



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

June 6, 2012

TO: All Eastern Washington and Northern Idaho Signatory Contractors

RE: **June 1, 2012 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 four (4) year agreement. This agreement provides for a total package increase of \$.70 per hour in both Pasco and Spokane effective June 1, 2012. The total package increase has been allocated with \$.30 per hour to Health & Welfare and the remainder to wages.

This agreement also recognizes the Laborers' new 6000 hour apprenticeship program for apprentices registered after June 1, 2012. These apprentices will be required to complete 6000 hours of on-the-job training before becoming a Journeyman Laborer and have two additional step increases at 85% and 95%. The new 6000 hour increases are listed in bold under the apprenticeship rates on the back of this letter. Apprentices registered prior to June 1, 2012 are grandfathered under the 4000 hour program with increases at 60%, 70%, 80% and 90%.

The revised wage and fringe benefit rates through May 31, 2013 are as follows:

HEAVY/HIGHWAY and BUILDING

06/01/12 – 05/31/2013

		<u>(1) Pasco</u>	<u>(2) Spokane</u>
(Gen. Laborer)	I	\$21.71	\$21.41
	IB	\$22.71	\$22.41
	II	\$23.81	\$23.51
	III	\$24.08	\$23.78
	IV	\$24.35	\$24.05
	V	\$24.63	\$24.33
	VI	SANDHOGS	SANDHOGS
	VII	\$24.53	\$24.23
(Grade Checker)	VIII	*	*
	IX	\$26.00	\$25.70
	X	\$26.34	\$26.04

*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%	\$14.29	\$14.11
1001 – 2000 hours	70%	\$16.67	\$16.46
2001 – 3000 hours	80%	\$19.05	\$18.81
3001 – 4000 hours	85%*	\$20.24	\$19.98
3001 – 4000 hours	90%**	\$21.43	\$21.16
4001 – 5000 hours	90%*	\$21.43	\$21.16
5001 – 6000 hours	95%*	\$22.62	\$22.33

*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.

Fringe Benefit Contribution Rates:

The following rates shall be effective on June 1, 2012:

Health & Welfare	\$5.30
Pension	\$4.50
Training	\$.45
Laborers/Employers Cooperation And Education Trust	\$.05

Deductions from Wages:

Credit Union	\$1.00
Union Dues	\$.85
Washington Fair Contracting	\$.04+
Laborers' Political League++	\$.03

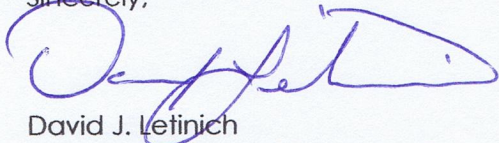
+NOTE: The deduction for Washington Fair Contracting Foundation has been removed from this agreement. You no longer need to withhold the \$.04 per hour from net wages effective June 1, 2012.

++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,



David J. Letinich
Business Manager & Secretary-Treasurer

cc: Local Unions
bb/opeiu#8

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.