NORTH COAST STATES CARPENTERS UNION

April 10, 2026

RE: Associated General Contractors of Washington Master Agreement – June 1, 2026 Increase – Western & Central Washington

Dear Employer:

Pursuant to the 2024-2028 Associated General Contractors of Washington Master Labor Agreement, a four dollar and fifty cents ($4.50) increase is due **June 1, 2026**. The allocation is as follows:

$3.00 Wages
$0.25 Pension
$0.50 Annuity
$0.75 Health and Welfare

For your convenience, enclosed please find the wage rates effective June 1, 2026 for all covered classifications. The rate for union dues is 5% of the taxable hourly wage converted to a cents per hour, times all hours worked. If your payroll department would like a wage sheet emailed, please contact Jason Cuadra at **contracts@ncscarpenters.org.** If you have any questions, please do not hesitate to contact me.

Sincerely,

Jay Bradshaw
Executive Secretary-Treasurer

265 Hegenberger Road, Suite 200
Oakland, CA 94621-1480
(510) 568-4788 – fax (510) 568-7916
www.ncscarpenters.org

NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2024 -2028 ASSOCIATED GENERAL CONTRACTORS OF WASHINGTON
WESTERN & CENTRAL WASHINGTON

CARPENTER

Rates Effective: June 1, 2026 - May 31, 2027

Full Package Benefits:

Pension*	7.61
Annuity	2.50
Health & Welfare	9.75
Apprenticeship	0.62
CITF	0.15
C/CCC	0.10
TOTAL BENEFITS	**$20.73**

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

Vacation	1.56
Vac/PTO	2.00
Supplemental Dues	2.66
Total to Trusts	**$26.95**

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.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 Day

Counties Covered: West of the 120th Meridian: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis, Grays Harbor, Kitsap, Island, San Juan, Clallam, Jefferson, Mason, Yakima, Kittitas, Chelan, Douglas, Okanogan and that portion of Pacific County north of a straight line made by extending the north boundary line of Wahkiakum county west to the Pacific Ocean.

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**	**TOTAL PACKAGE**
Foreman (10% above Journeyman)		1.56	2.00	2.66	73.68	7.61	2.50	9.75	0.62	0.15	0.10	**$94.41**
Journeyman		**1.56**	**2.00**	**2.66**	**66.98**	**7.61**	**2.50**	**9.75**	**0.62**	**0.15**	**0.10**	**$87.71**
8th Period Apprentice	95%	1.56	2.00	2.66	63.63	7.61	2.50	9.75	0.62	0.15	0.10	**$84.36**
7th Period Apprentice	90%	1.56	2.00	2.66	60.28	7.61	2.50	9.75	0.62	0.15	0.10	**$81.01**
6th Period Apprentice	85%	1.56	2.00	2.66	56.93	7.61	2.50	9.75	0.62	0.15	0.10	**$77.66**
5th Period Apprentice	80%	1.56	2.00	2.66	53.58	7.61	2.50	9.75	0.62	0.15	0.10	**$74.31**
4th Period Apprentice	75%	1.56	2.00	2.66	50.24	7.61	2.50	9.75	0.62	0.15	0.10	**$70.97**
3rd Period Apprentice	70%	1.56	2.00	2.66	46.89	7.61	2.50	9.75	0.62	0.15	0.10	**$67.62**
2nd Period Apprentice	65%	1.56	2.00	2.66	43.54	7.61	2.50	9.75	0.62	0.15	0.10	**$64.27**
1st Period Apprentice	60%	1.56	2.00	2.66	40.19	-	-	9.75	0.62	0.15	0.10	**$50.81**

Insulator Apprentices		**Vacation**	**Vac/PTO**	**Supp Dues**	**Total Taxable (Hourly Wage)**	**Pension***	**Annuity**	**Health & Welfare**	**Appren**	**CITF**	**C/CCC**	**TOTAL PACKAGE**
4th Period - 90%	650 hours	1.56	2.00	2.66	60.28	7.61	2.50	9.75	0.62	0.15	0.10	**$81.01**
3rd Period - 75%	650 hours	1.56	2.00	2.66	50.24	7.61	2.50	9.75	0.62	0.15	0.10	**$70.97**
2nd Period - 60%	650 hours	1.56	2.00	2.66	40.19	7.61	2.50	9.75	0.62	0.15	0.10	**$60.92**
1st Period - 50%	650 hours	1.56	2.00	2.66	33.49	-	-	9.75	0.62	0.15	0.10	**$44.11**

Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate)

***$1.20 of Pension is being contributed to Legacy Pension - No Pension contributions will be required to be paid for apprentices during the 1st period.**

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

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

Zone pay differential shall be paid on jobs located outside of the free zone computed from the city hall of the following listed cities:

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

Section 6 Downtown Seattle Zone Pay When parking is not reimbursed or provided a fixed rate of one dollar and fifty cents ($1.50) per hour shall be paid for each hour worked on projects within this zone.

Section 7 Bellevue Zone Pay When parking is not reimbursed or provided a fixed rate of one dollar and fifty cents ($1.50) per hour shall be paid for each hour worked on projects within this zone.

Substance Abuse Program: $0.06 (if participating)

FOR OFFICE USE BELOW

Rate Classes: v2
WWACARP-AGC Western WA Carpenter AGC
WWACARPINS-AGC Western WA Carpenter Insulator AGC

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

NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2024-2028 ASSOCIATED GENERAL CONTRACTORS OF WASHINGTON
WESTERN & CENTRAL WASHINGTON

BRIDGE DOCK AND WHARF CARPENTER (HEAVY HIGHWAY)

Rates Effective: June 1, 2026 - May 31, 2027

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.org

Full Package Benefits:

Pension*	7.61
Annuity	2.50
Health & Welfare	9.75
Apprenticeship	0.62
CITF	0.15
C/CCC	0.10
TOTAL BENEFITS	**$20.73**

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 Day

Taxable Benefits

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

Vacation	1.56
VAC/PTO	2.00
Supplemental Dues	2.66
Total to Trusts	**$26.95**

Counties Covered: West of the 120th Meridian: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis, Grays Harbor, Kitsap, Island, San Juan, Clallam, Jefferson, Mason, Yakima, Kittitas, Chelan, Douglas, Okanogan and that portion of Pacific County north of a straight line made by extending the north boundary line of Wahkiakum county west to the Pacific Ocean.

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: Bridge, Dock & Wharf Carpenter		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	2.66	73.68	7.61	2.50	9.75	0.62	0.15	0.10	**$94.41**
Journeyman		**1.56**	**2.00**	**2.66**	**66.98**	**7.61**	**2.50**	**9.75**	**0.62**	**0.15**	**0.10**	**$87.71**
8th Period Apprentice	95%	1.56	2.00	2.66	63.63	7.61	2.50	9.75	0.62	0.15	0.10	**$84.36**
7th Period Apprentice	90%	1.56	2.00	2.66	60.28	7.61	2.50	9.75	0.62	0.15	0.10	**$81.01**
6th Period Apprentice	85%	1.56	2.00	2.66	56.93	7.61	2.50	9.75	0.62	0.15	0.10	**$77.66**
5th Period Apprentice	80%	1.56	2.00	2.66	53.58	7.61	2.50	9.75	0.62	0.15	0.10	**$74.31**
4th Period Apprentice	75%	1.56	2.00	2.66	50.24	7.61	2.50	9.75	0.62	0.15	0.10	**$70.97**
3rd Period Apprentice	70%	1.56	2.00	2.66	46.89	7.61	2.50	9.75	0.62	0.15	0.10	**$67.62**
2nd Period Apprentice	65%	1.56	2.00	2.66	43.54	7.61	2.50	9.75	0.62	0.15	0.10	**$64.27**
1st Period Apprentice	60%	1.56	2.00	2.66	40.19	-	-	9.75	0.62	0.15	0.10	**$50.81**

Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate)
***$1.20 of Pension is being contributed to Legacy Pension - No Pension contributions will be paid for apprentices during the 1st period**

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

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

Zone A:	0 - 25 radius miles	Free
Zone B:	25 - 35 radius miles	$1.75 per hour
Zone C:	35 - 45 radius miles	$2.05 per hour
Zone D:	45 - 55 radius miles	$2.45 per hour
Zone E:	Over 55 radius miles	$2.85 per hour
Zone F:	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).

