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WESTERN STATES REGIONAL COUNCIL OF CARPENTERS

Frank Hawk
Executive Secretary-Treasurer

Sean Hartranft
President

59	Spokane, WA
82	Great Falls, MT
96	NW Millwrights
196	Pile Drivers, WA
206	Seattle, WA
213	Los Angeles, CA
323	So. Los Angeles, CA
360	So. Puget Sound, WA
425	No. Puget Sound, WA
503	Portland, OR
541	Eugene, OR
555	Colorado
562	Long Beach, CA
619	San Diego, CA
635	Boise, ID
661	Sylmar, CA
714	Buena Park, CA
721	Whittier, CA
743	Bakersfield, CA
801	Utah
805	Camarillo, CA
808	Idaho Falls, ID
909	Ontario, CA
951	Riverside, CA
971	Reno, NV
1136	Kettle Falls, WA
1243	Fairbanks, AK
1281	Anchorage, AK
1319	New Mexico
1607	Millwrights
1912	Arizona
1977	Las Vegas, NV
2520	Pile Drivers & Divers, AK
2761	McCleary, WA
2851	La Grande, OR
2949	Roseburg, OR

May 9, 2025

RE: Associated General Contractors of Washington Master Agreement – June 1, 2025 Increase -Western and Central Washington

Dear Employer:

Pursuant to the 2024-2028 Associated General Contractors of Washington Master Labor Agreement, a four dollar and twenty-five cent is due June 1, 2025. The allocation is as follows:

$2.08	Wages
$0.56	Vacation
$0.25	Pension
$1.00	Annuity
$0.75	Health and Welfare
-$0.19	Apprenticeship (Redirected to Health & Welfare)
-$0.20	Supplemental Dues (Redirected to Health & Welfare)

In lieu of the supplemental dues increase, the money was used in the above allocation. For your convenience, enclosed please find the wage rates effective June 1, 2025 for all covered classifications. If your payroll department would like a wage sheet emailed, please contact Kaycee Diaz at kdiaz@wscarpenters.org. If you have any questions, please do not hesitate to contact me.

Sincerely,

Signed by:
Antonio Acosta
56F04Q87E8B6400...

Antonio Acosta
Regional Manager

cc: *Sent via email*
Andrew Ledbetter
Josh Raper
Chris Hidalgo
Contract Administration

Enc (3)

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Western States Regional Council of Carpenters
2024 -2028 ASSOCIATED GENERAL CONTRACTORS OF WASHINGTON MASTER AGREEMENT
WESTERN & CENTRAL WASHINGTON

CARPENTER

Rates Effective: June 1, 2025 - May 31, 2026

Full Package Benefits:

Pension*	7.36
Annuity	2.00
Health & Welfare	9.00
Apprenticeship	0.62
CITF	0.15
C/CCC	0.10
CAT	-
Contract Admin	-
TOTAL BENEFITS	**$19.23**

Deductions from Hourly Wages (after taxes have been deducted):

Vacation	1.56
Vac/PTO	2.00
Supplemental Dues	$2.76
Total to Trusts	**$25.55**

CSAC Trust Fund Remittances:
P: 213.386.8590
EmployerServices@carpenterssw.org

Agreement Holidays:
New Year's Day
Martin Luther King Jr. Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Friday after Thanksgiving Day
Saturday after Thanksgiving Day
Christmas

Counties Covered: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis, Grays Harbor, Kitsap, Island, San Juan, Clallam, Jefferson, Mason & the North half of Pacific

No work shall be performed on Labor Day except to protect life and property or by mutual agreement of the Union and the Employer. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular workday. Any holiday which falls on a Sunday shall be observed as holiday on the following Monday.

Classification: Carpenter/Drywall Applicator, Lather, Floor Finisher, Floor Layer, Scaffold Erector, Insulator Applicator, Accoustical Worker		Vacation	Vac/PTO	Supp Dues	Total Taxable (Hourly Wage)	Pension*	Annuity	Health & Welfare	Appren	CITF	C/CCC	CAT	Contract Admin	**TOTAL PACKAGE**
Foreman (10% above Journeyman)		1.56	2.00	2.76	70.38	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$89.61**
Journeyman		**1.56**	**2.00**	**2.76**	**63.98**	**7.36**	**2.00**	**9.00**	**0.62**	**0.15**	**0.10**	**-**	**-**	**$83.21**
8th Period Apprentice	95%	1.56	2.00	2.76	60.78	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$80.01**
7th Period Apprentice	90%	1.56	2.00	2.76	57.58	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$76.81**
6th Period Apprentice	85%	1.56	2.00	2.76	54.38	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$73.61**
5th Period Apprentice	80%	1.56	2.00	2.76	51.18	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$70.41**
4th Period Apprentice	75%	1.56	2.00	2.76	47.99	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$67.22**
3rd Period Apprentice	70%	1.56	2.00	2.76	44.79	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$64.02**
2nd Period Apprentice	65%	1.56	2.00	2.76	41.59	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$60.82**
1st Period Apprentice	60%	1.56	2.00	2.76	38.39	-	-	9.00	0.62	0.15	0.10	-	-	**$48.26**

