

# 2019 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, 2019 – May 31, 2022

**Article 8.4.3 – Add Special Shift Premium language.** A Special Shift Premium for prevailed work in Washington is basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications require that more than four (4) hours of the special shift can only be performed outside the normal 6am – 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an Employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status.

**Article 11 - Update Payday language.** See full contract for changes.

**Article 23 - AGC Drug Policy:** Review and update via Subcommittee

#### Schedule A-I:

**FOREMAN** shall receive **7%** per hour above the journeyman wage classification working under them.

**GENERAL FOREMAN** shall receive **14%** per hour above the journeyman wage classification working under them.

#### Schedule A-I: Travel/Zone Pay

<b>ZONE MILES:</b>	0 - <b>45</b> Miles	FREE
	<b>46</b> - 100 Miles	\$4.00 per hour
	101 Miles & over	\$6.00 per hour

**Schedule A-I - Training Requirements:** Removes requirement for OSHA and First Aid to be UBC approved. Lowers training requirement in year 3 to 8 hours.

**Schedule A-I – Apprentice Rates:** Apprentice, Pension contributions will not be paid for apprentices during the 1st period,

**Schedule A-II, Section 5:** Create a Non-ERISA Industry Support Fund for the Carpenters-Employers Apprenticeship & Training Trust Fund

**Schedule A-II, Section 6 - Vacation:** Add language to allow for Vacation Deduction (Excluding Apprentices)

**Schedule B – Hiring Hall Procedures:** Update Dispatch language to account for current practices.

#### Wage Summary

	% Increase	Total Increase	Allocation
Year 1	5.01%	\$2.26	\$.1.78 Wage, \$.45 H/W, \$1.00 Pension, (-\$.1.00) 401(k), \$.03 Apprenticeship
Year 2	4.00%	\$1.90	\$1.42 Wage, \$.20 H/W, \$.25 Pension, \$.03 Apprenticeship
Year 3	4.01%	\$1.98	\$1.50 Wage, \$.25 H/W, \$.20 Pension, \$.03 Apprenticeship
<b>Total:</b>	<b>13.02%</b>	<b>\$6.14</b>	

(Total increase based on General Carpenter Classification – wages for other classifications calculated by % increase)

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### LABORERS

**Term of Agreement:** June 1, 2019 – May 31, 2022

**Article 9:** ...the employer shall provide proof of the requirement and the Union shall provide a list of qualified subcontractors to the Employer prior to the bid date....

...provided the Employer can document attempts have been made to obtain qualified competitive Union MBE/WBE/DBE subcontractors to meet these requirements.

**Article 10: Add Paragraph (G), Special Shift Premium** - Special Shift Premium for prevailed work in Washington is basic hourly rate plus \$2.00 per hour. When conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that more than four (4) hours of the special shift can only be performed outside the normal 6am-6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an Employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status. Shift premium will only apply on a second shift of a 2-shift operation when the language above is met.

**Article 15.4: Settlement of Disputes:** All applicable rules, accrual, and pay, per any paid sick leave law shall be subject to the grievance procedures set forth in Article 15.

**Hiring Hall Group A:** Laborers who have successfully completed the Apprenticeship program, which consists of 320 hours of training and 4000 hours of covered employment or Laborers that registered in the Apprenticeship program after June 1, 2012.

**Schedule C Section 4:** A refusal to take a drug test shall be considered a failure.

#### Schedule A - Wage Summary

	% Increase	Total Increase	Allocation
Year 1	4.36%	\$1.75	\$1.10 to wage, \$.10 to H/W, \$.35 to pension, \$.20 to training
Year 2	3.58%	\$1.50	Minimum of \$.35 to pension, remainder TBD
Year 3	3.46%	\$1.50	Minimum of \$.35 to pension, remainder TBD
<b>Total:</b>	<b>11.4%</b>	<b>\$4.75</b>	

*(Percent increase based on Group V Classification – total increase & allocations are the same for all groups)*

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### CEMENT MASONS

**Term of Agreement:** June 1, 2019 – May 31, 2022

**Article 10: Add Paragraph (G), Special Shift Premium** - Special Shift Premium for prevailed work in Washington is basic hourly rate plus \$2.00 per hour. When conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that more than four (4) hours of the special shift can only be performed outside the normal 6am-6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an Employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status. Shift premium will only apply on a second shift of a 2-shift operation when the language above is met.

**Zone Centers:**

Spokane (Local 72), Richland (Local 478), Lewiston (Main post office), Wenatchee (Main post office)

Zone 1: 0-45 miles

Zone 2: 45 miles and over

Eliminate verbiage regarding Moses Lake dispatch.