Section 6 Downtown Seattle Zone Pay When parking is not reimbursed or provided a fixed rate of one dollar and fifty cents ($1.50) per hour shall be paid for each hour worked on projects within this zone.

Section 7 Bellevue Zone Pay When parking is not reimbursed or provided a fixed rate of one dollar and fifty cents ($1.50) per hour shall be paid for each hour worked on projects within this zone.

Substance Abuse Program: $0.06 (if participating)

FOR OFFICE USE BELOW

Rate Classes: v2
WWABDW-AGC Western WA Bridge Dock Wharf Carpenter AGC

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

NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2024-2028 ASSOCIATED GENERAL CONTRACTORS OF WASHINGTON
WESTERN & CENTRAL WASHINGTON

PILE DRIVER & DIVER

Rates Effective: June 1, 2026 - May 31, 2027

Full Package Benefits:

Pension*	7.61
Annuity	2.50
Health & Welfare	9.75
Apprenticeship	0.62
CITF	0.15
C/CCC	0.10
MW/PD First Fund	0.05
TOTAL BENEFITS	**$20.78**

Taxable Benefits

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

Vacation	1.56
Vac/PTO	2.00
Supplemental Dues	2.67
Total to Trusts	**$27.01**

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.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 Day

Counties Covered: West of the 120th Meridian: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis, Grays Harbor, Kitsap, Island, San Juan, Clallam, Jefferson, Mason, Yakima, Kittitas, Chelan, Douglas, Okanogan and that portion of Pacific County north of a straight line made by extending the north boundary line of Wahkiakum county west to the Pacific Ocean.

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Classification: Pile Driver		**Vacation**	**Vac/PTO**	**Supp Dues**	**Total Taxable (Hourly Wage)**	**Pension***	**Annuity**	**Health & Welfare**	**Appren**	**CITF**	**C/CCC**	**MW/PD FIRST**	**TOTAL PACKAGE**
Pile Driver Foreman (10% above Journeyman)		1.56	2.00	2.67	74.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$94.90**
Journeyman		**1.56**	**2.00**	**2.67**	**67.38**	**7.61**	**2.50**	**9.75**	**0.62**	**0.15**	**0.10**	**0.05**	**$88.16**
8th Period Apprentice	95%	1.56	2.00	2.67	64.01	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$84.79**
7th Period Apprentice	90%	1.56	2.00	2.67	60.64	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$81.42**
6th Period Apprentice	85%	1.56	2.00	2.67	57.27	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$78.05**
5th Period Apprentice	80%	1.56	2.00	2.67	53.90	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$74.68**
4th Period Apprentice	75%	1.56	2.00	2.67	50.54	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$71.32**
3rd Period Apprentice	70%	1.56	2.00	2.67	47.17	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$67.95**
2nd Period Apprentice	65%	1.56	2.00	2.67	43.80	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$64.58**
1st Period Apprentice	60%	1.56	2.00	2.67	40.43	-	-	9.75	0.62	0.15	0.10	0.05	**$51.10**

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	2.67	124.51	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$145.29**
Diver	1.56	2.00	2.67	123.01	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$143.79**
Dive Supervisor/Dive Master	1.56	2.00	2.67	89.23	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$110.01**
Stand-by Diver	1.56	2.00	2.67	84.23	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$105.01**
Tender	1.56	2.00	2.67	74.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$94.90**
Manifold Operator (on days with mixed gas diving)	1.56	2.00	2.67	79.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$99.90**
Manifold Operator	1.56	2.00	2.67	74.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$94.90**
Bell/Vehicle/Submersible Operator (not under pressure)	1.56	2.00	2.67	123.01	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$143.79**
Remote Operated Vehicle Operator/Technician	1.56	2.00	2.67	74.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$94.90**
Remote Operated Vehicle Tender	1.56	2.00	2.67	67.38	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$88.16**

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 - No Pension contributions will be paid for apprentices during the 1st period**

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 Hyperbaric Wage Sheet

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

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

Zone A:	0 - 25 radius miles Free
Zone B:	25 – 35 radius miles $1.75 per hour
Zone C:	35 – 45 radius miles $2.05 per hour
Zone D:	45 – 55 radius miles $2.45 per hour
Zone E:	Over 55 radius miles $2.85 per hour
Zone F:	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).

