



Washington and Northern Idaho District Council

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA • AFFILIATED WITH THE AFL-CIO
 P. O. BOX 12917 • MILL CREEK, WA 98082-0917 • (425) 741-3556 • FAX (425) 741-2787

May 27, 2016

TO: All Southwest Washington Signatory Contractors

RE: **June 1, 2016 Increase - Heavy-Highway-Utility-Building Master Labor Agreement
 Laborers' Local #335**

Ladies and Gentlemen:

The bargaining parties of this District Council and the Oregon-Columbia Chapter of the AGC have now completed a new three (3) year agreement. This agreement provides for a total package increase of 3.25% per hour effective June 1, 2016. The total package increase has been allocated with \$.10 per hour to Health & Welfare, \$.10 to Training, \$.02 per hour to the Laborers/Employers Cooperation and Education Trust (LECET) and the remaining to wages. There has also been a \$.25 per hour increase to the Union Dues deduction. The revised wage and fringe benefit rates through May 31, 2016 are as follows:

<u>GROUP</u> (Group 1 – General Laborers)	<u>ZONE A</u>	<u>ZONE B</u>	<u>ZONE C</u>	<u>ZONE D</u>	<u>ZONE E</u>
1	\$30.57	\$31.22	\$31.72	\$32.27	\$33.32
2	\$31.20	\$31.85	\$32.35	\$32.90	\$33.95
3	\$31.67	\$32.32	\$32.82	\$33.37	\$34.42
4	\$32.07	\$32.72	\$33.22	\$33.77	\$34.82
5	\$27.95	\$28.60	\$29.10	\$29.65	\$30.70
6	\$25.41	\$26.06	\$26.56	\$27.11	\$28.16
7	\$22.04	\$22.69	\$23.19	\$23.74	\$24.79

This agreement incorporates the Laborers' 6000 hour apprenticeship program for apprentices registered after June 1, 2012. These apprentices will be required to complete 6000 hours of on-the-job training before becoming a Journeyman Laborer and have two additional step increases at 85% and 95%. The new 6000 hour increases are listed in bold under the apprenticeship rates in this letter. Apprentices registered prior to June 1, 2012 are grandfathered under the 4000 hour program with increases at 60%, 70%, 80% and 90%.

SOUTHWEST WASHINGTON APPRENTICESHIP RATES

(Percentage computed on Group 1 {General Laborer} Rates)

	<u>ZONE A</u>	<u>ZONE B</u>	<u>ZONE C</u>	<u>ZONE D</u>	<u>ZONE E</u>
0-1000 hrs. – 60%	\$18.34	\$18.99	\$19.49	\$20.04	\$21.09
1001-2000 hrs. – 70%	\$21.40	\$22.05	\$22.55	\$23.10	\$24.15
2001-3000 hrs. – 80%	\$24.46	\$25.11	\$25.61	\$26.16	\$27.21
3001-4000 hrs. – 85%*	\$25.98	\$26.63	\$27.13	\$27.68	\$28.73
3001-4000 hrs. – 90%**	\$27.51	\$28.16	\$28.66	\$29.21	\$30.26
4001-5000 hrs. – 90%*	\$27.51	\$28.16	\$28.66	\$29.21	\$30.26
5001-6000 hrs. – 95%*	\$29.04	\$29.69	\$30.19	\$30.74	\$31.79

*These rate levels apply only to those apprentices who are in the 6000 hour program.

**For those apprentices registered in the program prior to June 1, 2012, the hour range for 90% is still 3001-4000 hours.

The following fringe benefit contribution rates will be effective on **June 1, 2016**:

FRINGE BENEFIT RATES:

Health & Welfare	\$6.20
Pension	\$3.90
Training	\$0.55
CIDFWP	\$0.13
LECET	\$0.10
CAF	\$0.05

DEDUCTIONS: (from net pay after taxes)

Credit Union	\$1.05
Union Dues	\$1.65

Reminder: Under the provisions of Article 30, Public Works Wages, you must make any adjustment on the Health & Welfare contribution even though the wage rates and remaining fringe benefit contributions may be frozen for the initial 24 months or the duration of the project, whichever is lesser.

If you have any questions regarding this matter, please call the local union for assistance.

Sincerely,



Don McLeod, Jr.
Business Manager &
Secretary-Treasurer

cc: Local Unions
bb
opeiu#8

NOTE: Current Wages and Fringe Benefit Rates for all Master Labor Agreements through this District Council are available on our website - www.NWLABORERS.org

**PLEASE GIVE A COPY OF THIS NOTICE TO YOUR PAYROLL DEPARTMENT.
THANK YOU.**