



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 Eastern Washington and Northern Idaho Signatory Contractors

RE: **June 1, 2016 Wage Increase and Fringe Benefit Allocation - Laborers' Local #238 and #348 Heavy/Highway and Building Construction Labor Agreement**

Ladies and Gentlemen:

The bargaining parties have now completed a new three (3) year agreement. This agreement provides for a total package increase of \$1.30 per hour in Spokane and \$1.00 per hour in Pasco effective June 1, 2016. The total package increase has been allocated with \$.10 per hour to Health & Welfare, \$0.05 to Training, \$0.02 per hour to the Laborers/Employers Cooperation and Education Trust (LECET) and the remaining \$1.13 (Spokane) and \$0.83 (Pasco) to wages. There has also been an increase of \$0.03 per hour to the Union Dues deduction. The revised wage and fringe benefit rates through May 31, 2016 are as follows:

HEAVY/HIGHWAY and BUILDING 06/01/16 – 05/31/2017				
		(1) Pasco	(2) Spokane	
Group	I	\$23.51	\$23.51	
	IB	\$24.51	\$24.51	
	(Gen. Laborer)	II	\$25.61	\$25.61
		III	\$25.88	\$25.88
		IV	\$26.15	\$26.15
		V	\$26.43	\$26.43
VI		SANDHOGS	SANDHOGS	
VII	\$26.33	\$26.33		
VIII	*	*		
IX	\$27.80	\$27.80		
(Grade Checker)	X	\$28.14	\$28.14	
(Pasco Only)	XI	\$43.97		

*See Masonry Contractors' Agreement for Group VIII (Hod Carrier)

Apprenticeship Rates: (Based on Group II General Laborer)

HEAVY/HIGHWAY and BUILDING			
		(1) Pasco	(2) Spokane
0 – 1000 hours	60%	\$15.37	\$15.37
1001 – 2000 hours	70%	\$17.93	\$17.93
2001 – 3000 hours	80%	\$20.49	\$20.49
3001 – 4000 hours	85%*	\$21.77	\$21.77
3001 – 4000 hours	90%**	\$23.05	\$23.05
4001 – 5000 hours	90%*	\$23.05	\$23.05
5001 – 6000 hours	95%*	\$24.33	\$24.33

*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.

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Fringe Benefit Contribution Rates:

The following rates shall be effective on June 1, 2016:

Health & Welfare	\$6.20
Pension	\$4.50
Training	\$.60
Laborers/Employers Cooperation And Education Trust	\$.10

Deductions from Wages:

Credit Union	\$1.00
Union Dues	\$1.33
Laborers' Political League+	\$.03

+Deduct from net wages only with written authorization from employee.

REMINDER: Under the provisions of Article 22, Public Works Projects, you must make any adjustment on the Health & Welfare contribution even though the wage rates and remaining fringe benefit contributions are frozen for the initial 24 months or duration of the project, whichever is the lesser.

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

Sincerely,



Don McLeod, Jr.
Business Manager & Secretary-Treasurer

cc: Local Unions

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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.