



NORTHWEST CARPENTERS UNION

UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA

25120 PACIFIC HWY S | KENT, WA 98032 | (253) 945-8800 | f (253) 839-4908 | nwCarpenters.org

September 1, 2021

Dear Brothers and Sisters,

On Tuesday evening, August 31, 2021, your Western & Central Washington Bargaining Team reached a fourth Tentative Agreement (TA) with the AGC of Washington for your Area Master Agreement. The bargaining committee, made up of rank-and-file members and NWCU staff, worked hard to advocate for good wages and benefits and are excited to present this TA to you and appreciate your **support of a YES vote** to ratify the agreement. Details of the TA are outlined in the attached official Tentative Agreement, and this letter is intended to highlight areas we know matter most to you:

We secured a four-year contract with a \$13.25 (or 20.4%) total package increase. We moved toward a four-year contract to allow us to gain some movement with the AGC on key items, like Bellevue parking. We also believe that committing to a longer contract **provides security for carpenters**—when union **contractors stay competitive** and win work, our members have jobs.

A journey-level NWCU member's weekly paycheck is currently \$1,876.73. When this tentative agreement is ratified, **that weekly paycheck will increase by \$100**; then by another \$88 in both years two and three, and again by \$100 in year four for a total increase of \$376 per week.

In addition, we battled to keep retro pay in place. **Most of you will receive retro pay from June 1 through the date of ratification (if you worked 40 hours each week, that equates to roughly \$1,400 in back wages and benefits).** There are some exceptions, however, for members who are working on specific prevailed wage job sites.

You have shared with us that **knowing the allocations for each year of the contract is important to you**, and so we made sure those allocations were outlined in this agreement. **Health & Welfare will increase** from the current \$8.51 contribution per hour to an additional \$0.20 on Year 1, \$0.27 on Year 2, \$0.29 on Year 3, and \$0.33 on Year 4 for a total contribution by the end of year four of \$9.60 per hour. **Pension contributions will increase** from the current \$8.60 contribution per hour to an additional \$0.50 on Year 1, \$0.75 on Year 2, \$0.75 on Year 3, and \$0.55 on Year 4 for a total contribution by the end of year four of \$11.15 per hour. The Carpenters International Training Fund contribution will increase by one cent each year, and the Apprenticeship contribution will increase by four cents in years one-three, and five cents in year four.

We know how important expanding and increasing parking is to you, and after it was taken off the table by the AGC, we fought hard and were successful in **expanding the downtown Seattle parking zone** to include First Hill and **increase the amount from \$1.00 to \$1.50** effective upon

ratification. Bellevue parking is a huge challenge for our members, and we struggled hard to get a **new parking zone added for Bellevue starting in 2023 at \$1.50.**

We have included Martin Luther King Day as an observed holiday, added **stronger harassment and discrimination language** to ensure positive Jobsite culture and safer working conditions, and clarified the grievance procedures' timelines. (These additions remain the same as previous TA's).

In order to ensure we provide the time needed to vote on this agreement, **an extension was signed** that expires **Wednesday, September 15, 2021**, which will allow for the voting process to occur.

Voting will open on Tuesday, September 7, 2021, immediately after a Contract 2021 Webinar. **Voting will close** Saturday, September 11, 2021, at 5:00 pm. You must have your **UBC number to vote as it is your password** (no U, dashes, or spaces, **only the 8-digit number**). When you vote, **you will be required to answer a question** regarding strike authorization.

If you have any issues with casting your vote or need additional information or clarification, please **contact the Contract Administration Department** via email at ContractsAdmin@nwcarpenters.org or by calling Priscyla Rodriguez at 253-343-4461 or Brian Eaton 206-445-4521.

We will reach out to you via text messages, phone calls, emails, social media posts, and our website with updates throughout this ratification process. You will cast your vote electronically. The link will be posted to www.nwcarpenters.org and sent to you via text message and email. To opt-in to receive text messages, text "*WA Contract*" to 69866.

If you need any further information, please reach out to your local union bargaining committee members or NWCU staff members at any time throughout this ratification process.

Special thanks to the Bargaining Committee members who represented you over these past several months.