Insulator Apprentices		Vacation	Vac/PTO	Supp Dues	Total Taxable (Hourly Wage)	Pension*	Annuity	Health & Welfare	Appren	CITF	C/CCC	CAT	Contract Admin	**TOTAL PACKAGE**
4th Period - 90%	650 hours	1.56	2.00	2.76	57.58	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$76.81**
3rd Period - 75%	650 hours	1.56	2.00	2.76	47.99	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$67.22**
2nd Period - 60%	650 hours	1.56	2.00	2.76	38.39	7.36	2.00	9.00	0.62	0.15	0.10	-	-	**$57.62**
1st Period - 50%	650 hours	1.56	2.00	2.76	31.99	-	-	9.00	0.62	0.15	0.10	-	-	**$41.86**

Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).
*** $1.20 of Pension is being contributed to Legacy Pension.**

If applicable Employer-directed 401(k) contributions shall be paid to the CSAC.

No Pension contributions will be required to be paid for apprentices during the 1st period

Certified Welder: Add 2.5% per hour while performing welds required by the plans or specifications to be certified.

Zone Pay: Zone A: 0 - 25 radius miles - Free
Zone B Over 25 radius miles - $1.75 per hour

Jobsites located beyond a twenty-five (25) mile radius from the city hall of the following listed cities:

Seattle	Olympia	Bellingham	Auburn	Bremerton	Anacortes	Renton	Shelton	Yakima
Tacoma	Wenatchee	Ellensburg	Everett	Port Angeles	Centralia	Mount Vernon	Aberdeen-Hoquiam	
Chelan	Port Townsend							

Substance Abuse Program: $0.06 (if participating)

FOR OFFICE USE BELOW

Rate Classes:

WWA-CARP(AGC) Western WA Carpenter AGC
WWA-CARPINS(AGC) Western WA Carpenter Insulator AGC

NEGOTIATED INCREASES:
June 1, 2026- $4.50
June 1, 2027- $2.50 plus CPI-U
(Seattle Tacoma) as of December 2026 capped at 3
Agreement runs through May 31, 2028

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Western States Regional Council of Carpenters
2024-2028 ASSOCIATED GENERAL CONTRACTORS OF WASHINGTON MASTER AGREEMENT
WESTERN & CENTRAL WASHINGTON

BRIDGE DOCK AND WHARF CARPENTER (HEAVY HIGHWAY)

Rates Effective: June 1, 2025 - May 31, 2026

Full Package Benefits:

Pension*	7.36
Annuity	2.00
Health & Welfare	9.00
Apprenticeship	0.62
CITF	0.15
C/CCC	0.10
TOTAL BENEFITS	**$19.23**

Taxable Benefits

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

Vacation	1.56
VAC/PTO	2.00
Supplemental Dues	2.76
Total to Trusts	**$25.55**

CSAC Trust Fund Remittances:
P: 213.386.8590
EmployerServices@carpenterssw.org

Agreement Holidays:
New Year's Day
Martin Luther King Jr. Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Friday after Thanksgiving Day
Saturday after Thanksgiving Day
Christmas

Counties Covered: Grays Harbor, Whatcom, Jefferson, Clallam, King, Pierce, Snohomish, Skagit, Kitsap, San Juan Island, Mason, Thurston, Lewis and 1/2 Pacific, Yakima, Kittitas, Chelan, Douglas, and Okanagon (west of 120th Meridian)

Classification:		Vacation	VAC/PTO	Supp Dues	Total Taxable (Hourly Wage)	Pension*	Annuity	Health & Welfare	Appren	CITF	C/CCC	**TOTAL PACKAGE**
Foreman (10% above Journeyman)		1.56	2.00	2.76	70.38	7.36	2.00	9.00	0.62	0.15	0.10	**$89.61**
Bridge Dock Wharf Carpenter		**1.56**	**2.00**	**2.76**	**63.98**	**7.36**	**2.00**	**9.00**	**0.62**	**0.15**	**0.10**	**$83.21**
8th Period Apprentice	95%	1.56	2.00	2.76	60.78	7.36	2.00	9.00	0.62	0.15	0.10	**$80.01**
7th Period Apprentice	90%	1.56	2.00	2.76	57.58	7.36	2.00	9.00	0.62	0.15	0.10	**$76.81**
6th Period Apprentice	85%	1.56	2.00	2.76	54.38	7.36	2.00	9.00	0.62	0.15	0.10	**$73.61**
5th Period Apprentice	80%	1.56	2.00	2.76	51.18	7.36	2.00	9.00	0.62	0.15	0.10	**$70.41**
4th Period Apprentice	75%	1.56	2.00	2.76	47.99	7.36	2.00	9.00	0.62	0.15	0.10	**$67.22**
3rd Period Apprentice	70%	1.56	2.00	2.76	44.79	7.36	2.00	9.00	0.62	0.15	0.10	**$64.02**
2nd Period Apprentice	65%	1.56	2.00	2.76	41.59	7.36	2.00	9.00	0.62	0.15	0.10	**$60.82**
1st Period Apprentice	60%	1.56	2.00	2.76	38.39	-	-	9.00	0.62	0.15	0.10	**$48.26**

Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).
*** $1.20 of Pension is being contributed to Legacy Pension.**

If applicable Employer-directed 401(k) contributions shall be paid to the CSAC.
No Pension contributions will be paid for apprentices during the 1st period

Certified Welder: Add 2.5% of the applicable journeyman scale per hour while performing welds required by the plans or specifications to be certified.

Zone Pay: Zone pay differential to be computed from Seattle City Hall, Tacoma City Hall and Everett City Hall

Z 0 - 25 radius miles Free
Z 25 – 35 radius miles $1.75 per hour
Z 35 – 45 radius miles $2.05 per hour
Z 45 – 55 radius miles $2.45 per hour
Z Over 55 radius miles $2.85 per hour
Z Over 90 radius miles $100.00 per day

Exceptions to Zone Pay:
(a) San Juan County. Work in San Juan County shall be considered as a subsistence zone. Employees will be paid one hundred dollars ($100.00) per workday subsistence, unless room and board is furnished by the Employer.

(b) Pile Drivers who reside in the Aberdeen, Bellingham, Mount Vernon, Olympia, Port Angeles, Wenatchee, or Yakima areas, shall have their zone pay differential measured from their respective city hall, whenever that distance to the job site is less than the distance from the job site to the closest dispatch city hall (Seattle, Tacoma or Everett).

Substance Abuse Program: $0.06 (if participating)

FOR OFFICE USE BELOW

Rate Classes:
WWABDW(AGC) Western WA Bridge Dock Wharf Carpenter (AGC)

NEGOTIATED INCREASES:
June 1, 2026- $4.50
June 1, 2027- $2.50 plus CPI-U
(Seattle Tacoma) as of December 2026 capped at 3%
Agreement runs through May 31, 2028

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Western States Regional Council of Carpenters
2024-2028 ASSOCIATED GENERAL CONTRACTORS OF WASHINGTON MASTER AGREEMENT
WESTERN & CENTRAL WASHINGTON

PILEDRIVER

Rates Effective: June 1, 2025 - May 31, 2026

CSAC Trust Fund Remittances:
P: 213.386.8590
EmployerServices@carpenterssw.org

Full Package Benefits:

Pension*	7.36
Annuity	2.00
Health & Welfare	9.00
Apprenticeship	0.62
CITF	0.15
C/CCC	0.10
MW/PD FIRST	0.05
TOTAL BENEFITS	**$19.28**

Agreement Holidays:
New Year's Day
Martin Luther King Jr. Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Friday after Thanksgiving Day
Saturday after Thanksgiving Day
Christmas

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

Vacation	1.56	
Vac/PTO	2.00	
Supplemental Dues	2.77	JM Supplemental Dues across all levels per WSRCC Bylaws
Total to Trusts	**$25.61**	

Counties Covered: Grays Harbor, Whatcom, Jefferson, Clallam, King, Pierce, Snohomish, Skagit, Kitsap, San Juan Island, Mason, Thurston, Lewis and 1/2 Pacific.
Yakima, Kittitas, Chelan, Douglas, and Okanagon (west of 120th Meridian)

Classification:		Vacation	Vac/PTO	Supp Dues	Total Taxable (Hourly Wage)	Pension*	Annuity	Health & Welfare	Appren	CITF	C/CCC	MW/PD FIRST	**TOTAL PACKAGE**
Pile Driver General Foreman (15% above Journeyman)		1.56	2.00	2.77	74.04	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$93.32**
Pile Driver Foreman (10% above Journeyman)		1.56	2.00	2.77	70.82	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$90.10**
Pile Driver		**1.56**	**2.00**	**2.77**	**64.38**	**7.36**	**2.00**	**9.00**	**0.62**	**0.15**	**0.10**	**0.05**	**$83.66**
8th Period Apprentice	95%	1.56	2.00	2.77	61.16	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$80.44**
7th Period Apprentice	90%	1.56	2.00	2.77	57.94	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$77.22**
6th Period Apprentice	85%	1.56	2.00	2.77	54.72	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$74.00**
5th Period Apprentice	80%	1.56	2.00	2.77	51.50	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$70.78**
4th Period Apprentice	75%	1.56	2.00	2.77	48.29	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$67.57**
3rd Period Apprentice	70%	1.56	2.00	2.77	45.07	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$64.35**
2nd Period Apprentice	65%	1.56	2.00	2.77	41.85	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$61.13**
1st Period Apprentice	60%	1.56	2.00	2.77	38.63	-	-	9.00	0.62	0.15	0.10	0.05	**$48.55**

