



Southwest Mountain States Regional Council of Carpenters

Representing Carpenters in Southern California, Nevada, Arizona, Utah, New Mexico,
Colorado, Eastern Washington, Idaho, Montana, and Wyoming



Frank Hawk
President

Pete Rodriguez
Executive Secretary-Treasurer/CEO

Sean Hartranft
Vice President

April 27, 2023

- IMPORTANT -

RE: Eastern Washington/Northern Idaho Area Master Labor Agreement – June 2023 allocation

Dear Employer:

Pursuant to the Eastern Washington/Northern Idaho Area Master Labor Agreement, increases are due June 1, 2023. The increases for the Eastern Washington/Northern Idaho General Carpenters, Heavy, Bridge Dock & Wharf Carpenters, Pile Drivers and Divers effective June 1, 2023 have been allocated as follows:

General Carpenters and
Heavy, Bridge Dock & Wharf Carpenters

\$2.46 Wages (Taxable)

\$0.04 Apprenticeship

\$0.01 International Training Fund

\$2.51 Total Increase

Pile Drivers and Divers

\$1.44 Wages (Taxable)

\$0.04 Apprenticeship

\$0.01 International Training Fund

\$1.49 Total Increase

For your convenience, enclosed please find the new Eastern Washington/Northern Idaho rates effective June 1, 2023 for Journeyman, Foreman, General Foreman, and all Apprentice classifications under the Master Labor Agreement. If your payroll department would like a copy emailed, please contact Polly Stroot at pstroot@swmscarpenters.org.

Sincerely,

Frank Hawk
President

FH/ps

cc: *Sent via email*
Cheryl Stewart
Stephen Araiza
Antonio Acosta
Chris Hidalgo
Zenith American Solutions
Polly Stroot
Main File

Enc. (4)

Southwest Mountain States Regional Council of Carpenters

533 S. Fremont Ave., 10th Fl. Los Angeles, CA 90071

(213) 385-1457 Fax: (213) 385-3759

**Southwest Mountain States Regional Council of Carpenters
2022-2025 Master Labor Agreement
EASTERN WASHINGTON/NORTHERN IDAHO**

GENERAL CARPENTER

Rates Effective: June 1, 2023 - May 31, 2024

Full Package Benefits:	Pension	5.66	
	401(k)	1.60	This contribution gets directly remitted to Zenith.
	Health & Welfare	8.00	
	Apprenticeship	0.66	
	CITF	0.13	
	TOTAL BENEFITS	\$16.05	

Trust Fund Benefit Remittances:
Chris Hidalgo, 213.739.9488
chidalgo@carpenterssw.org

Zenith Trust Fund Remittances:
Rachelle Anderson
rranderson@zenith-american.com
Sam Barlow
sbarlow@zenith-american.com

Deductions from Total Taxable Wages (after taxes have been deducted):
Vacation 0.50
Supplemental Dues 4%
Total to Trusts \$16.55 plus 4% Dues

Counties Covered: **Washington:** East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant (including area west of the 120th meridian), Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima
Idaho: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Agreement Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas

Classification:			Base Pay	Vacation	Supp Dues	Total Taxable Wages	Pension	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
General Foreman (14% above Journeyman)			43.30	0.50	1.59	45.39	5.66	1.60	8.00	0.66	0.13	\$61.44
Foreman (7% above Journeyman)			40.52	0.50	1.59	42.61	5.66	1.60	8.00	0.66	0.13	\$58.66
Journeyman			37.73	0.50	1.59	39.82	5.66	1.60	8.00	0.66	0.13	\$55.87
95% Apprentice	8th Period	650-1,000 hours	35.82	0.50	1.51	37.83	5.66	1.60	8.00	0.66	0.13	\$53.88
90% Apprentice	7th Period	650-1,000 hours	33.91	0.50	1.43	35.84	5.66	1.60	8.00	0.66	0.13	\$51.89
85% Apprentice	6th Period	650-1,000 hours	32.00	0.50	1.35	33.85	5.66	1.60	8.00	0.66	0.13	\$49.90
80% Apprentice	5th Period	650-1,000 hours	30.09	0.50	1.27	31.86	5.66	1.60	8.00	0.66	0.13	\$47.91
75% Apprentice	4th Period	650-1,000 hours	28.18	0.50	1.19	29.87	5.66	1.60	8.00	0.66	0.13	\$45.92
70% Apprentice	3rd Period	650-1,000 hours	26.26	0.50	1.11	27.87	5.66	1.60	8.00	0.66	0.13	\$43.92
65% Apprentice	2nd Period	650-1,000 hours	24.34	0.50	1.04	25.88	5.66	1.60	8.00	0.66	0.13	\$41.93
60% Apprentice	1st Period	650-1,000 hours	22.43	0.50	0.96	23.89	-	-	8.00	0.66	0.13	\$32.68

