

June 1, 2024 - May 31, 2027

# **LABORERS**

**Heavy/Highway, Building and Utility**

## **MASTER LABOR AGREEMENT**

Covering

### **OREGON**

Between

Oregon-Columbia Chapter

The Associated General Contractors of America

And

The Oregon and Southern Idaho District Council of Laborers



## OREGON LABORERS 2024 - 2027 MLA INDEX

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**PREAMBLE**  
**ARTICLES OF AGREEMENT**

This Agreement made and entered into as of the 1st day of June 2024 for the period June 1, 2024 to May 31, 2027 by and between certain members of the Oregon Columbia Chapter of the Associated General Contractors of America (AGC), whose names are set forth in Schedule "B" and referred to as the Employer or Contractor.

and

The Oregon and Southern Idaho District Council of Laborers, for themselves and on behalf of the local unions whose names are set forth in Schedule "C" or any supplement thereto and hereinafter referred to as the "Union".

For purposes of this Agreement, the Associated General Contractors is not acting as a multi-employer bargaining agent in a single multi-employer unit but is acting for and on behalf of the Employers who have individually requested the Associated General Contractors to act as their individual and separate bargaining agent in individual Employer units.

The Agreement constitutes a continuation and extension of the contractual relationship heretofore existing between the Contractor, the AGC, and the Union as evidenced by prior labor agreements between the AGC and the Union.

**ARTICLE 1**  
**DEFINITIONS**

- A. **ASSOCIATION:** The term "Association" as used herein shall mean the Oregon Columbia Chapter, The Associated General Contractors of America.
- B. **EMPLOYER:** The term "Employer" as used herein shall mean the members of the Association whose names are set forth in Schedule "B" or any supplements thereto and employers who are not members of the Association but who have subscribed to terms and conditions of this Agreement.
- C. **EMPLOYEE:** The term "Employee" as used herein shall mean any person, without regard to age, race, creed, color, sex or national origin who is employed under the terms of this Agreement by an Employer.
- D. **WORKER:** The term "Worker" as used herein shall mean any person without regard to age, race, creed, color, sex or national origin who is in the labor market.
- E. **UNION:** The term "Union" as used herein shall mean the Oregon and Southern Idaho District Council of Laborers, representing and acting for all their local unions whose names are set forth in Schedule 'C" or any supplements thereto.
- F. **APPRENTICE:** The term "Apprentice" as used herein, shall mean any person who is actively enrolled in a state-approved joint apprenticeship program designed to achieve off-

site proficiency and on-site productivity so as to permit a person to meet the minimum uniform competency standards of a qualified Journeyman Laborer. Shall consist of individuals who are registered with the Oregon and Southern Idaho Laborers joint apprenticeship training subcommittee (JATC) and have been qualified by the JATC. Such individuals shall register at the training office and be approved by the subcommittee.

- G. **GENERAL:** In any excavation, other than Item B-Sewers, etc., and Item C-Tunnels, the classifications and rates of Item C-Tunnels, shall apply wherever the depth of excavation exceeds twice the largest horizontal dimension.
- H. **SEWERS, WATER AND GAS LINES, TELEPHONE AND ELECTRIC UNDERGROUND:** Sewer pipe laying or monolithic sewer construction in open excavation or in completed tunnels (raises or shafts) shall be defined as sewer work.
- I. **MANHOLE EXCAVATION AND CONSTRUCTION:** Up to six feet in largest horizontal dimension, shall be defined as sewer work, to maximum depth of twenty feet (20'), and defined as tunnel (shaft) beyond twenty feet (20') in depth. Manhole excavation and construction, over six feet in largest horizontal dimension, shall be defined as tunnel (shaft) when the depth is more than twice the largest horizontal dimension.
- J. **TUNNELS:** A "Tunnel" shall be defined as a subterranean excavation, lined or unlined, which because of its length necessitates an employee or employees working underground for a distance of ten feet or more. On all work classified as "Tunnel" the tunnel classification and rates shall apply to the entire length of the tunnel, from portal to portal.

A tunnel whose horizontal grade is over Thirty Percent (30%) and less than Sixty Percent (60%) shall be defined as a "Raise". A tunnel whose horizontal grade is greater than Sixty Percent (60%), and whose depth is more than twice its largest horizontal dimension, shall be defined as a "Shaft".

The above definitions of work shall apply also to the work of timbering and lining of tunnels (raises and shafts) as described above.

- K. **COFFERDAM WORK:** Confined areas without easy means of escape and where extreme hazards abnormal to ordinary operating conditions exist.
- L. **COMPRESSED AIR WORK PROJECTS WAGE RATES AND CONDITIONS:** On any compressed air work that may arise during the term of this Agreement, it is agreed that a Special Job Agreement will be negotiated prior to the bid or the start of the project between the Union and the Association.

## **ARTICLE 2 PURPOSES OF THIS AGREEMENT**

The purposes of this Agreement are to promote the settlement of labor disagreements by conference, in accordance with Article 30 Jurisdictional Disputes and Article 31 Settlement of Non-Jurisdictional Disputes procedures, to prevent strikes and lockouts, to prevent avoidable delays and expense. Both parties pledge their efforts to these purposes.

## **ARTICLE 3 TERRITORY**

This Agreement shall cover the entire State of Oregon.

