



WESTERN STATES REGIONAL COUNCIL OF CARPENTERS

Frank Hawk
Executive Secretary-Treasurer

Sean Hartranft
President



59 Spokane, WA
82 Great Falls, MT
96 NW Millwrights
196 Pile Drivers, WA
206 Seattle, WA
213 Los Angeles, CA
323 So. Los Angeles, CA
360 So. Puget Sound, WA
425 No. Puget Sound, WA
503 Portland, OR
541 Eugene, OR
555 Colorado
562 Long Beach, CA
619 San Diego, CA
635 Boise, ID
661 Sylmar, CA
714 Buena Park, CA
721 Whittier, CA
743 Bakersfield, CA
801 Utah
805 Camarillo, CA
808 Idaho Falls, ID
909 Ontario, CA
951 Riverside, CA
971 Reno, NV
1136 Kettle Falls, WA
1243 Fairbanks, AK
1281 Anchorage, AK
1319 New Mexico
1607 Millwrights
1912 Arizona
1977 Las Vegas, NV
2520 Pile Drivers & Divers, AK
2761 McCleary, WA
2851 La Grande, OR
2949 Roseburg, OR

June 6, 2025

RE: Eastern Washington/Northern Idaho Area Collective Bargaining Agreement – June 1, 2025 Increase

Dear Employer:

Pursuant to the newly negotiated 2024-2028 Eastern Washington/Northern Idaho Area Collective Bargaining Agreement, there will be a three dollar and seven cent (\$3.07) increase due June 1, 2025. The allocation is as follows:

\$2.35	Wages
\$0.06	Vacation
\$0.75	Health and Welfare
\$0.01	International Training Fund
-\$0.04	Apprenticeship (Redirected to CITF and Wages)
-\$0.06	Supplemental Dues (Redirected to Vacation)

In lieu of the supplemental dues increase, the money was used in the above allocation. For your convenience, enclosed please find the wage rates effective June 1, 2025 for all covered classifications. If your payroll department would like a wage sheet emailed, please contact Kaycee Diaz at kdiaz@wscarpenters.org. If you have any questions, please do not hesitate to contact me.

Sincerely,

Signed by:

Antonio Acosta

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Antonio Acosta
Regional Manager

cc: *Sent via email*
Cheryl Stewart
Josh Raper
Chris Hidalgo
Contract Administration

Enc (3)

Western States Regional Council of Carpenters
2025 - 2028 Eastern Washington Northern Idaho Area Collective Bargaining Agreement between The Inland Northwest AGC
EASTERN WASHINGTON/NORTHERN IDAHO

GENERAL CARPENTER

Rates Effective: June 1, 2025 - May 31, 2026

Full Package Benefits:	Pension	5.91	This contribution gets directly remitted to Zenith.
	401(k)	1.60	
	Health & Welfare	9.00	
	Apprenticeship	0.62	
	CITF	0.15	
	TOTAL BENEFITS	\$17.28	
<u>Deductions from Total Taxable Wages (after taxes have been deducted):</u>			
	Vacation	0.56	
	Supplemental Dues	1.61	
	Total to Trusts	\$19.45	

CSAC Trust Fund Remittances:
P: 213.386.8590
EmployerServices@carpenterssw.org

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

Sam Barlow
sbarlow@zenith-american.com

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)			48.23	0.56	1.61	50.40	5.91	1.60	9.00	0.62	0.15	\$67.68
Foreman (7% above Journeyman)			45.13	0.56	1.61	47.30	5.91	1.60	9.00	0.62	0.15	\$64.58
Journeyman			42.04	0.56	1.61	44.21	5.91	1.60	9.00	0.62	0.15	\$61.49
95% Apprentice	8th Period	650-1,000 hours	39.83	0.56	1.61	42.00	5.91	1.60	9.00	0.62	0.15	\$59.28
90% Apprentice	7th Period	650-1,000 hours	37.62	0.56	1.61	39.79	5.91	1.60	9.00	0.62	0.15	\$57.07
85% Apprentice	6th Period	650-1,000 hours	35.41	0.56	1.61	37.58	5.91	1.60	9.00	0.62	0.15	\$54.86
80% Apprentice	5th Period	650-1,000 hours	33.20	0.56	1.61	35.37	5.91	1.60	9.00	0.62	0.15	\$52.65
75% Apprentice	4th Period	650-1,000 hours	30.99	0.56	1.61	33.16	5.91	1.60	9.00	0.62	0.15	\$50.44
70% Apprentice	3rd Period	650-1,000 hours	28.78	0.56	1.61	30.95	5.91	1.60	9.00	0.62	0.15	\$48.23
65% Apprentice	2nd Period	650-1,000 hours	26.57	0.56	1.61	28.74	5.91	1.60	9.00	0.62	0.15	\$46.02
60% Apprentice	1st Period	650-1,000 hours	24.36	0.56	1.61	26.53	-	-	9.00	0.62	0.15	\$36.30