Dues: The rate for union dues deduction is 4% of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.

***No Pension contributions will be paid for apprentices during the 1st period (including 401k)**

Zone Pay: Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer. Zones for zone pay shall be as established "as the crow flies" from the dispatch points listed below. Zone pay shall be paid for hours worked.

Within sixty (60) miles from the proper dispatch point, the Employer will not be required to pay zone pay allowances as outlined if the Employer provides adequate, covered and safe transportation daily and round trip for the employee. If the Employer provides transportation, the employee shall be considered to be under the direction of the Employer within the scope of his employment and the employee shall be considered to be under the coverage of the State Industrial Insurance laws of Washington and Idaho.

Zone Miles:	0-45 Miles	Free Zone
	45-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

Zone Pay Dispatch Points:

KENNEWICK (515 N Neel St Suite B 101) or the Main Post Office of established residence of employee for the area of the Agreement.

SPOKANE (127 E Augusta Ste 103) or the Main Post Office of established residence of employee for the area of the Agreement

WENATCHEE (27 N. Chelan) or the Main Post office of established residence of employee for the area of the Agreement

COEUR D' ALENE (1839 N. Government Way-Suite 102) or the Main Post Office of established residence of employee for the area of the Agreement

MOSCOW (306 N. Jackson) or the Main Post Office of established residence of employee for the area of the Agreement

FOR OFFICE USE BELOW

Rate Classes:

WAIDC	Eastern WA/Northern ID General Carpenter	39.82/16.05

WAIDC23	Article 19 PWR 2023 Approval-General Carpenter	39.82/16.05

Increases:

June 1, 2024 \$2.55 increase
Agreement runs through May 31, 2025

**Southwest Mountain States Regional Council of Carpenters
2022-2025 Master Labor Agreement
EASTERN WASHINGTON/NORTHERN IDAHO
HEAVY, BRIDGE, DOCK & WHARF CARPENTER**

Rates Effective: June 1, 2023 - May 31, 2024

Full Package Benefits:

Pension	5.66	
401(k)	1.60	This contribution gets directly remitted to Zenith.
Health & Welfare	8.00	
Apprenticeship	0.66	
CITF	0.13	
TOTAL BENEFITS	\$16.05	

CSAC Trust Fund Remittances:
Chris Hidalgo, 213.739.9488
chidalgo@carpenterssw.org

Zenith Trust Fund Remittances:
Rachelle Anderson
randerson@zenith-american.com

Sam Barlow
sbarlow@zenith-american.com

Deductions from wages (after taxes have been deducted):

Vacation	0.50
Supplemental Dues	4%
Total to Trusts	\$16.55 plus 4% Dues

Counties Covered: Washington: East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant (including area west of the 120th meridian), Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima
Idaho: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Agreement Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas

Classification:			Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
General Foreman (14% above Journeyman)			47.70	0.50	1.75	49.95	5.66	1.60	8.00	0.66	0.13	\$66.00
Foreman (7% above Journeyman)			44.64	0.50	1.75	46.89	5.66	1.60	8.00	0.66	0.13	\$62.94
Journeyman			41.57	0.50	1.75	43.82	5.66	1.60	8.00	0.66	0.13	\$59.87
95% Apprentice	8th Period	650-1,000 hours	39.46	0.50	1.67	41.63	5.66	1.60	8.00	0.66	0.13	\$57.68
90% Apprentice	7th Period	650-1,000 hours	37.36	0.50	1.58	39.44	5.66	1.60	8.00	0.66	0.13	\$55.49
85% Apprentice	6th Period	650-1,000 hours	35.26	0.50	1.49	37.25	5.66	1.60	8.00	0.66	0.13	\$53.30
80% Apprentice	5th Period	650-1,000 hours	33.16	0.50	1.40	35.06	5.66	1.60	8.00	0.66	0.13	\$51.11
75% Apprentice	4th Period	650-1,000 hours	31.06	0.50	1.31	32.87	5.66	1.60	8.00	0.66	0.13	\$48.92
70% Apprentice	3rd Period	650-1,000 hours	28.94	0.50	1.23	30.67	5.66	1.60	8.00	0.66	0.13	\$46.72
65% Apprentice	2nd Period	650-1,000 hours	26.84	0.50	1.14	28.48	5.66	1.60	8.00	0.66	0.13	\$44.53
60% Apprentice	1st Period	650-1,000 hours	24.74	0.50	1.05	26.29	-	-	8.00	0.66	0.13	\$35.08

Dues: The rate for union dues deduction is 4% of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.

***No Pension contributions will be paid for apprentices during the 1st period (including 401k)**

Zone Pay: Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer. Zones for zone pay shall be as established "as the crow flies" from the dispatch points listed below. Zone pay shall be paid for hours worked.

Within sixty (60) miles from the proper dispatch point, the Employer will not be required to pay zone pay allowances as outlined if the Employer provides adequate, covered and safe transportation daily and round trip for the employee. If the Employer provides transportation, the employee shall be considered to be under the direction of the Employer within the scope of his employment and the employee shall be considered to be under the coverage of the State Industrial Insurance laws of Washington and Idaho.

Zone Miles:

0-45 Miles	Free Zone
45-100 Miles	Add \$4.00/hour
101 Miles & over	Add \$6.00/hour

Zone Pay Dispatch Points:

KENNEWICK (515 N Neel St Suite B 101) or the Main Post Office of established residence of employee for the area of the Agreement.

SPOKANE (127 E Augusta Ste 103) or the Main Post Office of established residence of employee for the area of the Agreement

WENATCHEE (27 N. Chelan) or the Main Post office of established residence of employee for the area of the Agreement

COEUR D' ALENE (1839 N. Government Way-Suite 102) or the Main Post Office of established residence of employee for the area of the Agreement

MOSCOW (306 N. Jackson) or the Main Post Office of established residence of employee for the area of the Agreement

FOR OFFICE USE BELOW

Rate Classes:			Increases:
WAIDH	Eastern WA/Northern ID Heavy, Bridge, Dock & Wharf Carpenter	43.82/16.05	June 1, 2024 \$2.55 increase
WAIDH23	Article 19 PWR 2023 Approval-Heavy, Bridge, Dock & Wharf Carpenter	43.82/16.05	Agreement runs through May 31, 2025

**Southwest Mountain States Regional Council of Carpenters
2022-2025 Master Labor Agreement
EASTERN WASHINGTON/NORTHERN IDAHO**

PILE DRIVER

Rates Effective: June 1, 2023 - May 31, 2024

Full Package Benefits:	Pension	5.66	
	401(k)	1.60	This contribution gets directly remitted to Zenith.
	Health & Welfare	8.00	
	Apprenticeship	0.66	
	CITF	0.13	
	Millwright/Pile Driver First Industry Fund	0.05	
	TOTAL BENEFITS	\$16.10	

CSAC Trust Fund Remittances:
Chris Hidalgo, 213.739.9488
chidalgo@carpenterssw.org

Zenith Trust Fund Remittances:
Rachelle Anderson
rranderson@zenith-american.com

Sam Barlow
sbarlow@zenith-american.com

Deductions from wages (after taxes have been deducted):

Vacation	0.50
Supplemental Dues	4%
Total Remitted to Trust	\$16.60 plus 4% Dues

Counties Covered: Washington: East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant (including area west of the 120th meridian), Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima
Idaho: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Agreement Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas

