

New Language Changes to the AGC SWWA Laborers MLA 2021

36.4a There will be no discrimination against any employee because of past or present union activities. However, no employee, unless he/she has been designated as the steward on the job, is to use the Employer's time for union activities. The Employer shall be informed in writing of the names of the appointed stewards. Working steward shall be required to have permission from his/her foreman to leave his/her work and will not interrupt others at work except in cases of emergencies involving life, limb or property. **The Union shall select one or more of its members to be recognized as Shop/Job Steward. The Union maintains the right to appoint Stewards for each shift being utilized per the contract on a specific project.**

36.4b. The appointed Steward shall be granted the appropriate time as determined by the Steward to conduct their business while on the payroll of the company. The authority of the Job Steward shall be limited to the investigation of complaints which may be in violation of this collective bargaining Agreement. The Steward shall perform his/her duties the same as any other worker and shall not be discharged for Union activities. He/She shall present such findings to the Union Agent for processing.

36.4c When an Employer or superintendent deems it necessary to discharge an appointed working steward during the course of a job, he/she will, to maintain harmony, inform the **Union forty-eight (48)** hours beforehand of the necessity of such action except for terminations for just cause.

WAGES AND FRINGE BENEFITS (Per Hour) EFFECTIVE: June 1, 2021 THROUGH May 31, 2024

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

TOTAL ANNUAL INCREASES:

Effective June 1, 2021: 4% plus \$0.50 on fringe*
Effective June 1, 2022: 3.5% plus \$0.25 on fringe*
Effective June 1, 2023: 2.65%

*The \$0.50 and the \$0.25 must be used for Health & Welfare and Pension contributions only.

It shall not be a violation of this Agreement for the Employer to pay above the classification listed in this Agreement to key personnel.

WAGE RATES EFFECTIVE JUNE 1, 2021:

Group	Zone A	Zone B (\$.85)	Zone C (\$1.25)	Zone D (\$2.00)	Zone E (\$4.00)
1	\$36.59	\$37.44	\$37.84	\$38.59	\$40.59
2	\$37.34	\$38.19	\$38.59	\$39.34	\$41.34
3	\$37.91	\$38.76	\$39.16	\$39.91	\$41.91
4	\$38.39	\$39.24	\$39.64	\$40.39	\$42.39
5- Flaggers	\$33.47	\$34.32	\$34.72	\$35.47	\$37.47
6-Fence Builders	\$30.43	\$31.28	\$31.68	\$32.43	\$34.43
7-Landscaping or Planting Laborers	\$26.40	\$27.25	\$27.65	\$28.40	\$30.40

Cont.

Foreman Premium: Two dollars and twenty-five cents (\$2.25) 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 & Welfare	\$7.20	CIDFWP	\$0.13
Pension	\$5.04	Training	\$0.95
UCG	\$0.05	LECET	\$0.10

DEDUCTIONS: From net pay after taxes (effective June 1, **2021**):

Credit Union	\$ 1.05
Union Dues	\$ 1.98

Group 4

New classification: Traffic Control Supervisor (TCS)

ZONE PAY DIFFERENTIAL:

e. All jobs or projects located MORE THAN eighty (80) MILES from the sites above mentioned shall receive Zone "E" allowance. The basic rate of pay shall be increased by **four dollars (\$4.00)** per hour.

SCHEDULE "D"

An employer employing one (1) or more Journey-level Laborers may employ Apprentices **on a one-to-one ratio.**

NOTE: Employers who are signatory to this collective bargaining agreement **shall sign a Training Agent Agreement approved by the Washington State Department of Labor and Industries** per the Washington State Department of Labor and Industries Apprenticeship guidelines. Employers' signatory to this Agreement may only employ Laborer apprentices registered through the Northwest Laborers-Employers Training Trust. Employers may lose their training agent status with the State of Washington if they are found to be in violation of the established ratios.