



May 20, 2015

To: ALL SIGNATORY CONTRACTOR MEMBERS

Subject: Cement Masons

The 2012-2016 ratified agreement provides for an increase **effective June 1, 2015** which is a total package increase based on the percentage shown in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) US City Average for 3rd quarter 2014. The percentage increase is 1.7% or \$0.81.

The allocation of the increase is:

\$0.32 to Health & Welfare
\$0.17 to Training
Remainder on Check

PLEASE NOTE:

- This increase will impact the Foreman Premium rates.
- Journeyman and Apprentice dues deduction will be increased by \$0.02 for Areas 1, 2, and 3 and by \$0.04 for Area 4.
- The parties have agreed that effective June 1, 2015 Area 4 wages will be calculated based on **80%** of the **adjusted base rate** of Group 1 in Areas 1 & 2.



CEMENT MASONS

Schedule A.1 Building Construction Work

**WAGES AND FRINGE BENEFITS
(per compensable hour)**

**EFFECTIVE June 1, 2015 through May 31, 2016
Areas 1 and 2
(Regions 1, 2, 3, 9 and 12 on attached Area Map)**

<u>Group</u>	<u>Base Wage</u>	<u>Adjusted Base Rate</u>	<u>Pension Rehab Plan</u>
I	\$32.83	\$30.00	\$2.83
II * (+2%)	\$33.43	\$30.60	\$2.83
III * (+2%)	\$33.43	\$30.60	\$2.83
IV ** (+4%)	\$34.03	\$31.20	\$2.83

Foreman Premiums:

- **5% (\$1.64/hour)** over Base Rate for first six (6) CM's
- **10% (\$3.28/hour)** over Base Rate for greater than six (6) CM's (6+1 Foreman)
- Foreman Supervisory Training Accredited – Plus \$0.35 above applicable Foreman rate

FRINGE BENEFIT PACKAGE (per compensable hour)

Health & Welfare	\$7.20 ***
Vacation	\$2.00
Pension	\$5.38
Pension Rehabilitation Plan	\$2.83 (See Addendum)
Apprenticeship Training	\$0.77
Drug Testing	\$0.13 *** included in H&W
CAF	\$0.05

DUES CHECK OFF: Deduct **Two dollars and Four cents (\$2.04)** per hour from net pay after taxes.

* Represents 2% over Base Wage of Classification I

** Represents 4% over Base Wage of Classification I – this rate shall be paid if employee is engaged in work under BOTH Classifications II and III

PARKING FEES REIMBURSEMENT: Up to Sixteen dollars (\$16.00) per day. Employer is only obligated to reimburse the amount shown on the receipt provided by the employee **within ten (10) days of submission of receipt.** If the Employer provides adequate parking at no charge to the employee, then the Employer is not obligated to pay the parking reimbursement fee.

Apprentices:

<u>Hours</u>	<u>Percentage</u>	<u>Base Rate</u>	<u>Adjusted Base Rate</u>	<u>Pension Rehab Plan</u>
1-1000	55%	\$18.06	\$16.76	\$1.30
1001-2000	65%	\$21.34	\$20.04	\$1.30
2001-3000	70%	\$22.98	\$21.68	\$1.30
3001-4000	75%	\$24.62	\$23.32	\$1.30
4001-5000	85%	\$27.91	\$26.61	\$1.30
5001-6000	90%	\$29.55	\$28.25	\$1.30
6001-7000	95%	\$31.19	\$29.89	\$1.30
7001-Up	Journeyman Scale			

DUES CHECK OFF: Deduct **One dollar and Eighty cents (\$1.80)** per hour from net pay after taxes.



CEMENT MASONS

Schedule A.1 Building Construction Work

**WAGES AND FRINGE BENEFITS
(per compensable hour)**

EFFECTIVE June 1, 2015 through May 31, 2016

**Area 3 (90% of Areas 1 and 2 Adjusted Base Rate –
100% of Fringe Benefits)
(Regions 4 and 5 on attached Area Map)**

<u>Group</u>	<u>90% Rate</u>
I	\$27.00
II *	\$27.54
III *	\$27.54
IV **	\$28.08

Foreman Premiums:

- **5% (\$1.64/hour)** over Base Rate for first six (6) CM's
- **10% (\$3.28/hour)** over Base Rate for greater than six (6) CM's (6+1 Foreman)
- Foreman Supervisory Training Accredited – Plus \$0.35 above applicable Foreman rate

FRINGE BENEFIT PACKAGE (per compensable hour)

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CAF	\$0.05

DUES CHECK OFF

Deduct **One dollar and Ninety-Five cents (\$1.95)** per hour from net pay after taxes.

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Apprentices:

Hours	Percentage	90% Rate
1-1000	55%	\$15.08
1001-2000	65%	\$18.04
2001-3000	70%	\$19.51
3001-4000	75%	\$20.99
4001-5000	85%	\$23.94
5001-6000	90%	\$25.42
6001-7000	95%	\$26.90
7000 – Up	Journeyman Scale	

DUES CHECK OFF: Deduct **One dollar and Seventy-Three cents (\$1.73)** per hour from net pay after taxes.



