

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

**DIVER**

**Rates Effective:** January 1, 2026 - 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	
	* Vacation	0.56	
	* Supplemental Dues	2.20	
<b>TOTAL EMPLOYER CONTRIBUTION</b>		<b>\$20.04</b>	

**Trust Fund Remittances:**  
P: 213.386.8590  
[EmployerServices@csacbenefits.org](mailto:EmployerServices@csacbenefits.org)

**Zenith Trust Fund Remittances:**  
Rachelle Anderson  
[randerson@zenith-american.com](mailto:randerson@zenith-american.com)  
  
Sam Barlow  
[sbarlow@zenith-american.com](mailto:sbarlow@zenith-american.com)

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

\*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.

<b>Classification:</b>	Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	401k	Health & Welfare	Appren	CITF	<b>TOTAL 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.

**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.**

**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>IDMWD</b>	ID, MT & WY Diver
<b>IDMWDD</b>	ID, MT & WY Diver Diving
<b>IDMWM</b>	ID, MT & WY Dive Master
<b>IDMWS</b>	ID, MT & WY Diver Supervisor
<b>IDMWT</b>	ID, MT & WY Diver Tender
<b>IDMWTA</b>	ID, MT & WY Asst Tender
<b>IDMWMO</b>	ID, MT & WY Manifold Operator
<b>IDMWMOG</b>	ID, MT & WY Manifold Operator Mixed Gas
<b>IDMWO</b>	ID, MT & WY Operator Not Under Pressure
<b>IDMWRO</b>	ID, MT & WY ROV Operator
<b>IDMWRT</b>	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	