Classification:			Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	401k	Health & Welfare	Appren	CITF	MW/PD FIRST	TOTAL PACKAGE
Pile Driver General Foreman (14% above Journeyman)			49.93	0.50	1.83	52.26	5.66	1.60	8.00	0.66	0.13	0.05	\$68.36
Pile Driver Foreman (7% above Journeyman)			46.72	0.50	1.83	49.05	5.66	1.60	8.00	0.66	0.13	0.05	\$65.15
Pile Driver Journeyman			43.51	0.50	1.83	45.84	5.66	1.60	8.00	0.66	0.13	0.05	\$61.94
95% Apprentice	8th Period	650-1,000 hours	41.31	0.50	1.74	43.55	5.66	1.60	8.00	0.66	0.13	0.05	\$59.65
90% Apprentice	7th Period	650-1,000 hours	39.11	0.50	1.65	41.26	5.66	1.60	8.00	0.66	0.13	0.05	\$57.36
85% Apprentice	6th Period	650-1,000 hours	36.90	0.50	1.56	38.96	5.66	1.60	8.00	0.66	0.13	0.05	\$55.06
80% Apprentice	5th Period	650-1,000 hours	34.70	0.50	1.47	36.67	5.66	1.60	8.00	0.66	0.13	0.05	\$52.77
75% Apprentice	4th Period	650-1,000 hours	32.50	0.50	1.38	34.38	5.66	1.60	8.00	0.66	0.13	0.05	\$50.48
70% Apprentice	3rd Period	650-1,000 hours	30.31	0.50	1.28	32.09	5.66	1.60	8.00	0.66	0.13	0.05	\$48.19
65% Apprentice	2nd Period	650-1,000 hours	28.11	0.50	1.19	29.80	5.66	1.60	8.00	0.66	0.13	0.05	\$45.90
60% Apprentice	1st Period	650-1,000 hours	25.90	0.50	1.10	27.50	-	-	8.00	0.66	0.13	0.05	\$36.34

Dues: The rate for union dues deduction is 4% of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Pile Driver foremen and general foremen would be charged using the journeyman wage rate.

***No Pension contributions will be paid for apprentices during the 1st period (including 401k)**

Zone Pay: Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer. Zones for zone pay shall be as established "as the crow flies" from the dispatch points listed below. Zone pay shall be paid for hours worked.

Within sixty (60) miles from the proper dispatch point, the Employer will not be required to pay zone pay allowances as outlined if the Employer provides adequate, covered and safe transportation daily and round trip for the employee. If the Employer provides transportation, the employee shall be considered to be under the direction of the Employer within the scope of his employment and the employee shall be considered to be under the coverage of the State Industrial Insurance laws of Washington and Idaho.

Zone Miles:	0-45 Miles	Free Zone
	45-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

Zone Pay Dispatch Points:

- KENNEWICK (515 N Neel St Suite B 101)** or the Main Post Office of established residence of employee for the area of the Agreement.
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- MOSCOW (306 N. Jackson)** or the Main Post Office of established residence of employee for the area of the Agreement

FOR OFFICE USE BELOW

Rate Classes:		
WAIDPD	Eastern WA/Northern ID Pile Driver	45.84/16.10
WAIDPD23	Article 19 PWR 2023 Approval-Pile Driver	45.84/16.10

Increases:
June 1, 2024 \$2.08 increase

Agreement runs through May 31, 2025

**Southwest Mountain States Regional Council of Carpenters
2022-2025 Master Labor Agreement
EASTERN WASHINGTON, IDAHO, MONTANA and WYOMING**

DIVER

Rates Effective: June 1, 2023 - May 31, 2024

Full Package Benefits:	Pension	5.66	
	401(k)	1.60	This contribution gets directly remitted to Zenith.
	Health & Welfare	8.00	
	Apprenticeship	0.66	
	CITF	0.13	
	TOTAL BENEFITS	\$16.05	

Deductions from wages (after taxes have been deducted):

Vacation	0.50
Supplemental Dues	4%
Total to Trusts	\$16.55 plus 4% Dues

CSAC Trust Fund Remittances:
Chris Hidalgo, 213.739.9488
chidalgo@carpenterssw.org

Zenith Trust Fund Remittances:
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Counties Covered: **Washington:** East of the 120th Meridian: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant (including area west of the 120th meridian), Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman, and Yakima
Idaho: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Agreement Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas

Any classification of Dive, crew or team shall receive a minimum of eight (8) hour's pay at the appropriate pay rate for any day or part thereof worked.