Section 6 Downtown Seattle Zone Pay When parking is not reimbursed or provided a fixed rate of one dollar and fifty cents ($1.50) per hour shall be paid for each hour worked on projects within this zone.

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Substance Abuse Program: $0.06 (if participating)

FOR OFFICE USE BELOW

Rate Classes:	v2
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

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

NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2024 -2028 ASSOCIATED GENERAL CONTRACTORS OF WASHINGTON
WESTERN & CENTRAL WASHINGTON

HYPERBARIC WORKER

Rates Effective: June 1, 2026 - May 31, 2027

Full Package Benefits:

Pension*	7.61
Annuity	2.50
Health & Welfare	9.75
Apprenticeship	0.62
CITF	0.15
C/CCC	0.10
MW/PD FIRST	0.05
TOTAL BENEFITS	**$20.78**

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

Vacation	1.56
VAC/PTO	2.00
Supplemental Dues	2.67
Total to Trusts	**$27.01**

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.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 Day

Counties Covered: West of the 120th Meridian: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis, Grays Harbor, Kitsap, Island, San Juan, Clallam, Jefferson, Mason, Yakima, Kittitas, Chelan, Douglas, Okanogan and that portion of Pacific County north of a straight line made by extending the north boundary line of Wahkiakum county west to the Pacific Ocean.

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 a holiday on the following Monday.

Classification: Hyperbaric Worker PSI Range 1-9		Vacation	VAC/PTO	Supp Dues	Total Taxable (Hourly Wage)	Pension*	Annuity	Health & Welfare	Appren	CITF	C/CCC	MW/PD FIRST	TOTAL PACKAGE
Hyperbaric Level 9	72.01 psi – 74.00 psi	1.56	2.00	2.67	117.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$137.90**
Hyperbaric Level 8	70.01 psi – 72.00 psi	1.56	2.00	2.67	115.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$135.90**
Hyperbaric Level 7	68.01 psi – 70.00 psi	1.56	2.00	2.67	113.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$133.90**
Hyperbaric Level 6	64.01 psi – 68.00 psi	1.56	2.00	2.67	111.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$131.90**
Hyperbaric Level 5	60.01 psi – 64.00 psi	1.56	2.00	2.67	106.12	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$126.90**
Hyperbaric Level 4	54.01 psi – 60.00 psi	1.56	2.00	2.67	103.62	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$124.40**
Hyperbaric Level 3	44.01 psi – 54.00 psi	1.56	2.00	2.67	98.62	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$119.40**
Hyperbaric Level 2	30.01 psi – 44.00 psi	1.56	2.00	2.67	94.62	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$115.40**
Hyperbaric Level 1	00.00 psi – 30.00 psi	1.56	2.00	2.67	89.62	7.61	2.50	9.75	0.62	0.15	0.10	0.05	**$110.40**

Overtime 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.

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

Foreman and Medical Technicians: Shall receive an additional 10% per hour above the Hyperbaric Worker rate of pay. Foreman supervising crews using mixed gas will receive an additional $5.00/hr Premium. Hyperbaric Supervisors in charge of the intervention shall receive an additional 10% per hour above the Foreman.

