

# 2025 Labor Negotiations

## Summary of Changes

*(For informational purposes only. Please see final signed contracts for all language and wage information)*

## CARPENTERS

**Term of Agreement:** June 1, 2025 – May 31, 2028

**Language Updates:** Change to reflect his/hers/person throughout and reflect new name of union.

**Cover Page** –title change to “AREA COLLECTIVE BARGAINING AGREEMENT”

**Article 4** – move section 4.2 to Article 13.8 as revised: Failure of an Employer to pay wage, travel, or other negotiated fringe payments as outlined in this Agreement is a violation of this Agreement and not subject to grievance procedure as outlined in this Article 14. In the event of violation and after seventy-two (72) hour notice to the Employer, the Union may take economic action against such Employer to collect such monies owed, including attorney fees, liquidated damages (not to exceed 10%) and audit fees.

**Article 16.3:** Employees prevented from completing the shift due to inclement weather or other reasons outside the employers control, after the one (1) hour minimum shall be paid for actual time worked and applicable fringes.

**Section 20.2** – add following language: The Union shall establish a Work Preservation Committee (“WPC”) to review any requests for variance from this Agreement in order to assure that signatory contractors and their union employees remain competitive in the relevant labor market. The goal is to have a flexible working structure for the WPC to allow it to quickly respond to needed changes in the marketplace. The WPC will give signatory contractors the tools they need to obtain work in geographical areas or in particular segments of the construction industry where they have not been able to successfully compete. For the contractor this tool will be used aggressively to increase work opportunities for union contractors and union members. WPC procedures shall be distributed to all signatory contractors requesting work preservation. The decisions of the WPC will be discussed during Inland Northwest AGC Labor Management Committee meetings.

**Schedule A-1:** Add following language: Any increases not allocated in Schedule A below shall remain open for allocation by the Union between wages and/or benefit contributions, provided that no reallocation of benefit contributions shall endanger the financial health of any benefit fund. No allocations or reallocations shall extend beyond the expiration of this Agreement.

## DISPATCH & ZONE PAY ALLOWANCE -

~~2. Zones for zone pay shall be as established “as the crow flies” from the dispatch points listed below.~~ 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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### Schedule A-1

#### Wage Summary

	% Increase	Total Increase	Allocation
Year 1	5.25%	\$3.07	\$1.92 Wage, \$.50 H/W, \$.25 Pension, \$.40 to 401k
Year 2	5.25%	\$3.23	Allocation to be determined
Year 3	5%	\$3.24	Allocation to be determined
<b>Total:</b>	<b>15.5%</b>	<b>\$9.53</b>	

**Paid Time Off:** The parties to this agreement will implement, as soon as practicable, a Paid Time Off fund (hereinafter "PTO fund") that is fully compliant with the Washington Paid Sick Leave provisions in RCW 49.46.180 – 49.46.830. The PTO fund must also constitute an express waiver of those sick leave provisions in accordance with RCW 49.46.180(1)(c). The PTO fund must be defined as 'usual benefits' to be included in the prevailing wage and include protections should the sick leave law be changed to disallow pre-payment of sick leave benefits.

The purpose of the PTO fund is to provide employees with paid time off including, but not limited to vacation and sick leave. Employees are authorized to use paid sick leave for the reasons provided in RCW 49.46.210, as amended.

The Employer agrees to contribute an amount equal to 2.5% of the employee's normal hourly wage rate for each hour worked that is subject to Washington State Paid Sick Leave, when covered by this Agreement to the PTO fund. PTO amounts are a fringe benefit and not to be compounded in overtime. Should this program be found to not meet the construction exemption of RCW 49.46 by rule, amendment, direction, decree, or order from an arbitrator, or a court of competent jurisdiction, Washington's Department of Labor & Industries, the State, or any Local government agency, the obligation to contribute under this program will immediately cease and the Parties will bargain for an alternative solution.

AGC & Union agree to update trust language and scope description prior in contract.

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### **CARPENTERS – Divers Addendum**

*(see full contract for all updates)*

- ARTICLE III – DEFINITIONS: Updated definitions for DPIC, Diver Supervisor and Lead Diver
- ARTICLE V - TRAVEL & SUBSISTENCE: **New article** – provides travel and subsistence pay
- ARTICLE VI - TRAVEL TO JOBSITES IN EMPLOYER PROVIDED VEHICLES: **New article** – provides clarity on traveling to jobsites and allows for travel to be paid at shop rate.
- ARTICLE VII - SHOP RATE/GEAR MAINTENANCE: **New article** – establishes shop rate.
- ARTICLE VIII - HYPERBARIC TUNNEL WORK: **New article** – establishes work rules/definitions.