Dues: The rate for union dues deduction is \$1.61 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.

The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.

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
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

Zone Pay Dispatch Points:

KENNEWICK City Hall (210 West 6th Ave.)
SPOKANE City Hall (808 West Spokane Falls Blvd)
WENATCHEE City Hall (301 Yakima Street)
COEUR D' ALENE City Hall (710 East Mullen Ave)
MOSCOW City Hall (206 East 3rd Street)

FOR OFFICE USE BELOW

Rate Classes:	
WAIDC	Eastern WA/Northern ID General Carpenter

Negotiated Increases	
June 1, 2026	\$3.23 to be allocated by the union
June 1, 2027	\$3.24 to be allocated by the union
Agreement runs through May 31, 2028	

Western States Regional Council of Carpenters
2025 - 2028 Eastern Washington Northern Idaho Area Collective Bargaining Agreement between The Inland Northwest AGC
EASTERN WASHINGTON/NORTHERN IDAHO

HEAVY, BRIDGE, DOCK & WHARF CARPENTER

Rates Effective: June 1, 2025 - May 31, 2026

Full Package Benefits:	Pension	5.91	This contribution gets directly remitted to Zenith.
	401(k)	1.60	
	Health & Welfare	9.00	
	Apprenticeship	0.62	
	CITF	0.15	
	TOTAL BENEFITS	\$17.28	
<u>Deductions from wages (after taxes have been deducted):</u>			
	Vacation	0.56	
	Supplemental Dues	1.77	
	Total to Trusts	\$19.61	

CSAC Trust Fund Remittances:
P: 213.386.8590
EmployerServices@carpenterssw.org

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

Sam Barlow
sbarlow@zenith-american.com

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)			52.63	0.56	1.77	54.96	5.91	1.60	9.00	0.62	0.15	\$72.24
Foreman (7% above Journeyman)			49.25	0.56	1.77	51.58	5.91	1.60	9.00	0.62	0.15	\$68.86
Journeyman			45.88	0.56	1.77	48.21	5.91	1.60	9.00	0.62	0.15	\$65.49
95% Apprentice	8th Period	650-1,000 hours	43.47	0.56	1.77	45.80	5.91	1.60	9.00	0.62	0.15	\$63.08
90% Apprentice	7th Period	650-1,000 hours	41.06	0.56	1.77	43.39	5.91	1.60	9.00	0.62	0.15	\$60.67
85% Apprentice	6th Period	650-1,000 hours	38.65	0.56	1.77	40.98	5.91	1.60	9.00	0.62	0.15	\$58.26
80% Apprentice	5th Period	650-1,000 hours	36.24	0.56	1.77	38.57	5.91	1.60	9.00	0.62	0.15	\$55.85
75% Apprentice	4th Period	650-1,000 hours	33.83	0.56	1.77	36.16	5.91	1.60	9.00	0.62	0.15	\$53.44
70% Apprentice	3rd Period	650-1,000 hours	31.42	0.56	1.77	33.75	5.91	1.60	9.00	0.62	0.15	\$51.03
65% Apprentice	2nd Period	650-1,000 hours	29.01	0.56	1.77	31.34	5.91	1.60	9.00	0.62	0.15	\$48.62
60% Apprentice	1st Period	650-1,000 hours	26.60	0.56	1.77	28.93	-	-	9.00	0.62	0.15	\$38.70

Dues: The rate for union dues deduction is \$1.77 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. The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.

