | Apprenticeship (1.7%) | \$0.75 | \$0.01 |
| | Total Package | \$32.50 | \$0.79 |



 Jeffrey Thorson, Contract Administration
 Pacific NW Regional Council of Carpenters

Date: 6/28/19



 Cameron Crop, Bargaining Chair
 Home Builders Association

Date: 6-28-19