Bargaining Committee Members: Local 30 Anders Black, Lee Carter, Ryan Case, Brandon Deuschle, and Steve Ross. Local 41 Eric Phillips, Anthony Somes, and James Thompson. Local 59: Tony Edwards. Local 70: Broch Fugate, John Lehman, Joshua Willette, and Roland Rossano. Local 96: Brent Jones, and Levi Mallatt. Local 129: Nick Culp, Ken Ervin, Karl Krein, and N Ryan Wyatt. Local 816: Allen Austin, Pedro Espinoza, and Angel Garcia. Alyssa Gunter (Digital Marketing Specialist), Ryan Hyke (Regional Manager), Priscyla Rodriguez (Contract Administrative Staff); David Quinn (Contract Administrator); Jesse Scott-Kandoll (Contract Administrator); Evelyn Shapiro (Executive Secretary-Treasurer, Co-Chair), and Jeff Thorson (Contract Administrator, Co-Chair).

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UNION PROPOSAL #4- 4
THE PACIFIC NORTHWEST REGIONAL COUNCIL OF CARPENTERS
AND
AGC OF WASHINGTON

ARTICLE 3
WORK AND TERRITORY AFFECTED

SECTION 1. This Agreement shall cover all construction work in the following counties west of the 120th Meridian in the State of Washington: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis, Grays Harbor, Kitsap, Island, San Juan, Clallam, Jefferson, Mason, Yakima, Kittitas, Chelan, Douglas, and Okanogan, and that portion of Pacific County north of a straight line made by extending the north boundary line of Wahkiakum County west to the Pacific Ocean. [\(This Agreement shall exclude all construction work within the entire peninsula west of Willapa Bay.\)](#)

ARTICLE 4
EFFECTIVE DATE AND DURATION

SECTION 1. This successive principal Agreement shall be effective commencing June 1, ~~2018~~ [2021](#) and shall continue in force and effect through May 31, ~~2021~~ [2025](#). Upon its expiration, this agreement shall continue from year to year, June 1 through May 31 of each year, by automatic renewal; unless changed, terminated or superseded by a successive principal agreement. For the purpose of negotiating alterations in wages and other terms and conditions of employment, either party may open this Agreement or any contract effectuated through automatic renewal by giving written "Notice of Opening" not later than sixty (60) days nor more than ninety (90) days prior to the expiration date. "Notice of Opening" is in no way intended by the parties as a termination of, nor shall it in any way be construed as a termination of this Agreement or any annual contract effectuated through automatic renewal nor as forestalling automatic renewal as herein provided. The parties reserve the right to economic recourse in negotiations, except during the interval between the giving of "Notice of Opening" and the expiration date.

ARTICLE 5
UNION RECOGNITION AND HIRING PROCEDURES

SECTION 5. Labor and Management Committee. A Labor and Management Committee shall be established to meet quarterly to discuss issues from the contract and issues that will improve and better the industry [and the health and well-being of employees.](#)

SECTION 8. Unlawful Discrimination and Harassment-The parties recognize and agree that the discrimination against and/or the harassment of an employee as defined by local, state, and federal laws


UNION PROPOSAL #4-4 AGC OF WA

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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

8/31/2021 5:58 PM

AGC 

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is illegal and adverse to the interest of both the Union and the Employer. The parties agree that such discrimination and/or harassment, including retaliation, is strictly prohibited.

The Union and the Employer are mutually committed to a policy of anti-harassment and anti-discrimination. The Labor and Management Committee (Article 5, Section 5) shall review and endeavor to improve Discrimination and Harassment prevention during quarterly meetings.

The Union and Employer shall not discriminate with respect to any identities or activities in keeping with applicable state and federal laws, including Title VII of the Civil Rights Act, and the Washington State Law Against Discrimination Title 49 (see RCW 49.60 Discrimination - Human Rights Commission), as amended, and all applicable local laws.

When the Employer is informed of an alleged incident, the Employer shall not impede the Employee's right to obtain Union Representation during the Investigation Process.

