

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

**HEAVY, BRIDGE, DOCK & WHARF CARPENTER**

**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	1.77
<b>TOTAL EMPLOYER CONTRIBUTION</b>	<b>\$19.61</b>

**Trust Fund Remittances:**

P: 213.386.8590  
[EmployerServices@csacbenefits.org](mailto:EmployerServices@csacbenefits.org)

**Zenith Trust Fund Remittances:**

Rachelle Anderson  
[rranderson@zenith-american.com](mailto:rranderson@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

**Counties Covered:** **Idaho:** Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

\*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>
General Foreman (14% above Journeyman)			52.63	0.56	1.77	54.96	5.91	1.60	9.00	0.62	0.15	<b>\$72.24</b>
Foreman (7% above Journeyman)			49.25	0.56	1.77	51.58	5.91	1.60	9.00	0.62	0.15	<b>\$68.86</b>
<b>Journeyman</b>	<b>45.88</b>	<b>0.56</b>	<b>1.77</b>			<b>48.21</b>	<b>5.91</b>	<b>1.60</b>	<b>9.00</b>	<b>0.62</b>	<b>0.15</b>	<b>\$65.49</b>
95% Apprentice	8th Period	650-1,000 hours	43.47	0.56	1.77	45.80	5.91	1.60	9.00	0.62	0.15	<b>\$63.08</b>
90% Apprentice	7th Period	650-1,000 hours	41.06	0.56	1.77	43.39	5.91	1.60	9.00	0.62	0.15	<b>\$60.67</b>
85% Apprentice	6th Period	650-1,000 hours	38.65	0.56	1.77	40.98	5.91	1.60	9.00	0.62	0.15	<b>\$58.26</b>
80% Apprentice	5th Period	650-1,000 hours	36.24	0.56	1.77	38.57	5.91	1.60	9.00	0.62	0.15	<b>\$55.85</b>
75% Apprentice	4th Period	650-1,000 hours	33.83	0.56	1.77	36.16	5.91	1.60	9.00	0.62	0.15	<b>\$53.44</b>
70% Apprentice	3rd Period	650-1,000 hours	31.42	0.56	1.77	33.75	5.91	1.60	9.00	0.62	0.15	<b>\$51.03</b>
65% Apprentice	2nd Period	650-1,000 hours	29.01	0.56	1.77	31.34	5.91	1.60	9.00	0.62	0.15	<b>\$48.62</b>
60% Apprentice	1st Period	650-1,000 hours	26.60	0.56	1.77	28.93	-	-	9.00	0.62	0.15	<b>\$38.70</b>

**Dues:** The rate for union dues deduction is \$1.77 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.

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

**Zone Pay:** 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. 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.

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.

<b>Zone Miles:</b>	0-45 Miles	Free Zone
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

**Zone Pay Dispatch Points:**

**COEUR D' ALENE (710 East Mullen Ave)**

**MOSCOW (206 East 3rd Street)**

**FOR OFFICE USE BELOW**

**Rate Classes:**

**NIDH** Northern ID Heavy, Bridge, Dock & Wharf Carpenter

Negotiated Increases

June 1, 2026	\$4 over the General Carpenter
June 1, 2027	\$4 over the General Carpenter
	Agreement runs through May 31, 2028