

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:

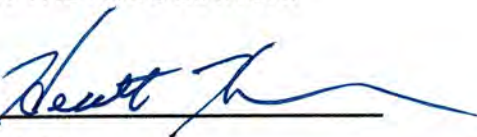
By: 

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

TENTATIVE AGREEMENT TERM SHEET
THE WESTERN STATES REGIONAL COUNCIL OF CARPENTERS
AND THE
ASSOCIATED WALL AND CEILING CONTRACTORS

- 1) For hours worked beginning on March 1, 2024 (to be reported in April 2024), Health and Welfare contributions shall be adjusted to \$9.34, and Annuity shall be decreased by \$1.00, CCCC shall be decreased by \$0.05, and Pension shall be decreased by \$0.04.

FOR THE UNION:

DocuSigned by:
By: Doug Hicks
Doug Hicks, Regional Manager

DocuSigned by:
By: Stephen Ariza
Stephen Ariza
Contract Administrator, WSRCC

FOR THE ASSOCIATION:

DocuSigned by:
By: John Killin
John Killin

PROPOSED TERM SHEET FOR TENTATIVE AGREEMENT

ANY TENTATIVE AGREEMENT REACHED BY BOTH PARTIES IS SUBJECT TO BARGAINING UNIT RATIFICATION

2/8/2024 2:59 PM

**Western States Regional Council of Carpenters
2024-2027 Exterior & Interior Specialists Agreement
OREGON & SOUTHWEST WASHINGTON**

Rates Effective: January 1, 2024 - February 29, 2024

Full Package Benefits:	Pension	5.91
	Annuity	1.00
	Health & Security	8.25
	Apprenticeship	0.66
	Carpenter Contractors Cooperation Committee	0.05
	Carpenters International Training Fund	0.14
	Walls and Ceilings Industry Promotion Fund	0.30
	TOTAL BENEFITS	\$16.31

Agreement Holidays:

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

For Health & Welfare and 401k contributions will be paid to:

NWCT Trust Remittances:
Kealsve Fahey, 206.441-6514
kealsvef@carpenterstrusts.org

Pension, Apprenticeship, CITF, Industry Fund will be paid to:

CSAC Trust Fund Remittances:
Employer Services, (213) 386-8590 ext. 116
EmployerServices@carpenterssw.org

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

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

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 After Deductions	Vacation	Supp Dues	Total Taxable Wages	Pension	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	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	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	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	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	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	34.47	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$50.78
65% Apprentice	2nd Period	30.73	-	32.01	-	-	8.25	0.66	0.05	0.14	0.30	\$41.41
60% Apprentice	1st Period	28.36	-	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	26.62	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$42.93
Utility Man (1st year 50%)		23.64	-	0.98	24.62	-	8.25	-	-	-	0.30	\$33.17

Classification: Taper	Base Pay After Deductions	Vacation	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Security	Appren	CCCC	CITF	Industry Promo Fund	TOTAL PACKAGE
General Foreman	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	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
94% Apprentice	6th Period	42.43	2.00	46.29	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$62.11
88% Apprentice	5th Period	39.60	2.00	43.33	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$59.15
82% Apprentice	4th Period	36.76	2.00	40.38	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$56.20
76% Apprentice	3rd Period	33.93	2.00	37.42	5.91	1.00	8.25	0.66	0.05	0.14	0.30	\$53.24
70% Apprentice	2nd Period	33.09	-	34.47	-	-	8.25	0.66	0.05	0.14	0.30	\$43.38
64% Apprentice	1st Period	30.25	-	1.26	31.51	-	8.25	0.66	0.05	0.14	0.30	\$40.42

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 miles	Add \$9.00 per hour
ZONE D:	More than 101 miles	Add \$12.00 per hour

Mutually recognized transportation reference cities.