ARTICLE 7
HOLIDAYS

SECTION 1. Holidays recognized by this Agreement shall be New Year's Day, Martin Luther King Jr. Day, Memorial Day (last Monday in May), Fourth of July, Labor Day, Thanksgiving Day, Friday and Saturday after Thanksgiving Day, and Christmas Day. Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. A holiday shall be a twenty-four (24) hour period, beginning with the regular starting time of the first shift on the date of the holiday, unless otherwise mutually agreed to by the Employers and the Union. No work shall be performed on Labor Day except to protect life and property or by mutual agreement of the Union and the Employer. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular workday.

ARTICLE 10
UNION REPRESENTATIVE

SECTION 1. Authorized representatives of the Union shall have access to the projects provided they do not unduly interfere with the work of employees, and that they fully comply with visitor, safety, and security procedures established for the projects. On projects with restricted access, the Employer will cooperate with the Union officials in this regard as far as regulations permit.

ARTICLE 11
SETTLEMENT OF DISPUTES/GRIEVANCES

Step One: In the event that a dispute arising on the job cannot be satisfactorily adjusted on the job between the representative of the Union involved and the Employer, the dispute shall promptly (not later than fifteen (15) working days (Monday through Friday, excluding Holidays)), be referred to the

authorized representative of the Union and the Employer or their authorized representative. Should they fail to affect a settlement, the matter shall proceed to Step Two.

Step Two: The dispute shall be referred to a Board of Conciliation within fifteen (15) working days (Monday through Friday, excluding Holidays) or, at the option of either party this step may be waived and the matter will proceed to Step Three. This Board shall consist of two (2) persons who have no direct involvement in the dispute, appointed by each party (two representatives appointed by the Employer or their designee and two appointed by the Union). If these four (4) persons cannot affect a settlement within seven (7) days after the dispute has been referred to them, the matter shall proceed to Step Three.

APPENDIX 1
SCHEDULE "A"
CLASSIFICATIONS & WAGES

SECTION 1. All employees covered by this Agreement shall be classified and paid in accordance with the classifications, scales, and special conditions set forth in Appendix 1, Schedules "A," "B," and "C" and no other classification wage rates or special conditions shall be recognized.

ZONE "A" RATES ONLY - REFER TO SCHEDULE "C" FOR ZONE RATES

CLASSIFICATIONS	EFFECTIVE							
	June 1, 2021		June 1, 2022		June 1, 2023		June 1, 2024	
Carpenter, Drywall Applicator, Lather, Floor Finisher, Floor Layer, Scaffold Erector, Insulation Applicator, Acoustical Worker, Bridge, Dock and Wharf Carpenter	\$49.42	(\$2.50)	\$51.62	(\$2.20)	\$53.82	(\$2.20)	\$56.32	(\$2.50)
Millwright and Machine Erector	\$50.92	(\$2.50)	\$53.12	(\$2.20)	\$55.32	(\$2.20)	\$57.82	(\$2.50)
Pile Driver, driving, pulling, cutting, placing collars, setting, welding, or creosote treated material, all piling	\$49.82	(\$2.65)	\$52.02	(\$2.20)	\$54.22	(\$2.20)	\$56.72	(\$2.50)
Diver Wage Rate: See attached Divers' Addendum								

Certified Welder- +2.5% of the applicable journeymen scale per hour while performing welds required by the plans or specifications to be certified.
Foremen shall receive ten percent (10%) per hour above the highest paid carpenter journeymen under him/her.

FRINGE BENEFITS	EFFECTIVE							
	June 1, 2021		June 1, 2022		June 1, 2023		June 1, 2024	
Health & Security*	\$8.71	(\$0.20)	\$8.98	(\$0.27)	\$9.27	(\$0.29)	\$9.60	(\$0.33)
Retirement	\$9.10	(\$0.50)	\$9.85	(\$0.75)	\$10.60	(\$0.75)	\$11.15	(\$0.55)
CITF	\$0.11	(\$0.01)	\$0.12	(\$0.01)	\$0.13	(\$0.01)	\$0.14	(\$0.01)
Apprenticeship**	\$0.85	(\$0.04)	\$0.89	(\$0.04)	\$0.93	(\$0.04)	\$0.98	(\$0.05)
MW/PD Industry*** (EFFECTIVE UPON RATIFICATION)	\$0.05	(\$0.05)	\$0.05	(\$0.00)	\$0.05	(\$0.00)	\$0.05	(\$0.00)

*\$0.60 designated for retiree medical
**Apprenticeship contribution is 1.4% 1.25% of journeyman carpenter total package
***Paid only for each Millwright / Pile Driver hour worked by each Millwright / Pile Driver employee.