Classification:	Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
Divers Including Stand-By Diver	48.51	0.50	2.04	51.05	5.66	1.60	8.00	0.66	0.13	\$67.10
Diver Diving	97.52	0.50	4.08	102.10	5.66	1.60	8.00	0.66	0.13	\$118.15
Dive Master	59.75	0.50	2.51	62.76	5.66	1.60	8.00	0.66	0.13	\$78.81
Dive Supervisor	98.96	0.50	4.14	103.60	5.66	1.60	8.00	0.66	0.13	\$119.65
Diver Tender	47.55	0.50	2.00	50.05	5.66	1.60	8.00	0.66	0.13	\$66.10
Assistant Tender	44.47	0.50	1.87	46.84	5.66	1.60	8.00	0.66	0.13	\$62.89
Manifold Operator	47.55	0.50	2.00	50.05	5.66	1.60	8.00	0.66	0.13	\$66.10
Manifold Operator Mixed Gas	51.39	0.50	2.16	54.05	5.66	1.60	8.00	0.66	0.13	\$70.10
Bell/Vehicle or Submersible Operator Not Under Pressure, etc*	48.51	0.50	2.04	51.05	5.66	1.60	8.00	0.66	0.13	\$67.10
ROV Operator	47.55	0.50	2.00	50.05	5.66	1.60	8.00	0.66	0.13	\$66.10
ROV Tender/Technician	44.47	0.50	1.87	46.84	5.66	1.60	8.00	0.66	0.13	\$62.89

Dues: The rate for union dues deduction is 4% of the taxable hourly wage rate converted to a cents per hour, times all hours worked.

Premiums: See Article IV Pay Scales, Section K

FOR OFFICE USE BELOW

Rate Classes:

WAIDD	Eastern WA, ID, MT & WY Diver	51.05/16.05	WAIDD23	Article 19 PWR 2023 Approval-Diver	51.05/16.05
WAIDDD	Eastern WA, ID, MT & WY Diver Diving	102.10/16.05	WAIDDD23	Article 19 PWR 2023 Approval-Diver Diving	102.10/16.05
WAIDDM	Eastern WA, ID, MT & WY Dive Master	62.76/16.05	WAIDDM23	Article 19 PWR 2023 Approval-Dive Master	62.76/16.05
WAIDDS	Eastern WA, ID, MT & WY Diver Supervisor	103.6/16.05	WAIDDS23	Article 19 PWR 2023 Approval-Diver Supervisor	103.6/16.05
WAIDT	Eastern WA, ID, MT & WY Diver Tender	50.05/16.05	WAIDT23	Article 19 PWR 2023 Approval-Diver Tender	50.05/16.05
WAIDTA	Eastern WA, ID, MT & WY Asst Tender	46.84/16.05	WAIDTA23	Article 19 PWR 2023 Approval-Asst Tender	46.84/16.05
WAIDMO	Eastern WA, ID, MT & WY Manifold Operator	50.05/16.05	WAIDMO23	Article 19 PWR 2023 Approval-Manifold Operator	50.05/16.05
WAIDMOG	Eastern WA, ID, MT & WY Manifold Operator Mixed Gas	54.05/16.05	WAIDMOG23	Article 19 PWR 2023 Approval-Manifold Operator Mixed Gas	54.05/16.05
WAIDO	Eastern WA, ID, MT & WY Operator Not Under Pressure	51.05/16.05	WAIDO23	Article 19 PWR 2023 Approval-Operator Not Under Pressure	51.05/16.05
WAIDRO	Eastern WA, ID, MT & WY ROV Operator	50.05/16.05	WAIDRO23	Article 19 PWR 2023 Approval-ROV Operator	50.05/16.05
WAIDRT	Eastern WA, ID, MT & WY ROV Tender/Tech	46.84/16.05	WAIDRT23	Article 19 PWR 2023 Approval-ROV Tender/Tech	46.84/16.05

Increases:

June 1, 2024 \$2.08 increase

Agreement runs through May 31, 2025