



May 28, 2025

To: All Signatory Eastern Washington and Northern Idaho Contractors

Re: **June 1, 2025 Wage and Fringe Benefit Allocation**  
**Laborers' Locals 238 and 348**

Ladies and Gentlemen:

Negotiations between the Laborers and the Inland Northwest AGC have been completed. The new Agreement covers three years and is effective **June 1, 2025**, through **May 31, 2028**. There has been a 5.1% total package increase for all classifications. Thirty cents (\$0.30) per hour allocated to Health & Welfare, twenty-five cents (\$0.25) per hour allocated to Pension, five cents (\$0.05) per hour allocated to Training. The remaining increase to wages. Also, there is an increase to Northwest Laborers/Employers Cooperation and Education Trust (NWLECT) five cents (\$0.05) per hour.

The wage, fringe and dues increases are effective June 1, 2025. A complete listing of the new wage and fringe benefit rates are on the back of this letter. Should you have any questions regarding any wage or benefit rate, please feel free to call the local union in your area for assistance.

Sincerely,

A handwritten signature in black ink, appearing to read 'Stacy Martin', is written over a horizontal line.

Stacy Martin  
Business Manager &  
Secretary-Treasurer

**EASTERN WASHINGTON/NORTHERN IDAHO**  
**JUNE 1, 2025 – MAY 31, 2026**  
**WAGE AND FRINGE BENEFIT RATES**

<u>Group</u>		<u>HEAVY/HIGHWAY and BUILDING</u> <u>06/01/2025-05/31/2028</u>	
		<u>SCHEDULE A-1</u>	<u>SCHEDULE A-2</u>
General Laborer	I	\$34.03	\$37.03
	II	37.13	40.13
	III	37.46	40.46
	IV	37.80	40.80
	V	38.14	41.14
	VI	SANDHOGS	SANDHOGS
	VII	38.01	41.01
	VIII	*	*
	IX	39.81	42.81
	X	40.21	43.21
	XI	TBD	

\*See Masonry Contractors' Agreement for Group VIII (Hod Carrier)

Fringe Benefit Rates:

<b>Health &amp; Welfare</b>	<b>\$8.50</b>
<b>Pension</b>	<b>7.35</b>
Apprenticeship/Training	<b>1.05</b>
Laborers/Employers Cooperation And Education Trust	<b>.15</b>

Deductions: (These deductions are included in wages)

Credit Union	\$1.00
<b>Union Dues</b>	<b>\$2.08</b>
Laborers' Political League	\$0.03

**REMINDER:** Under the provisions of Article 22, Public Works Projects, you must make any adjustment on the Health and Welfare contributions even though the wage rates and remaining fringe benefit contributions are froze for the initial 24 months or duration of the project, whichever is the lesser.

<u>APPRENTICESHIP RATES (BASED ON GROUP II - GENERAL LABORER)</u>			
	<u>PERCENTAGE</u>	<u>SCHEDULE A-1</u>	<u>SCHEDULE A-2</u>
0 - 1000 hrs	60%	\$22.28	\$25.28
1001 - 2000 hrs	70%	25.99	28.99
2001 - 3000 hrs	80%	29.70	32.70
3001 - 4000 hrs	85%	31.56	34.56
4001 - 5000 hrs	90%	33.42	36.42
5001 - 6000 hrs	95%	35.27	38.27

**PLEASE GIVE A COPY OF THIS NOTICE TO YOUR PAYROLL DEPARTMENT. THANK YOU.**

**NOTE: Current Wage & Fringe Benefit rates for all Master Labor Agreements  
through this District Council are available on our website  
[www.NWLABORERS.org](http://www.NWLABORERS.org)**