TOTAL PACKAGE	EFFECTIVE							
	June 1, 2021		June 1, 2022		June 1, 2023		June 1, 2024	
Carpenter, Drywall Applicator, Lather, Floor Finisher, Floor Layer, Scaffold Erector, Insulation Applicator, Acoustical Worker, Bridge, Dock and Wharf Carpenter	\$68.19	(\$3.25)	\$71.46	(\$3.27)	\$74.75	(\$3.29)	\$78.19	(\$3.44)
Millwright and Machine Erector	\$69.74	(\$3.30)	\$73.01	(\$3.27)	\$76.30	(\$3.29)	\$79.74	(\$3.44)
Pile Driver, driving, pulling, cutting, placing collars, setting, welding, or creosote treated material, all piling	\$68.64	(\$3.45)	\$71.91	(\$3.27)	\$75.20	(\$3.29)	\$78.64	(\$3.44)
Diver Wage Rate: See attached Divers' Addendum								

Pile Driver Journeymen shall receive ~~\$0.25~~ \$0.40 per hour above Carpenter Journeymen scale.

~~APPRENTICESHIP FUND~~ Carpenters International Training Fund
~~Ten cents (\$0.10) of the Apprenticeship fund is dedicated to participation in UBC International Training Funds.~~ Each signatory employer shall contribute to the UBC Carpenters International Training Fund (CITF) the amount listed in the Schedule "A" (Wage Rates) for each hour worked by each employee covered by this Agreement. The employer will remit to the Carpenters Trusts of Western Washington and shall not be responsible for any administrative expenses to process contributions.

SCHEDULE "B"
FRINGE BENEFITS

SECTION 5. Millwright/Pile Driver First (EFFECTIVE UPON RATIFICATION)

Each signatory employer shall contribute to the UBC Millwright Pile Driver Industry Revitalization, Safety and Training Trust (MW/PD First) the amount listed in Schedule "A" (Wage Rates) for each Millwright / Pile Driver hour worked by each Millwright / Pile Driver employee covered by this agreement. The employer will remit to the Carpenters Trusts of Western Washington and shall not be responsible for any administrative expenses to process contributions.

SCHEDULE "C"
ZONE PAY DIFFERENTIAL

SECTION 6. Downtown Seattle Zone Pay (CHANGES EFFECTIVE UPON RATIFICATION)

- a) The Downtown Seattle Zone is defined as the area West of I-5, East of Elliott Bay, South of Mercer Street and North of Royal Brougham. It also includes the area North of Yesler Way, West of Broadway, South of Pike St and East Pike St, and the section of I-5 North of Yesler Way and South of Pike St. For the purpose of this section the Mercer and Royal Brougham boundaries will be straight-line extensions to a point the straight line intersects Elliott Bay.
- b) When parking is not reimbursed or provided a premium fixed rate of \$1.00 \$1.50 per hour shall be paid for each hour worked on projects within this zone.

SECTION 7. Bellevue Zone Pay

- a) The Bellevue Zone is defined as the area West I-405, East of 100th Avenue NE, North of Main Street, South of NE 12th street which includes a straight-line extension to a point that intersects with 100th Avenue NE.
- b) Effective June 1, 2023- When parking is not reimbursed or provided a fixed rate of \$1.50 per hour shall be paid for each hour worked on projects within this zone.

APPENDIX 2
ARTICLE 1
CRAFT WORK RULES

SECTION 7. An Employer shall furnish warm, dry, clean, change rooms of ample size equipped with heat, and adequate for drying clothes, lights when power is available and free of any sexually or ethnically offensive materials such as posters, drawings, or other printed materials and with benches and tables away from direct contact with employees' gear for use during lunch period. Same to be situated close to the site of the work and shall not be used for storage of materials or equipment.

