

**Western States Regional Council of Carpenters  
2025 - 2028 Eastern Washington Northern Idaho Area Collective Bargaining Agreement between the Inland Northwest AGC  
EASTERN WASHINGTON, IDAHO, MONTANA and WYOMING**

**DIVER**

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

|                               |                  |                |   |
|-------------------------------|------------------|----------------|---|
| <b>Full Package Benefits:</b> | Pension          | 5.91           | This contribution gets directly remitted to Zenith. |
|                               | 401(k)           | 1.60           |   |
|                               | Health & Welfare | 9.00           |   |
|                               | Apprenticeship   | 0.62           |   |
|                               | CITF             | 0.15           |   |
| <b>TOTAL BENEFITS</b>         |                  | <b>\$17.28</b> |   |

**Deductions from wages (after taxes have been deducted):**

|                        |                |
|------------------------|----------------|
| Vacation               | 0.56           |
| Supplemental Dues      | 2.20           |
| <b>Total to Trusts</b> | <b>\$20.04</b> |

**CSAC Trust Fund Remittances:**

P: 213.386.8590  
EmployerServices@carpenterssw.org

**Zenith Trust Fund Remittances:**

Rachelle Anderson  
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Sam Barlow  
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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

**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.**

| <b>Classification:</b>  | Base Pay | Vacation | Supp Dues | Total Taxable Wages<br>(Base Pay/Vac/Dues) | Pension | 401k | Health &<br>Welfare | Appren | CITF | <b>TOTAL<br/>PACKAGE</b> |
|---|----------|----------|-----------|--|---------|------|---------------------|--------|------|--------------------------|
| Divers Including Stand-By Diver                               | 52.48    | 0.56     | 2.20      | 55.24                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$72.52</b>           |
| Diver Diving  | 107.72   | 0.56     | 2.20      | 110.48                                     | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$127.76</b>          |
| Lead Diver/Dive Master  | 65.03    | 0.56     | 2.20      | 67.79                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$85.07</b>           |
| Dive Supervisor   | 109.22   | 0.56     | 2.20      | 111.98                                     | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$129.26</b>          |
| Diver Tender  | 51.48    | 0.56     | 2.20      | 54.24                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$71.52</b>           |
| Assistant Tender  | 48.00    | 0.56     | 2.20      | 50.76                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$68.04</b>           |
| Manifold Operator   | 51.48    | 0.56     | 2.20      | 54.24                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$71.52</b>           |
| Manifold Operator Mixed Gas                                   | 55.48    | 0.56     | 2.20      | 58.24                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$75.52</b>           |
| Bell/Vehicle or Submersible Operator Not Under Pressure, etc* | 52.48    | 0.56     | 2.20      | 55.24                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$72.52</b>           |
| ROV Operator  | 51.48    | 0.56     | 2.20      | 54.24                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$71.52</b>           |
| ROV Tender/Technician   | 48.00    | 0.56     | 2.20      | 50.76                                      | 5.91    | 1.60 | 9.00                | 0.62   | 0.15 | <b>\$68.04</b>           |

**Dues: The rate for union dues deduction is \$2.20 of the taxable hourly wage rate converted to a cents per hour, times all hours worked.**

**Premiums:** See Article IV Pay Scales, Section K

|                            |                 |                  |
|----------------------------|-----------------|------------------|
| <b>Zone Pay Allowance:</b> | 0-45 Miles      | Free             |
|                            | 45-70 Miles     | \$4.00 per hour  |
|                            | 71 Miles & over | \$120.00 per day |

**Zone Pay Dispatch Points:**  
**SPOKANE (808 West Spokane Falls Blvd)**

**FOR OFFICE USE BELOW**

**Rate Classes:**

|                |   |
|----------------|---|
| <b>WAIDD</b>   | Eastern WA, ID, MT & WY Diver                       |
| <b>WAIDDD</b>  | Eastern WA, ID, MT & WY Diver Diving                |
| <b>WAIDDM</b>  | Eastern WA, ID, MT & WY Dive Master                 |
| <b>WAIDDS</b>  | Eastern WA, ID, MT & WY Diver Supervisor            |
| <b>WAIDT</b>   | Eastern WA, ID, MT & WY Diver Tender                |
| <b>WAIDTA</b>  | Eastern WA, ID, MT & WY Asst Tender                 |
| <b>WAIDMO</b>  | Eastern WA, ID, MT & WY Manifold Operator           |
| <b>WAIDMOG</b> | Eastern WA, ID, MT & WY Manifold Operator Mixed Gas |
| <b>WAIDO</b>   | Eastern WA, ID, MT & WY Operator Not Under Pressure |
| <b>WAIDRO</b>  | Eastern WA, ID, MT & WY ROV Operator                |
| <b>WAIDRT</b>  | Eastern WA, ID, MT & WY ROV Tender/Tech             |

**Negotiated Increases:**

|                                     |                   |
|-------------------------------------|-------------------|
| June 1, 2026                        | Contingent on MLA |
| June 1, 2027                        | Contingent on MLA |
| Agreement runs through May 31, 2028 |                   |