**Foreman:** \$2.25 per hour over the highest paid journeyman wage classification working under them.

#### Schedule A - Wage Summary

	% Increase	Total Increase	Allocation
Year 1	4.50%	\$1.94	\$1.14 to wage, \$.10 to H/W, \$.70 to pension
Year 2	3.75%	\$1.69	Minimum of \$.50 to pension, remainder TBD
Year 3	3.50%	\$1.64	Minimum of \$.50 to pension, remainder TBD
<b>Total:</b>	<b>11.75%</b>	<b>\$5.27</b>	

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## OPERATING ENGINEERS

**Term of Agreement:** June 1, 2019 – May 31, 2022

### Article 10: Changes to Single Shift Operation, Paragraphs (E) & (F), Add Paragraph (G)

(G) Special Shift Premium for prevailed work in Washington is basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications require that more than four (4) hours of a special shift can only be performed outside the normal 6am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an Employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.

### 10.4 OVERTIME:

(B) When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of a shift and paid at the applicable overtime rate until they shall have the eight (8) hours rest period.

**Article 16 - Update language.** See full contract for changes.

**Article 23 – Eliminate Article 23 in it's entirety.**

### Schedule A –

**Classifications – Add Crane Groups 8-10**

### Increases To Boom Pay:

- (A) 130' to ~~200~~**199'** **\$.50** over scale
- (B) ~~Over 200 - 299~~ **\$.80** over scale
- (C) **300 and Over** **\$1.00** over scale

### Wage Summary

	% Increase	Total Increase	Allocation
Year 1	5.11%	\$2.30	\$.95 Wage, \$.35 H/W, \$.90 Pension, \$.05 302 Training Fund, \$.05 National Training Fund,
Year 2	4.44%	\$2.10	\$.65 Wage, \$.35 H/W, \$1.10 Pension
Year 3	4.25%	\$2.10	\$.65 Wage, \$.35 H/W, \$.70 Pension, \$.40 Alternative Pension Plan*
<b>Total:</b>	<b>13.8%</b>	<b>\$6.50</b>	

(Percent increase based on Group VI Classification – total increase & allocations are the same for all groups)

\*Money in the third year for an Alternative Pension Plan **is only available** if an alternative to the current defined benefit plan is established.

**Replace All Apprenticeship and Dues Language with Similar Language from Other Local 302 Contracts**

New Private Works LOU

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### TEAMSTERS

**Term of Agreement:** June 1, 2019 – May 31, 2022

**ARTICLE 10.4 – ADD:** A workday shall be defined as a twenty-four (24) hour period beginning 12 am through 12 am, each day.

**ARTICLE 10.5 NIGHT SHIFT/HAZARD PREMIUM:**

Special Shift/Hazard Premium for prevailed work in Washington is basic hourly rate plus \$2.00 per hour. When conditions beyond the control of the employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that more than four (4) hour of the special shift can only be performed outside the normal 6 am -p.m. shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status. Shift premium will only apply on second shift of a 2-shift operation when the language above is met.

**GROUP CLASSIFICATIONS**

DELETE Pilot Car in Group 1

Move Equipment Escort Driver to Group 3

**Increase Group VI pay \$0.20**

Move Group V to Group VI - Lowboy 50-ton and under, equipment trailers, tilt deck etc, (based on GVW trailer capacity),

Move Group VI to Group VII - Lowboy over 50-ton, equipment trailers, tilt deck etc, (based on GVW trailer capacity),

Delete NOTE; Trucks Pulling Equipment Trailers \$0.10 & \$0.15 per hour

Delete Mixer Group I thru V

ADD: Trucks Hauling Concrete Move from Group V to Group VI

Keep Mixers up to 20 yds in Group VI

Keep Mixers over 20 yds in Group VII

**Schedule A - Wage Summary**

	% Increase	Total Increase	Allocation
Year 1	4.77%	\$2.13	\$.90 Wage, \$.25 Pension, \$.60 H/W*, \$.12 Training, \$.20 Market Recovery, \$.06 NWFCA
Year 2	4.23%	\$1.98	\$.95 Wage, \$.25 Pension, \$.65 H/W*, \$.132 Training
Year 3	4.0%	\$1.95	\$1.05 Wage, \$.25 Pension, \$.65 H/W*
<b>Total:</b>	<b>12.99%</b>	<b>\$6.06</b>	<i>Does not include additional \$.20 wage bump for Group VI only.</i>

**\*available for increase, December hours for January contributions**

(Percent increase based on Group VI Classification – total increase & allocations are the same for all groups)

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

**\$2.50** over highest scale supervised (See Work Rule #2, Schedule "C")

**WORKING FOREMAN:**

**\$2.00** over highest scale supervised over Working Foreperson or Dispatcher