

**UNION PROPOSAL #3-5**  
**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~~ [2024](#). 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continue from year to year, June 1 through May 31 of each year, by automatic renewal; unless changed, terminated or superseded by a successive principal agreement.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

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**UNION PROPOSAL #3-5 AGC OF WA**

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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	
Carpenter, Drywall Applicator, Lather, Floor Finisher, Floor Layer, Scaffold Erector, Insulation Applicator, Acoustical Worker, Bridge, Dock and Wharf Carpenter	\$49.18	(\$2.26)	\$51.44	(\$2.26)	\$53.70	(\$2.26)
Millwright and Machine Erector	\$50.68	(\$2.26)	\$52.94	(\$2.26)	\$55.20	(\$2.26)
Pile Driver, driving, pulling, cutting, placing collars, setting, welding, or creosote treated material, all piling	\$49.58	(\$2.41)	\$51.84	(\$2.26)	\$54.10	(\$2.26)
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					
	October 1, 2021		June 1, 2022		June 1, 2023	
Health & Security*	\$8.70	(\$0.19)	\$8.98	(\$0.28)	\$9.34	(\$0.36)
Retirement	\$9.35	(\$0.75)	\$10.10	(\$0.75)	\$10.85	(\$0.75)
CITF	\$0.11	(\$0.01)	\$0.12	(\$0.01)	\$0.13	(\$0.01)
Apprenticeship**	\$0.85	(\$0.04)	\$0.89	(\$0.04)	\$0.94	(\$0.05)
MW/PD Industry***	\$0.05	(\$0.05)	\$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.

Retroactivity of wages only shall apply from the June 1, 2021, effective date.

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

Millwright Journeymen shall receive \$1.50 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

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 (Effective June 1, 2022)

- 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) 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**

Year 2 (2022), Year 3 (2023)- Total Package amount for the Carpenter Classification, economic opener each year prior to annual date. The Union shall have the ability to apply economic action effective June 1, of each annual date, if an agreement is not ratified. Any Economic Action arising out of a failure to ratify Year 2 and 3 economics in Central Washington shall be limited to the bargaining area defined in Appendix 3 Section 1.

CLASSIFICATIONS	EFFECTIVE	
	June 1, 2021	
Carpenter, Drywall Applicator, Lather, Floor Finisher, Floor Layer, Scaffold Erector, Insulation Applicator, Acoustical Worker	\$31.75	(\$0.40)
Bridge, Dock and Wharf Carpenter	\$49.18	(\$2.26)
Millwright and Machine Erector	\$50.68	(\$2.26)
Pile Driver, driving, pulling, cutting, placing collars, setting, welding, or creosote treated material, all piling	\$49.58	(\$2.41)
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 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	
Health & Security*	\$7.89	(\$0.29)
Retirement	\$6.29	(\$0.00)
CITF	\$0.11	(\$0.01)
Apprenticeship**	\$0.53	(\$0.05)

FRINGE BENEFITS (MILLWRIGHTS HEAVY & HIGHWAY CARPENTERS, PILEDRIVERS)	EFFECTIVE	
	June 1, 2021	
Health & Security*	\$8.70	(\$0.19)
Retirement	\$9.35	(\$0.75)
CITF	\$0.11	(\$0.01)
Apprenticeship**	\$0.85	(\$0.04)
MW/PD Industry***	\$0.05	(\$0.05)

\*\$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.

## Western WA Carpenter Classification

Current Package (2020-2021)	3-Year Agreement 2021-2024	Combined Package	Combined Increase	Compounded % Increase
\$46.92	<b>Wage-Carpenter</b>	\$53.70	\$6.78	14.45%
\$8.51	<b>Health and Welfare</b>	\$9.34	\$0.83	9.75%
\$8.60	<b>Pension</b>	\$10.85	\$2.25	29.61%
\$0.10	<b>CITF</b>	\$0.13	\$0.03	30.00%
\$0.81	<b>Apprenticeship (1.25%)</b>	\$0.94	\$0.13	15.43%
\$64.94	<b>Total Package</b>	\$74.96	\$10.02	15.43%

Year 1	2021-2022	Proposed Package	Proposed Increase	% Increase
<b>5.00%</b>	<b>Wage-Carpenter</b>	\$49.18	\$2.26	4.82%
	<b>Health and Welfare</b>	\$8.70	\$0.19	2.23%
	<b>Pension</b>	\$9.35	\$0.75	8.72%
	<b>CITF</b>	\$0.11	\$0.01	10.00%
	<b>Apprenticeship (1.25%)</b>	\$0.85	\$0.04	5.00%
	<b>Total Package</b>	\$68.19	\$3.25	5.00%

Year 2	2022-2023	Proposed Package	Proposed Increase	% Increase
<b>4.90%</b>	<b>Wage-Carpenter</b>	\$51.44	\$2.26	4.60%
	<b>Health and Welfare</b>	\$8.98	\$0.28	3.22%
	<b>Pension</b>	\$10.10	\$0.75	8.02%
	<b>CITF</b>	\$0.12	\$0.01	9.09%
	<b>Apprenticeship (1.25%)</b>	\$0.89	\$0.04	4.90%
	<b>Total Package</b>	\$71.53	\$3.34	4.90%

Year 3	2023-2024	Proposed Package	Proposed Increase	% Increase
<b>4.80%</b>	<b>Wage-Carpenter</b>	\$53.70	\$2.26	4.39%
	<b>Health and Welfare</b>	\$9.34	\$0.36	4.01%
	<b>Pension</b>	\$10.85	\$0.75	7.43%
	<b>CITF</b>	\$0.13	\$0.01	8.33%
	<b>Apprenticeship (1.25%)</b>	\$0.94	\$0.05	5.59%
	<b>Total Package</b>	\$74.96	\$3.43	4.80%

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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*

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Randy Boettcher, Co-Chair  
AGC Negotiating Committee

DocuSigned by:

*Evelyn Shapiro*

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Evelyn Shapiro, EST

DocuSigned by:

*Ted Herb*

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Ted Herb, Co-Chair  
AGC Negotiating Committee

DocuSigned by:

*Jeff Thorson*

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Jeff Thorson