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
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

Zone Pay Dispatch Points:

KENNEWICK City Hall (210 West 6th Ave.)
SPOKANE City Hall (808 West Spokane Falls Blvd)
WENATCHEE City Hall (301 Yakima Street)
COEUR D' ALENE City Hall (710 East Mullen Ave)
MOSCOW City Hall (206 East 3rd Street)

FOR OFFICE USE BELOW

Rate Classes:	
WAIDH	Eastern WA/Northern ID Heavy, Bridge, Dock & Wharf Carpenter

Negotiated Increases	
June 1, 2026	\$4 over the General Carpenter
June 1, 2027	\$4 over the General Carpenter
Agreement runs through May 31, 2028	

Western States Regional Council of Carpenters
2025 - 2028 Eastern Washington Northern Idaho Area Collective Bargaining Agreement between The Inland Northwest AGC
EASTERN WASHINGTON/NORTHERN IDAHO

PILE DRIVER

Rates Effective: June 1, 2025 - May 31, 2026

Full Package Benefits:	Pension	5.91	This contribution gets directly remitted to Zenith.
	401(k)	1.60	
	Health & Welfare	9.00	
	Apprenticeship	0.62	
	CITF	0.15	
	Millwright/Pile Driver First Industry Fund	0.05	
	TOTAL BENEFITS	\$17.33	

Deductions from wages (after taxes have been deducted):

Vacation	0.56
Supplemental Dues	1.84
Total Remitted to Trust	\$19.73

CSAC Trust Fund Remittances:
P: 213.386.8590
EmployerServices@carpenterssw.org

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

Sam Barlow
sbarlow@zenith-american.com

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)			54.33	0.56	1.84	56.73	5.91	1.60	9.00	0.62	0.15	0.05	\$74.06
Pile Driver Foreman (7% above Journeyman)			50.84	0.56	1.84	53.24	5.91	1.60	9.00	0.62	0.15	0.05	\$70.57
Pile Driver Journeyman			47.36	0.56	1.84	49.76	5.91	1.60	9.00	0.62	0.15	0.05	\$67.09
95% Apprentice	8th Period	650-1,000 hours	44.87	0.56	1.84	47.27	5.91	1.60	9.00	0.62	0.15	0.05	\$64.60
90% Apprentice	7th Period	650-1,000 hours	42.38	0.56	1.84	44.78	5.91	1.60	9.00	0.62	0.15	0.05	\$62.11
85% Apprentice	6th Period	650-1,000 hours	39.90	0.56	1.84	42.30	5.91	1.60	9.00	0.62	0.15	0.05	\$59.63
80% Apprentice	5th Period	650-1,000 hours	37.41	0.56	1.84	39.81	5.91	1.60	9.00	0.62	0.15	0.05	\$57.14
75% Apprentice	4th Period	650-1,000 hours	34.92	0.56	1.84	37.32	5.91	1.60	9.00	0.62	0.15	0.05	\$54.65
70% Apprentice	3rd Period	650-1,000 hours	32.43	0.56	1.84	34.83	5.91	1.60	9.00	0.62	0.15	0.05	\$52.16
65% Apprentice	2nd Period	650-1,000 hours	29.94	0.56	1.84	32.34	5.91	1.60	9.00	0.62	0.15	0.05	\$49.67
60% Apprentice	1st Period	650-1,000 hours	27.46	0.56	1.84	29.86	-	-	9.00	0.62	0.15	0.05	\$39.68

Dues: The rate for union dues deduction is \$1.84 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. The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.

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Zone Miles:	0-45 Miles	Free Zone
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

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WENATCHEE City Hall (301 Yakima Street)
COEUR D' ALENE City Hall (710 East Mullen Ave)
MOSCOW City Hall (206 East 3rd Street)

FOR OFFICE USE BELOW

Rate Classes:	
WAIDPD	Eastern WA/Northern ID Pile Driver

Negotiated Increases	
June 1, 2026	\$3.23 to be allocated by the union
June 1, 2027	\$3.24 to be allocated by the union
Agreement runs through May 31, 2028	