

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

Full Package Benefits:

Pension	5.91	
401(k)	1.60	This contribution gets directly remitted to Zenith.
Health & Welfare	9.00	
Apprenticeship	0.62	
CITF	0.15	
* Vacation	0.56	
* Supplemental Dues	2.20	
TOTAL EMPLOYER CONTRIBUTION	\$20.04	

Trust Fund Remittances:

P: 213.386.8590
EmployerServices@csacbenefits.org

Zenith Trust Fund Remittances:

Rachelle Anderson
randerson@zenith-american.com

 Sam Barlow
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.

Classification:	Base Pay	Vacation	Supp Dues	Total Taxable Wages (Base Pay/Vac/Dues)	Pension	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
Divers Including Stand-By Diver	52.48	0.56	2.20	55.24	5.91	1.60	9.00	0.62	0.15	\$72.52
Diver Diving	107.72	0.56	2.20	110.48	5.91	1.60	9.00	0.62	0.15	\$127.76
Lead Diver/Dive Master	65.03	0.56	2.20	67.79	5.91	1.60	9.00	0.62	0.15	\$85.07
Dive Supervisor	109.22	0.56	2.20	111.98	5.91	1.60	9.00	0.62	0.15	\$129.26
Diver Tender	51.48	0.56	2.20	54.24	5.91	1.60	9.00	0.62	0.15	\$71.52
Assistant Tender	48.00	0.56	2.20	50.76	5.91	1.60	9.00	0.62	0.15	\$68.04
Maniford Operator	51.48	0.56	2.20	54.24	5.91	1.60	9.00	0.62	0.15	\$71.52
Maniford Operator Mixed Gas	55.48	0.56	2.20	58.24	5.91	1.60	9.00	0.62	0.15	\$75.52
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	\$72.52
ROV Operator	51.48	0.56	2.20	54.24	5.91	1.60	9.00	0.62	0.15	\$71.52
ROV Tender/Technician	48.00	0.56	2.20	50.76	5.91	1.60	9.00	0.62	0.15	\$68.04

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

Zone Pay Allowance:

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:

IDMWID ID, MT & WY Diver
IDMWDD ID, MT & WY Diver Diving
IDMWM ID, MT & WY Dive Master
IDMWS ID, MT & WY Diver Supervisor
IDMWWT ID, MT & WY Diver Tender
IDMWTA ID, MT & WY Asst Tender
IDMWMO ID, MT & WY Manifold Operator
IDMWMOG ID, MT & WY Manifold Operator Mixed Gas
IDMWO ID, MT & WY Operator Not Under Pressure
IDMWRO ID, MT & WY ROV Operator
IDMWRT 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