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## LABORERS

**Term of Agreement:** June 1, 2025 – May 31, 2028

**Language Corrections:** Update all language to reflect they/their/them/person throughout contract.

### ARTICLE I PURPOSE OF AGREEMENT

1.1 The purpose of this Agreement is to promote the settlement of labor disagreements by conference, to prevent strikes and lockouts, to stabilize wages and working conditions in BUILDING, HEAVY & HIGHWAY CONSTRUCTION, RENEWABLE work in the area affected.

### ARTICLE 4 TERRITORY COVERED

4.1 ~~For the territory west of the 120th Meridian in Okanogan County, the terms and conditions of the Eastern Washington/Northern Idaho Agreement shall apply.~~

4.2 For the territory ~~east~~ west of the 120th Meridian in ~~Chelan~~ Douglas County, the terms and conditions of the Central Washington Agreement shall apply.

### ARTICLE 5 WORK COVERED

**5.6 Renewable: Shall be defined to include, but not limited to, solar, wind, battery storage, hydrogen, nuclear and carbon capture.**

**ARTICLE 7 UNION RECOGNITION AND HIRING PROCEDURES – updated language to reflect current union practices**

### ARTICLE 13 - HOLIDAYS

13.1 Holidays recognized under this Agreement shall be as follows:

~~MARTIN LUTHER KING, JR. DAY~~

CHRISTMAS EVE

### ARTICLE 23 PUBLIC WORKS PROJECTS

Eliminate \$.40 cap on H/W increase.

### ARTICLE 31- LIGHT DUTY RETURN TO WORK (NEW SECTION)

31.1 The Employer may return an injured employee to light duty status when allowed by the employee's doctor.

31.2 At no time will the employee's total earnings be less than their full time loss compensation under industrial insurance. Further, the employee will be provided with a full fringe package, as per the collective bargaining agreement, over and above total remuneration.

31.3 Should the employee on light duty have to be laid off due to no work available, the Employer will not adversely affect their ability to continue to receive loss time benefits from the Industrial Insurance Division of Labor and Industries (including self-insured employers), provided they are still medically eligible.

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### Classification Changes:

#### GROUP I A

Truck Mounted Attenuator (TMA)

Automated flagging assistance devices (AFAD)

#### GROUP II

Cement Handler \_\_\_\_\_

Concrete Crewman \_\_\_\_\_

Concrete Signalman \_\_\_\_\_

#### GROUP III

Cement Finisher Tender

Concrete Saw, walking

Racking

Rodder & Spreader

#### GROUP IV

Cement Finisher Tender

Concrete Saw (Walking)

Concrete Crewman

Rodder & Spreader

Cement Handler

Form Setter

Add silica, slurry, dust control and removal to Group 4

### SCHEDULE "B" – Language Changes and a \$.05 increase to LECET

### Schedule A-1 - Wage Summary

	% Increase	Total Increase (Group 2)	Allocation
Year 1	5.1%*	\$2.68	Allocation: \$.30 to H&W, \$.25 to Pension, \$.05 to training, \$.05 to LECET, remainder to wage.
Year 2	4.8%	\$2.60	Allocation: \$.30 to H&W, \$.25 to Pension, \$.05 to training
Year 3	4.6%	\$2.61	Allocation: \$.30 to H&W, \$.25 to Pension, \$.05 to training
<b>Total:</b>	<b>14.5%</b>	<b>\$7.89</b>	

\* +\$.05 to LECET year one

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## CEMENT MASONS

**Term of Agreement:** June 1, 2025 – May 31, 2028

**ADD BACK IN LANGUAGE FROM PAGE 2:** corrects clerical error in last contract

**ARTICLE 4 - TERRITORY COVERED:** Update language to better clarify territory.

### ARTICLE 10 - HOURS OF WORK - SHIFTS – OVERTIME

#### 10.1 SINGLE SHIFT OPERATION:

(B) A single shift operation shall be restricted to the hours between 5:00am and 6:00pm,

#### **Schedule A:**

Zone rates will apply to all work outside a 45 mile radius from the City Hall of Spokane, Richland, ~~Lewiston~~, Moscow, Wenatchee, Moses Lake, Yakima, Sandpoint, ID, Kellogg, ID.