Diver Classifications:	Vacation	Vac/PTO	Supp Dues	Total Taxable (Hourly Wage)	Pension*	Annuity	Health & Welfare	Appren	CITF	C/CCC	MW/PD FIRST	**TOTAL PACKAGE**
Diver Superintendent	1.56	2.00	2.77	121.21	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$140.49**
Diver	1.56	2.00	2.77	119.71	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$138.99**
Dive Supervisor/Dive Master	1.56	2.00	2.77	85.48	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$104.76**
Stand-by Diver	1.56	2.00	2.77	80.48	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$99.76**
Tender	1.56	2.00	2.77	70.82	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$90.10**
Manifold Operator (on days with mixed gas diving)	1.56	2.00	2.77	75.82	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$95.10**
Manifold Operator	1.56	2.00	2.77	70.82	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$90.10**
Bell/Vehicle/Submersible Operator (not under pressure)	1.56	2.00	2.77	119.71	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$138.99**
Remote Operated Vehicle Operator/Technician	1.56	2.00	2.77	70.82	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$90.10**
Remote Operated Vehicle Tender	1.56	2.00	2.77	64.38	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$83.66**
State Indentured Apprentice Divers (on privately-funded projects)	1.56	2.00	2.77	101.75	7.36	2.00	9.00	0.62	0.15	0.10	0.05	**$121.03**

Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).
*** $1.20 of Pension is being contributed to Legacy Pension.**

Emergency Medical Technician (EMT): EMT's when performing as a member of the dive team as tender or technician will receive their applicable rate plus $1.00/hour.
Saturation Depth Pay Bonus: One dollar ($1.00) per foot of pressure (fsw) shall be paid per Diver per twenty-four (24) hours, from midnight to midnight, from surface (wet or dry).

Hyperbaric Tunnel Work: See page 39 regarding pay. Apprentices may not be utilized on Hyperbaric Tunnel Work.

If applicable Employer-directed 401(k) contributions shall be paid to the CSAC.
No Pension contributions will be paid for apprentices during the 1st period

Certified Welder: Add 2.5% of the applicable journeyman scale per hour while performing welds required by the plans or specifications to be certified.

Zone Pay: Zone pay differential to be computed from Seattle City Hall, Tacoma City Hall and Everett City Hall

0 - 25 radius miles Free
25 – 35 radius miles $1.75 per hour
35 – 45 radius miles $2.05 per hour
45 – 55 radius miles $2.45 per hour
Over 55 radius miles $2.85 per hour
Over 90 radius miles $100.00 per day

Exceptions to Zone Pay:
(a) San Juan County. Work in San Juan County shall be considered as a subsistence zone. Employees will be paid one hundred dollars ($100.00) per workday subsistence, unless room and board is furnished by the Employer.

(b) Pile Drivers who reside in the Aberdeen, Bellingham, Mount Vernon, Olympia, Port Angeles, Wenatchee, or Yakima areas, shall have their zone pay differential measured from their respective city hall, whenever that distance to the job site is less than the distance from the job site to the closest dispatch city hall (Seattle, Tacoma or Everett).

Substance Abuse Program: $0.06 (if participating)

FOR OFFICE USE BELOW

Rate Classes:

WWAPD(AGC)	WWA & CW Pile Driver AGC
WWACSUP(AGC)	WWA & CW Diver Superintendent AGC
WWACDIV(AGC)	WWA & CW Diver AGC
WWACDIVM(AGC)	WWA & CW Dive Supervisor/Master AGC
WWACDIVST(AGC)	WWA & CW Diver Stand-By AGC
WWACTNDR(AGC)	WWA & CW Tender AGC
WWACMOG(AGC)	WWA & CW Manifold Operator with Gas AGC
WWACMO(AGC)	WWA & CW Manifold Operator AGC
WWACBVSO(AGC)	WWA & CW Bell/Vehicle/Submersible Operator AGC
WWACROVT(AGC)	WWA & CW Remote Operated Vehicle Operator/Technician AGC
WWACROVTNDR(AGC)	WWA & CW Remote Operated Vehicle Tender AGC
WWACSIAD(AGC)	WWA & CW State Indenture Apprentice Divers AGC

NEGOTIATED INCREASES:
June 1, 2026- $4.50
June 1, 2027- $2.50 plus CPI-U
(Seattle Tacoma) as of December 2026 capped at 3%
Agreement runs through May 31, 2028