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

Zone A:	0 - 25 radius miles Free
Zone B:	25 – 35 radius miles $1.75 per hour
Zone C:	35 – 45 radius miles $2.05 per hour
Zone D:	45 – 55 radius miles $2.45 per hour
Zone E:	Over 55 radius miles $2.85 per hour
Zone F:	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: v2
WWACHYP- AGC Western & Central Hyperbaric AGC

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

NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2024 -2028 ASSOCIATED GENERAL CONTRACTORS OF WASHINGTON
CENTRAL WASHINGTON

CARPENTER (NON-HEAVY & HIGHWAY)-PRIVATE

Rates Effective: June 1, 2026 - May 31, 2027

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.org

Full Package Benefits:

Pension*	6.70
Annuity	1.00
Health & Welfare	8.75
Apprenticeship	0.62
CITF	0.15
C/CCC	0.10
TOTAL BENEFITS	**$17.32**

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 Day

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

Vacation	1.06
Supplemental Dues	1.74
Total to Trusts	**$20.12**

Counties Covered: Yakima, Kittitas, Chelan, Douglas and Okanogan Counties west of the 120th Meridian.

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 a holiday on the following Monday.

Classification: Carpenter/Drywall Applicator, Lather, Floor Finisher, Floor Layer, Scaffold Erector, Insulator Applicator, Accoustical Worker		**Vacation**	**Supp Dues**	**Total Taxable (Hourly Wage)**	**Pension***	**Annuity**	**Health & Welfare**	**Appren**	**CITF**	**C/CCC**	**TOTAL PACKAGE**
Foreman (10% above Journeyman)		1.06	1.74	51.24	6.70	1.00	8.75	0.62	0.15	0.10	**$68.56**
Journeyman		**1.06**	**1.74**	**46.58**	**6.70**	**1.00**	**8.75**	**0.62**	**0.15**	**0.10**	**$63.90**
8th Period Apprentice	95%	1.06	1.74	44.25	6.70	1.00	8.75	0.62	0.15	0.10	**$61.57**
7th Period Apprentice	90%	1.06	1.74	41.92	6.70	1.00	8.75	0.62	0.15	0.10	**$59.24**
6th Period Apprentice	85%	1.06	1.74	39.59	6.70	1.00	8.75	0.62	0.15	0.10	**$56.91**
5th Period Apprentice	80%	1.06	1.74	37.26	6.70	1.00	8.75	0.62	0.15	0.10	**$54.58**
4th Period Apprentice	75%	1.06	1.74	34.94	6.70	1.00	8.75	0.62	0.15	0.10	**$52.26**
3rd Period Apprentice	70%	1.06	1.74	32.61	6.70	1.00	8.75	0.62	0.15	0.10	**$49.93**
2nd Period Apprentice	65%	1.06	1.74	30.28	6.70	1.00	8.75	0.62	0.15	0.10	**$47.60**
1st Period Apprentice	60%	1.06	1.74	27.95	-	-	8.75	0.62	0.15	0.10	**$37.57**

Insulator Apprentices		**Vacation**	**Supp Dues**	**Total Taxable (Hourly Wage)**	**Pension***	**Annuity**	**Health & Welfare**	**Appren**	**CITF**	**C/CCC**	**TOTAL PACKAGE**
4th Period - 90%	650 hours	1.06	1.74	41.92	6.70	1.00	8.75	0.62	0.15	0.10	**$59.24**
3rd Period - 75%	650 hours	1.06	1.74	34.94	6.70	1.00	8.75	0.62	0.15	0.10	**$52.26**
2nd Period - 60%	650 hours	1.06	1.74	27.95	6.70	1.00	8.75	0.62	0.15	0.10	**$45.27**
1st Period - 50%	650 hours	1.06	1.74	23.29	-	-	8.75	0.62	0.15	0.10	**$32.91**

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

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

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

Zone Pay: Jobsites located beyond a twenty-five (25) mile radius from the city hall of the following listed cities: Chelan, Sunnyside, Wenatchee and Yakima = $2.25/hour
Jobsites located beyond a twenty (20) mile radius from the city hall of the following city: Ellensburg = $2.25/hour

Substance Abuse Program: $0.06 (if participating)

FOR OFFICE USE BELOW

Rate Classes: v2

WWACARP-AGC	Western WA Carpenter AGC
WWACARPINS-AGC	Western WA Carpenter Insulator AGC

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