

LETTER OF UNDERSTANDING

By and Between

**ASSOCIATED WALL AND CEILING CONTRACTORS OF OREGON & SOUTHWEST
WASHINGTON, INC.**

AND

WESTERN STATES REGIONAL COUNCIL OF CARPENTERS

This Agreement is entered into by the Associated Wall and Ceiling Contractors (hereafter known as the "Employer" or "Employers") and the Western States Regional Council of Carpenters (hereafter known as the "Union") (collectively the "Parties") agree to the following modifications and/or additions, specifically to replace the trust fund contribution language and schedules effective January 1, 2024, of their Collective Bargaining Agreement (CBA), dated June 1, 2019 – May 31, 2024, with the understanding that such modifications shall be in effect until the Termination of said Agreement, as follows:

1. The Union agrees that AWCC would receive comprehensive written summaries of trust activities and financial status quarterly as well as updates at Labor Management Meetings.
2. The parties agree to pay the Carpenters Trust Funds the amounts provided for: (1) the Southwest Carpenters Pension Trust, dated September 14, 1959; (2) The Southwest Carpenters Annuity Fund (formerly the Southern Nevada Carpenters Annuity Fund), established July 1, 1989; (3) the Southwest Carpenters Health & Welfare Trust, dated February 8, 1955; (4) the Carpenters Training Fund, dated May 1, 1960; (5) the Southwest Carpenters Vacation Trust, dated April 1, 1962. (6) the Construction Industry Cooperation Committee, dated October 1, 1986; No other benefits defined within the master labor agreement apply to the territory defined in this Addendum. The Employer agrees to make a contribution to the Carpenters' International Training Fund as defined in this Addendum.
3. All contributions for Health and Security, Vacation, Pension, CITF and Training shall be contributed in their entirety to their respective Trust Funds controlled by the Carpenters Southwest Administrative Corporation. There shall not be a reduction in "Total Package" and allocations shall solely be determined by the Union, applicable to an independent, updated wage sheet. See attached for wages and benefits effective January 1, 2024, through May 31, 2024.
 - a. For Pension- The parties agree that \$.05/hour from the contribution to the Southwest Carpenters Pension Plan will be re-directed to the Carpenters Retirement Trust of Western Washington, now known as the Northwest Carpenters Retirement Plan. The Parties do not believe that any withdrawal liability will be owed by the Employers as part of this shift in contributions. These re-directed contributions will be made by the Carpenters Southwest Administrative Corporation (CSAC), so the individual employers need only make one set of pension contributions to the Southwest Trusts.
 - b. For Health and Security- The parties agree that the contribution to the Carpenters Health and Security Trust of Western Washington, now known as the Northwest Carpenters Health and

Security Fund may continue to be remitted to the Northwest Carpenters Trust between January 1, 2024, through May 31, 2024. The Health and Welfare contributions shall be redirected upon mutual agreement to the Southwest Carpenters Health and Welfare plan no later than June 1, 2024.

4. The parties agree to allow for the following Elective Contributions (401(k)):
- a. An employee covered by this Agreement may elect to request that an Employer make elective deferral contributions to the Northwest Carpenters Trust Individual Account Pension Plan through a prospective reduction in such employee's wages. Such elective deferral contributions shall be fully vested at all times.
 - b. Applications for elective deferral contributions shall be submitted to the Trust Fund in accordance with administrative procedures and election periods that are consistent with the Plan document and approved by the Trustees. Elective deferral contribution requests shall be in writing on a form approved by the Trust Fund. Upon notification by the Trust Fund to the Employer of an elective deferral contribution request, the Employer shall withhold the specified amounts from the employee's wages unless and until notified by the employee or Trust Fund of a change in the employee's election that was made pursuant to the Trust Fund's administrative procedures. Notwithstanding an employee's election, all premium rates (foremen differentials, overtime, etc.) shall be calculated prior to the reduction for the employee's elective deferral contributions.
 - c. Notwithstanding any provision herein to the contrary, the contribution levels to the Plan provided herein shall not cause the Plan to be in violation of Section 415 of the Internal Revenue Code (and any other sections of the Code); if necessary, adjustments to the contribution rates shall be agreed to by the Union and contributing Employers to comply with the Code.

TERM OF AGREEMENT: This Letter of Understanding is effective January 1, 2024, and shall continue in full force and effect through the duration of the CBA which expires May 31, 2024, and terminate by mutual agreement, or when The Northwest Carpenters Retirement Plan is merged into the Southwest Carpenters Retirement Plan.

FOR THE UNION:

By: 

Frank Hawk
Executive Secretary-Treasurer, WSRCC

By: 

Stephen Araiza
Contract Administrator, WSRCC

FOR THE ASSOCIATION:

By: 

Heath Hansen
Association Chair, AWCC

By: 

John Killin
Executive Director, AWCC

**Southwest Mountain States Regional Council of Carpenters
2019-2024 Exterior & Interior Specialists Agreement
OREGON & SOUTHWEST WASHINGTON**

Rates Effective: January 1, 2024 - May 31, 2024

Full Package Benefits:	Retirement	5.91
	Annuity	1.00
	Health & Security	8.25
	CCCC	0.05
	Apprenticeship	0.66
	CITF	0.14
	Walls and Ceilings Industry Promotion Fund	0.30
	TOTAL BENEFITS	\$16.31

Deductions from Total Taxable Wages (after taxes have been deducted):

Vacation	2.00
Supplemental Dues	4%
Total to Trusts	\$18.31 plus 4% Dues

Agreement Holidays:

- New Year's Day
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Counties Covered: **Oregon:** Entire State of Oregon
Washington: Cowlitz, Clark, Skamania, Klickitat, Wahkiakum and 1/2 Pacific

Should any of these holidays fall on a Sunday, the following Monday shall be considered a legal holiday and be observed as such. If any holiday falls on a Saturday the previous Friday shall be considered a legal holiday. No work shall be performed on Labor Day except to save life or property.

