

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

PILE DRIVER

Rates Effective: January 1, 2026 - May 31, 2026

Full Package Benefits:	WAPSL	See Chart
	Pension	5.91
	401(k)	1.60 This contribution gets directly remitted to Zenith.
	Health & Welfare	9.00
	Apprenticeship	0.62
	CITF	0.15
	Millwright/Pile Driver First Industry Fund	0.05
	* Vacation	0.56
	* Supplemental Dues	1.84
	TOTAL EMPLOYER CONTRIBUTION	\$19.73 + WAPSL

Trust Fund Remittances:
P: 213.386.8590
EmployerServices@csacbenefits.org

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

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

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

*The Vacation/Supplemental Dues are added to the Base Wage, taxed and then deducted from the total taxable wage and sent to the Carpenters Western Trust along with the other benefits due. This is an after-tax deduction.

Classification:			Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues	WAPSL	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	1.42	5.91	1.60	9.00	0.62	0.15	0.05	\$75.48
Pile Driver Foreman (7% above Journeyman)			50.84	0.56	1.84	53.24	1.33	5.91	1.60	9.00	0.62	0.15	0.05	\$71.90
Pile Driver Journeyman			47.36	0.56	1.84	49.76	1.24	5.91	1.60	9.00	0.62	0.15	0.05	\$68.33
95% Apprentice	8th Period	650-1,000 hours	44.87	0.56	1.84	47.27	1.18	5.91	1.60	9.00	0.62	0.15	0.05	\$65.78
90% Apprentice	7th Period	650-1,000 hours	42.38	0.56	1.84	44.78	1.12	5.91	1.60	9.00	0.62	0.15	0.05	\$63.23
85% Apprentice	6th Period	650-1,000 hours	39.90	0.56	1.84	42.30	1.06	5.91	1.60	9.00	0.62	0.15	0.05	\$60.69
80% Apprentice	5th Period	650-1,000 hours	37.41	0.56	1.84	39.81	1.00	5.91	1.60	9.00	0.62	0.15	0.05	\$58.14
75% Apprentice	4th Period	650-1,000 hours	34.92	0.56	1.84	37.32	0.93	5.91	1.60	9.00	0.62	0.15	0.05	\$55.58
70% Apprentice	3rd Period	650-1,000 hours	32.43	0.56	1.84	34.83	0.87	5.91	1.60	9.00	0.62	0.15	0.05	\$53.03
65% Apprentice	2nd Period	650-1,000 hours	29.94	0.56	1.84	32.34	0.81	5.91	1.60	9.00	0.62	0.15	0.05	\$50.48
60% Apprentice	1st Period	650-1,000 hours	27.46	0.56	1.84	29.86	0.75	-	-	9.00	0.62	0.15	0.05	\$40.43

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.

****WAPSL = 2.5% WAPSL is not subject to overtime calculations**

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

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.

Zone Pay:

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

Zone Pay Dispatch Points:

KENNEWICK (210 West 6th Ave.)

SPOKANE (808 West Spokane Falls Blvd)

WENATCHEE (301 Yakima Street)

FOR OFFICE USE BELOW

Rate Classes: Eastern WA Pile Driver
EWAPD

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	