Brothers and Sisters,

The Labor Trustees of Oregon and Southwest Washington have chosen to allocate a portion of the June 1, 2020, total package increase to boost funding of your Oregon & SW Washington Trust fringe benefits.

The Trust is in good shape considering the current situation with the Covid-19 Pandemic. However, with the investment losses from the recent stock market decline, a reduction in hours worked due to COVID-19 pandemic, and rising costs in the healthcare industry, the Trustees have chosen to allocate a portion of the upcoming June 1, 2020, 5% wage increase to Health and Security, Pension, and Training.

Union Benefits are one of the many things that set us apart from others. These wage allocations will boost reserves to add flexibility when members are in a tough spot. Our medical plans and pensions should provide meaningful benefits for Carpenter families, particularly during this pandemic, where stress levels and uncertainty are at an all-time high. We want to continue to provide the same services to which we all have grown accustomed.

As you may recall, the 5% wage increase last year went exclusively to wages in an effort to work towards closing the wage gap many Carpenters wanted to address. These are the wage allocation distributions in accordance with the Collective Bargaining Agreements of the AGC, AWCC, and GCCA from the 5% total package increase starting June 1, 2020:

**The 5% increase ($2.86) beginning June 1, 2020, will be allocated as follows:**
- $1.43 to hourly wages;
- $0.10 to the Apprenticeship Fund;
- $0.67 to Health and Security; and
- $0.66 to Pension ($0.50 accrued and $0.16 non-accrued).

These allocations have been made in an effort to support the 6,000 plus members and their families across Oregon and Southwest Washington for the unknown road that lies ahead. These wage allocations to Training, Health and Security, and Pension will be pivotal in giving our NW Carpenters members some peace of mind and optimism moving back into what will be the new normal in the Covid-19 era.

The adjusted increases above can be found in the Schedule "A" section on the NW Carpenters website through this link: [https://www.nwcarpenters.org/for-partners/schedule-as/#tab6](https://www.nwcarpenters.org/for-partners/schedule-as/#tab6)

I hope you are safe and healthy during this unprecedented time in our history.

In solidarity,

Evelyn Shapiro  
Executive Secretary-Treasurer