All Coquille	Medfor	Roseburg
As Eugene	Newpo	Salem
Ba Grants Pass	North I	Seaside
Ba Hermiston	Pendle	The Dalles
Be Klamath Falls	Portlan	Tillamook
Br Kelso-Longvie	Reedsp	Vancouver

**Western States Regional Council of Carpenters
2024-2027 Exterior & Interior Specialists Agreement
OREGON & SOUTHWEST WASHINGTON**

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

Full Package Benefits:	Pension	5.87
	Annuity	0.00
	Health & Security	9.34
	Apprenticeship	0.66
	Carpenter Contractors Cooperation Committee	0.00
	Carpenters International Training Fund	0.14
	Walls and Ceilings Industry Promotion Fund	0.30
	TOTAL BENEFITS	\$16.31

Agreement Holidays:

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

For Health & Welfare and 401k contributions will be paid to:
NWCT Trust Remittances:
 Kealsve Fahey, 206.441-6514
kealsvef@carpenterstrusts.org

Pension, Apprenticeship, CITF, Industry Fund will be paid to:
CSAC Trust Fund Remittances:
 Chris Hidalgo, 213.739.9488
chidalqo@carpenterssw.org

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

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

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 After Deductions	Vacation	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Security	Appren	CCCC	CITF	Industry Promo Fund	TOTAL PACKAGE
General Foreman (10% above Journeyman)	50.19	2.00	1.97	54.16	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$70.47
Foreman (8% above Journeyman)	49.21	2.00	1.97	53.18	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$69.49
Journeyman	45.27	2.00	1.97	49.24	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$65.55
95% Apprentice	8th Period 42.91	2.00	1.87	46.78	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$63.09
90% Apprentice	7th Period 40.54	2.00	1.77	44.32	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$60.63
85% Apprentice	6th Period 38.18	2.00	1.67	41.85	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$58.16
80% Apprentice	5th Period 35.82	2.00	1.58	39.39	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$55.70
75% Apprentice	4th Period 33.45	2.00	1.48	36.93	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$53.24
70% Apprentice	3rd Period 31.09	2.00	1.38	34.47	5.87	0.00	9.34	0.66	0.00	0.14	0.30	\$50.78
65% Apprentice	2nd Period 30.73	-	1.28	32.01	-	-	9.34	0.66	0.00	0.14	0.30	\$42.45
60% Apprentice	1st Period 28.36	-	1.18	29.54	-	-	9.34	0.66	0.00	0.14	0.30	\$39.98
Utility Man (after 12 months or 1200+ hours)	23.56	2.00	1.06	26.62	5.91	0.00	9.34	0.66	0.00	0.14	0.30	\$42.97
Utility Man (1st year 50%)	23.64	-	0.98	24.62	-	-	9.34	-	-	-	0.30	\$34.26

Classification: Taper	Base Pay After Deductions	Vacation	Supp Dues	Total Taxable Wages	Pension	Annuity	Health & Security	Appren	CCCC	CITF	Industry Promo Fund	TOTAL PACKAGE
General Foreman	50.19	2.00	1.97	54.16	5.87	1.00	9.34	0.66	0.00	0.14	0.30	\$71.47
Foreman	49.21	2.00	1.97	53.18	5.87	1.00	9.34	0.66	0.00	0.14	0.30	\$70.49
Journeyman	45.27	2.00	1.97	49.24	5.87	1.00	9.34	0.66	0.00	0.14	0.30	\$66.55
94% Apprentice	6th Period 42.43	2.00	1.85	46.29	5.87	1.00	9.34	0.66	0.00	0.14	0.30	\$63.16
88% Apprentice	5th Period 39.60	2.00	1.73	43.33	5.87	1.00	9.34	0.66	0.00	0.14	0.30	\$60.20
82% Apprentice	4th Period 36.76	2.00	1.62	40.38	5.87	1.00	9.34	0.66	0.00	0.14	0.30	\$57.25
76% Apprentice	3rd Period 33.93	2.00	1.50	37.42	5.87	1.00	9.34	0.66	0.00	0.14	0.30	\$54.29
70% Apprentice	2nd Period 33.09	-	1.38	34.47	-	-	9.34	0.66	0.00	0.14	0.30	\$44.47
64% Apprentice	1st Period 30.25	-	1.26	31.51	-	-	9.34	0.66	0.00	0.14	0.30	\$41.51

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 vacatio)n 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 miles	Add \$9.00 per hour
ZONE D:	More than 101 miles	Add \$12.00 per hour

Mutually recognized transportation reference cities.

All Coquille	Medfor	Roseburg
As Eueene	Newpo	Salem
Ba Grants Pass	North I	Seaside
Ba Hermiston	Pendle	The Dalles
Be Klamath Falls	Portlan	Tillamook
Br Kelso-Longvie	Reedsr	Vancouver