CEMENT MASONS

Schedule A.1 Building Construction Work

**WAGES AND FRINGE BENEFITS
(per compensable hour)**

EFFECTIVE June 1, 2015 through May 31, 2016

**Area 4 (80% of Areas 1 and 2 Adjusted Base Rate –
100% Fringe Benefits)
(Regions 6, 7, 8, 10, 11, 13 and 14 on attached Area Map)**

<u>Group</u>	<u>80% Rate</u>
I	\$24.00
II *	\$24.48
III *	\$24.48
IV **	\$24.96

Foreman Premiums:

- **\$1.00 over Base Rate for first six (6) CM's**
- **\$3.00 over Base Rate for greater than six (6) CM's (6 + 1 Foreman = \$3.00)**
- **Foreman Supervisory Training Accredited – Plus \$0.35 above applicable Foreman rate**

FRINGE BENEFIT PACKAGE (per compensable hour)

Health & Welfare	\$7.20 ***
Vacation	\$2.00
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DUES CHECK OFF

Deduct **One dollar and Eighty-Six cents (\$1.86)** per hour from net pay after taxes.

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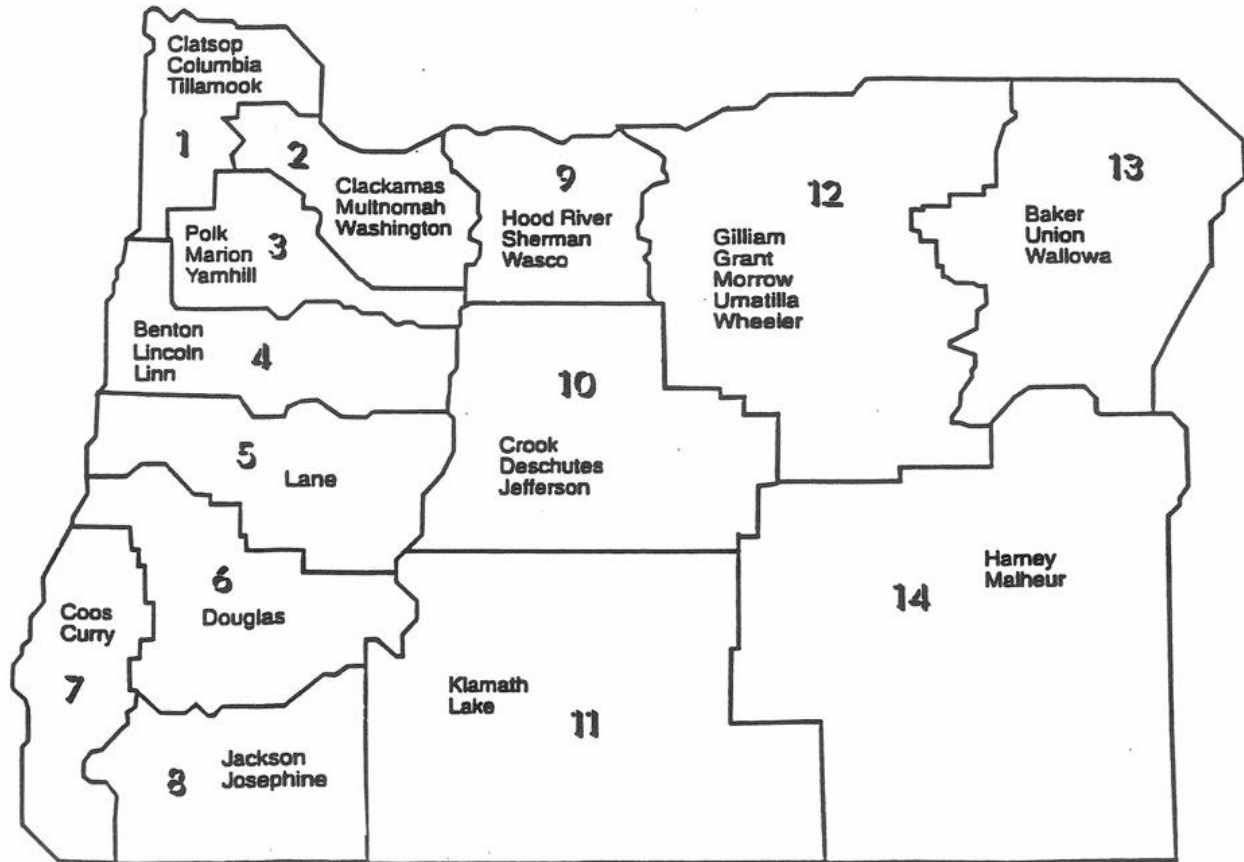
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Apprentices:

Hours	Percentage	80% Rate
1-1000	55%	\$13.41
1001-2000	65%	\$16.03
2001-3000	70%	\$17.34
3001-4000	75%	\$18.66
4001-5000	85%	\$21.28
5001-6000	90%	\$22.60
6001-7000	95%	\$23.91
7000 – Up	Journeyman Scale	

DUES CHECK OFF: Deduct **One dollar and Sixty-Six cents (\$1.66)** per hour from net pay after taxes.