Zone 2 rate (+\$3.00/HR.) applies unless the City Hall of Employee's established residence is within a 45 mile radius.

**LODGING:** When the Employer provides lodging, the basic wage scale will be observed and the rate for lodging will be paid for by the Employer.

#### **Schedule A - Wage Summary**

	% Increase	Total Increase	Allocation
Year 1	5.2%	\$2.94	\$.84 to wage, \$.50 to H/W, \$1.50 to 401k (new plan), \$.10 to training
Year 2	4.4%	\$2.62	\$1.52 to wage, \$.50 to H/W, \$.50 to 401k, \$.10 to training
Year 3	4.23%	\$2.63	\$1.53 to wage, \$.50 to H/W, \$.50 to 401k, \$.10 to training
<b>Total:</b>	<b>13.825%</b>	<b>\$8.19</b>	

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## TEAMSTERS

**Term of Agreement: June 1, 2025 – May 31, 2028**

Add language to include both the Spokane and Tri-Cities Hiring Halls - Teamsters Local 690/839

**Group Distribution:** Move groups I-II into group III. Move Group IV to Group V

### Schedule A - Wage Summary

	% Increase	Total Increase	Allocation
Year 1	5.5%	\$3.27	\$2.05 to wage, \$1.10 to H/W, \$.12 to pension (incl. \$.05 to Market Recovery)
Year 2	4.75%	\$2.98	\$1.55 to wage, \$1.10 to H/W, \$.33 to pension (incl. \$.05 to Market Recovery)
Year 3	4.5%	\$2.96	\$1.55 to wage, \$1.10 to H/W, \$.31 to pension (incl. \$.05 to NWFC)
<b>Total:</b>	<b>14.75%</b>	<b>\$9.21</b>	

### WORKING FOREMAN:

~~\$2.00~~ Seven Percent (7%) ~~over Working Foreperson or Dispatcher~~ over highest journeyman scale supervised in this agreement.

### GENERAL FOREMAN, NON-WORKING FOREMAN OR DISPATCHER:

~~\$2.50~~ Twelve Percent (12%) ~~highest scale supervised in this agreement~~ over highest journeyman scale supervised in this agreement.

### Hiring Hall Rules:

- Standardized Penalties: **10 days**
- Lists:
  - All of 690's jurisdiction
  - All of 839's jurisdiction
  - Hanford
- Apprentices: Certify on 3 pieces of equipment

**PTO:** Effective January 1, 2026. Only applicable to hours subject to Washington State Paid Sick Leave. Paid at a rate of 2.5% of wage only, PTO amounts are a fringe benefit and not to be compounded in overtime. Includes cash out of existing banks on December 31, 2025, up to 40 hours.

**Hanford Site Zone** (Effective October 1, 2025) The Hanford Site Zone is defined as the area North and West of the intersection of Stevens and Horn Rapids. east of Highways 240 and 24 and South of the Columbia River.

Employees working within the boundaries of the Hanford Site Zone shall be paid an additional \$2.00 per hour on wage.

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## OPERATING ENGINEERS

**Term of Agreement:** June 1, 2025 – May 31, 2028

### Schedule A - Wage Summary

	% Increase	Total Increase	Allocation
Year 1	5.5%	\$3.31*	\$.35 to H/W, \$.50 to pension, \$.10 to training. Remainder to wage
Year 2	5%	\$3.17*	\$.35 to H/W, \$.50 to pension, \$.10 to training. Remainder to wage
Year 3	4.5%	\$3.00*	\$.35 to H/W, \$.50 to pension, \$.10 to training. Remainder to wage
<b>Total:</b>	<b>15%</b>	<b>\$9.48</b>	

\*Based on Group 6. Percentage will be applied to each group.

**Retro Pay** effective June 1, 2025

**Lift Director** - When the Employer appoints an Operating Engineer as a Lift Director they shall be paid at the hourly rate of the highest OE classification under their supervision.

#### **Mechanics:**

All employees classified as H.D. Mechanics who are required to furnish personal hand tools for the performance of their duties shall receive a Tool Allowance of two dollars (\$2.00) per hour worked. This allowance is paid in addition to regular wages and fringe benefits, and is not considered wages, or for calculation of the overtime rate.

**General Foreman /Foreman** - \$3.50 per hour over highest OE classification under his supervision.

**Schedule D – Article 8 :** Eliminate duplicate language

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**Private Works MOU:** Recognition and renewal of the Private Works MOU.