APPENDIX 3
CENTRAL WASHINGTON AREA ADDENDUM

SECTION 3. WAGE RATES:

CLASSIFICATIONS	EFFECTIVE							
	June 1, 2021		June 1, 2022		June 1, 2023		June 1, 2024	
Carpenter, Drywall Applicator, Lather, Floor Finisher, Floor Layer, Scaffold Erector, Insulation Applicator, Acoustical Worker	\$31.75	(\$0.40)	\$32.16	(\$0.41)	\$32.64	(\$0.48)	\$33.13	(\$0.50)
Bridge, Dock and Wharf Carpenter	\$49.42	(\$2.50)	\$51.62	(\$2.20)	\$53.82	(\$2.20)	\$56.32	(\$2.50)
Millwright and Machine Erector	\$50.92	(\$2.50)	\$53.12	(\$2.20)	\$55.32	(\$2.20)	\$57.82	(\$2.50)
Pile Driver, driving, pulling, cutting, placing collars, setting, welding, or creosote treated material, all piling	\$49.82	(\$2.65)	\$52.02	(\$2.20)	\$54.22	(\$2.20)	\$56.72	(\$2.50)
Diver Wage Rate: See attached Divers' Addendum								

Certified Welder- +2.5% of the applicable journeymen scale per hour while performing welds required by the plans or specifications to be certified.
 Foremen shall receive ten percent (10%) per hour above the highest paid carpenter journeymen under him/her.

FRINGE BENEFITS (CARPENTER NON-HEAVY & HIGHWAY)	EFFECTIVE							
	June 1, 2021		June 1, 2022		June 1, 2023		June 1, 2024	
Health & Security*	\$7.89	(\$0.29)	\$8.09	(\$0.20)	\$8.29	(\$0.20)	\$8.49	(\$0.20)
Retirement	\$6.29	(\$0.00)	\$6.54	(\$0.25)	\$6.79	(\$0.25)	\$7.04	(\$0.25)
CITF	\$0.11	(\$0.01)	\$0.12	(\$0.01)	\$0.13	(\$0.01)	\$0.14	(\$0.01)
Apprenticeship**	\$0.53	(\$0.05)	\$0.59	(\$0.03)	\$0.61	(\$0.01)	\$0.62	(\$0.01)


FRINGE BENEFITS (MILLWRIGHTS HEAVY & HIGHWAY CARPENTERS, PILEDRIVERS)	EFFECTIVE							
	June 1, 2021		June 1, 2022		June 1, 2023		June 1, 2024	
Health & Security*	\$8.71	(\$0.20)	\$8.98	(\$0.27)	\$9.26	(\$0.28)	\$9.60	(\$0.34)
Retirement	\$9.10	(\$0.50)	\$9.85	(\$0.75)	\$10.60	(\$0.75)	\$11.15	(\$0.55)
CITF	\$0.11	(\$0.01)	\$0.12	(\$0.01)	\$0.13	(\$0.01)	\$0.14	(\$0.01)
Apprenticeship**	\$0.85	(\$0.04)	\$0.89	(\$0.04)	\$0.94	(\$0.05)	\$0.98	(\$0.04)
MW/PD Industry*** (EFFECTIVE UPON RATIFICATION)	\$0.05	(\$0.05)	\$0.05	(\$0.00)	\$0.05	(\$0.00)	\$0.05	(\$0.00)

*\$0.60 designated for retiree medical
 **Apprenticeship contribution is 1.4% 1.25% of journeyman carpenter total package
 ***Paid only for each Millwright / Pile Driver hour worked by each Millwright / Pile Driver employee.

The parties tentatively agree to the language and economic enhancements identified above.

FOR EMPLOYERS:

FOR PACIFIC NORTHWEST REGIONAL
COUNCIL OF CARPENTERS:


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Randy Boettcher, Co-Chair
AGC Negotiating Committee

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Evelyn Shapiro, EST

DocuSigned by:

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Ted Herb, Co-Chair
AGC Negotiating Committee

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