



May 27, 2015

To: ALL SIGNATORY CONTRACTOR MEMBERS

Subject: Southwest Washington Laborers June 1, 2015 Wages

The current Oregon and Southwest Washington Laborers' agreement provides for a negotiated increase of 1.7% total package increase for each group. The distribution is as follows:

\$0.10 to Health and Welfare

\$0.02 to LECET

Remainder to wage

Southwest Washington Laborers
 CLASSIFICATIONS and WAGE SCALES
 EFFECTIVE: JUNE 1, 2015 through MAY 31, 2016

- NOTES: 1) See Schedule A for classification Groups
 2) See Schedule A for Zone Wage Scale Information

GROUP	ZONE A	ZONE B	ZONE C	ZONE D	ZONE E
		\$0.65	\$1.15	\$1.70	\$2.75
1 (General Laborer)	\$29.49	\$30.14	\$30.64	\$31.19	\$32.24
2	\$30.10	\$30.75	\$31.25	\$31.80	\$32.85
3	\$30.55	\$31.20	\$31.70	\$32.25	\$33.30
4	\$30.94	\$31.59	\$32.09	\$32.64	\$33.69
5	\$26.95	\$27.60	\$28.10	\$28.65	\$29.70
6	\$24.49	\$25.14	\$25.64	\$26.19	\$27.24
7	\$21.23	\$21.88	\$22.38	\$22.93	\$23.98

Foreman Premium: One dollar and Sixty Cents (\$1.60) per hour above the highest classification supervised.

Accredited Foreman Premium: An additional Thirty-Five Cents (\$0.35) (See Schedule A for details)

General Foreman: When Laborer has been assigned to supervise two or more foremen, he/she shall be designated to act as General Foreman and shall receive Ten Percent (10%) per hour above the highest classification supervised.

FRINGE BENEFIT PACKAGE

Health and Welfare	\$6.10
Pension	\$3.90
Training	\$0.45
CIDFWP	\$0.13
CAF	\$0.05
LECET	\$0.08

DEDUCTIONS: From Net Pay after taxes (effective June 1, 2015):

Credit Union	\$1.05
Union Dues	\$1.40

This Agreement incorporates the Laborers' 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 below. Apprentices registered prior to June 1, 2012 are grandfathered under the 4000 hour program with increases at 60%, 70%, 80% and 90%.

Hours / Percentage	ZONE A	ZONE B	ZONE C	ZONE D	ZONE E
		\$0.65	\$1.15	\$1.70	\$2.75
0-1000 hrs 60%	\$17.69	\$18.34	\$18.84	\$19.39	\$20.44
1001-2000 hrs 70%	\$20.64	\$21.29	\$21.79	\$22.34	\$23.39
2001-3000 hrs 80%	\$23.59	\$24.24	\$24.74	\$25.29	\$26.34
3001-4000 hrs 85% *	\$25.07	\$25.72	\$26.22	\$26.77	\$27.82
3001-4000 hrs. 90%**	\$26.54	\$27.19	\$27.69	\$28.24	\$29.29
4001-5000 hrs. 90% *	\$26.54	\$27.19	\$27.69	\$28.24	\$29.29
5001-6000 hrs. 95% *	\$28.02	\$28.67	\$29.17	\$29.72	\$30.77

*** For 6000 hour apprenticeship program (registered after 6/1/12)**

**** Apprentices registered in the program prior to June 1, 2012, the hour range for 90% is still 3001-4000 hours**