Map to identify Areas for private works rates



For the purposes of establishing private works are rates for this contract, we refer to the Oregon Prevailing Wage Rates Region map. Under this agreement the areas for private works rates will be as follows:

Area One will consist of regions 1, 2 and 3 on the map – Clatsop, Columbia, Tillamook, Clackamas, Multnomah, Washington, Polk, Marion and Yamhill counties. (100%) ****

Area Two will consist of regions 9 and 12 on the map – Hood River, Sherman, Wasco, Gilliam, Grant, Morrow, Umatilla and Wheeler counties (100%).

Area Three will consist of regions 4 and 5 on the map – Benton, Lincoln, Linn, and Lane counties. (90% of Areas 1 and 2 Adjusted Base Wage Rate)

Area Four will consist of regions 6, 7, 8, 10, 11, 13 and 14 on the map – Douglas, Coos, Curry, Jackson, Josephine, Crook, Deschutes, Jefferson, Klamath, Lake, Baker, Union, Wallowa, Harney and Malheur counties. (80% of Areas 1 and 2 Adjusted Base Wage Rate)

**** Clark, Klickitat and Skamania counties in the State of Washington will be considered part of Area One.



CEMENT MASONS

Schedule A.2 – Heavy and Highway Construction Work

**WAGES AND FRINGE BENEFITS
(per compensable hour)**

**EFFECTIVE June 1, 2015 through May 31, 2016
Areas 1 and 2
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<u>Group</u>	<u>Base Wage</u>	<u>Adjusted Base Rate</u>	<u>Pension Rehab Plan</u>
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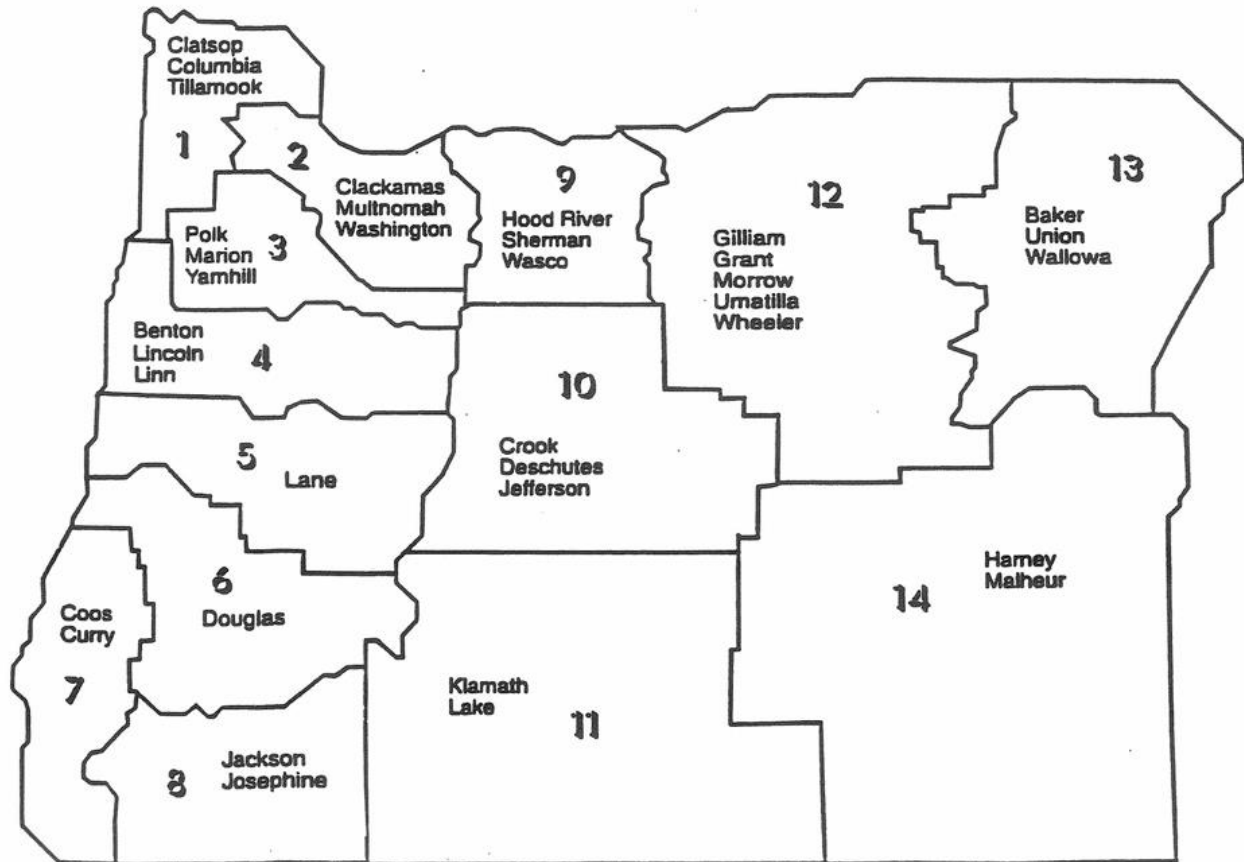
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