Classification: Drywall/Lather		Base Pay	Vacation	Supp Dues	Total Taxable Wages	Retirement	Annuity	Health & Security	Appren	CCCC	CITF	Industry Promo Fund	TOTAL PACKAGE
General Foreman (10% above Journeyman)		50.19	2.00	1.97	54.16	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$70.47
Foreman (8% above Journeyman)		49.21	2.00	1.97	53.18	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$69.49
Journeyman		45.27	2.00	1.97	49.24	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$65.55
95% Apprentice	8th Period	42.91	2.00	1.87	46.78	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$63.09
90% Apprentice	7th Period	40.54	2.00	1.77	44.32	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$60.63
85% Apprentice	6th Period	38.18	2.00	1.67	41.85	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$58.16
80% Apprentice	5th Period	35.82	2.00	1.58	39.39	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$55.70
75% Apprentice	4th Period	33.45	2.00	1.48	36.93	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$53.24
70% Apprentice	3rd Period	31.09	2.00	1.38	34.47	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$50.78
65% Apprentice	2nd Period	30.73	-	1.28	32.01	-	-	8.25	0.66	0.05	0.14	0.30	\$41.41
60% Apprentice	1st Period	28.36	-	1.18	29.54	-	-	8.25	0.66	0.05	0.14	0.30	\$38.94
Utility Man (after 12 months or 1200+ hours)		23.56	2.00	1.06	26.62	9.05	1.00	8.25	1.06	0.05	0.14	0.30	\$46.47
Utility Man (1st year 50%)		23.64	-	0.98	24.62	-	-	8.25	-	-	-	0.30	\$33.17

Classification: Taper		Base Pay	Vacation	Supp Dues	Total Taxable Wages	Retirement	Annuity	Health & Security	Appren	CCCC	CITF	Industry Promo Fund	TOTAL PACKAGE
Journeyman		45.27	2.00	1.97	49.24	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$65.55
94% Apprentice	6th Period	42.43	2.00	1.85	46.29	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$62.60
88% Apprentice	5th Period	39.60	2.00	1.73	43.33	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$59.64
82% Apprentice	4th Period	36.76	2.00	1.62	40.38	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$56.69
76% Apprentice	3rd Period	33.93	2.00	1.50	37.42	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$53.73
70% Apprentice	2nd Period	33.09	-	1.38	34.47	-	1.00	8.25	0.66	0.05	0.14	0.30	\$44.87
64% Apprentice	1st Period	30.25	-	1.26	31.51	-	-	8.25	0.66	0.05	0.14	0.30	\$40.91

Dues: The rate for union dues deduction is 4% of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenter Foreman and General Foreman are charged using the Journeyman Carpenter wage rate.

NOTES: *Vacation/Supplemental Dues are paid on hours worked. Vacation/Supplemental Dues are added to the Base Wage, taxed and then deducted from the total taxable wage and sent to the Carpenters Southwest Trust along with the other benefits due. This is an after-tax deduction.

Welder Premium: A certified welder shall receive five percent (5%) premium pay based on the drywall journeyman wage rate while welding, with an eight (8) hour minimum. Overtime is paid using the Taxable Wage (Taxable Wage x Overtime Rate) then the taxable deductions (Dues and vacation) are deducted.

1st and 2nd Period Apprentices do not receive a pension contribution or vacation deduction.

Travel Allowance & Lodging: Transportation allowance shall be based on AAA Road Mileage from the City Hall of the transportation reference cities.

All for Washington State counties: Cowlitz, Wahkiakum and Pacific shall be from Longview and mileage shall be computed from that point

ZONE A:	0-61 miles	FREE ZONE
ZONE B:	More than 61 miles and less than 80 miles	Add \$6.00 per hour
ZONE C:	More than 81 miles and less than 100 mile	Add \$9.00 per hour
ZONE D:	More than 101 miles	Add \$12.00 per hour

Mutually recognized transportation reference cities.

Albion Coquille	Medford	Roseburg
Astoria Eugene	Newport	Salem
Bake Grants Pass	North B	Seaside
Banc Hermiston	Pendlet	The Dalles
Benc Klamath Falls	Portland	Tillamook
Brook Kelso-Longview	Reedsport	Vancouver

FOR OFFICE USE BELOW

Rate Classes:	
OREISD	Oregon & Southwest WA EIS Drywall
OREIST	Oregon & Southwest WA EIS Taper
OREISUTIL	Oregon & Southwest WA EIS Utility Man
OREISUTIL1+	Oregon & Southwest WA EIS Utility Man (after 12 mos or 1200 hrs)

Agreement runs through May 31, 2024