## **ARTICLE 4 WORK AFFECTED DEFINED**

4.1. This Agreement shall cover and apply to all on site activities of the Employer in the area and territory named in Article 3. This Agreement shall also cover and apply to all subcontractors of the Employer at whatever tier in the area and territory named in Article 3, subject to and in accordance with the provisions of Article 7, titled "Subcontractors and Other Employers".

To clarify the scope of this Labor Agreement and to thereby avoid future misunderstandings, highway and heavy construction work is defined as including but not limited to the following: construction of roads, streets, highways, alleys, sidewalks, guard rails, fences, parkways, parking areas, athletic fields, airports, railroads, railways, bridges, overpasses, underpasses, grade separations, grade crossings, track elevations, elevated highways, sewers, water mains, foundations, pile driving, sanitation projects, irrigation projects, flood control projects, reclamation projects, reservoirs, dams, dikes, levees, revetments, channels, aqueducts, channel-cut-offs, jetties, breakwaters, harbour developments, docks, piers, abutments, retaining walls, transmission lines, pipelines, duct lines, subways, shafts, tunnels, excavation of earth and rock, clearing and grubbing, land levelling, quarrying, grading and paving, airport grading, electric telephone and TV cable transmission lines, (both above and below ground), (opened ditch and/or plowed), all common ditches, locks, drilling, demolition and site clearing, industrial plant construction other than building construction as defined below, including operation, maintenance and/or repair of land and floating plant equipment, **solar, wind, battery storage, hydrogen, nuclear, carbon capture**, vehicles and other facilities used in connection with the described work and services, including but not limited to by inference or otherwise is work relating to offshore drilling and pipelines, handling of ammunitions, loading and unloading of trucks, railcars, planes, barges and ships, and all other work of similar nature.

4.2a. Building construction is defined as construction of any building structure, including modifications thereof or additions or repairs thereto, intended for use for shelter, protection, comfort, and convenience.

The building conditions of the Agreement shall apply to the construction of all buildings starting with footings and/or foundation walls.

The building conditions of this Agreement shall not apply to the construction, repair, alterations or razing of any buildings incidental to heavy, highway, or utility construction projects as described in Section 4.1 above, except the construction of permanent residential housing constructed at the site of these projects.

4.2b. Deconstruction is defined as including, but not limited to, the following: The demolition and salvaging of building materials by hand to be recycled, reused, and/or removal of all equipment and materials to be reused. This also includes hybrid demolition defined as the use of traditional demolition equipment and methods to take building structures apart by panel method (chunks) then converted to another location.

4.2c. Asbestos, Lead, Mold and Toxic waste: This agreement shall also cover all work in connection with the handling, control, removal, abatement, encapsulation or disposal of asbestos, lead, mold and/or toxic waste.

4.3. In the event of any disagreement between the parties hereto as to the proper classification of any project, said dispute shall be resolved under the Settlement of Disputes procedure of this Agreement.

4.4a. It is expressly understood and agreed by all parties hereto that the Association does not purport to represent through this Agreement any individual, firm or corporation engaged in a commercial operation of material processing and supplying, therefore, such commercial operations of material processing and supplying to and including the first drop at the job site, are specifically excluded from coverage of this Agreement. If the first drop at the job site includes the distribution of material to numerous locations in the close proximity of the point of installation and the distribution work described is assigned to the building trades, it is understood the Laborers lay claim to this work.

4.4b. It is further agreed, however, that where and when operations of material processing are established at the direction of the Employer as a part of the construction contract for the purpose of supplying materials to the Employer for their construction work, such operations shall be covered by this Agreement in accordance with this Article. It is also expressly understood and agreed that this Agreement shall apply in accordance with this Article to the operation of quarries, sand and gravel plants, precast and prestress plants, asphalt plants, ready-mix concrete or batch plants established by an Employer or subcontractor to process or supply material for the Employer or when any such operation is established primarily to supply materials to the Employer.

4.5. This Agreement covers all work described in this Article performed by the Employer, its successors, and/or assigns.

4.6. Craft jurisdiction is neither determined nor awarded by classification or scope of work coverage in any AGC Labor Agreement.



**ARTICLE 5**  
**EFFECTIVE DATE-DURATION-MODIFICATION**

5.1. When executed by parties hereto, the terms and conditions of this Agreement shall become effective June 1, 2024 and shall remain in full force and effect through May 31, 2027. The "no-strike, no-lockout" provisions of the Agreement shall remain in full force and effect during the entire three (3) year duration of this Agreement. The monetary considerations, i.e. wages, fringe benefits, etc., shall be as set forth in Schedule "A" for rates to be effective June 1, 2024.

5.2. Any party hereto desiring termination or modification of the Agreement to take effect June 1, 2024, must serve, by Certified or Express Mail written notice to the other of a desire to change, amend, modify or terminate this Agreement on or before March 1, 2024. If no such written notice is given, this Agreement shall continue in full force and effect from year to year. It is agreed that in the event that either party should exercise its rights under this paragraph to amend or modify, the parties will, for a period of ninety (90) days prior to the expiration of the Agreement, bargain exclusively with each other with respect to all wage rates, working conditions and hours of employment for the work herein covered.

If no Agreement has been entered into at the expiration of said ninety (90) day period, this Agreement shall continue in full force and effect until a new Agreement is reached or either party notifies the other by Certified or Express Mail of termination. If such termination notice is given, its effective date must be more than twenty-four (24) hours after the other party receives such notification.

5.3. The parties further agree that during any contract year when this Agreement is opened for the sole purpose of negotiating wages and fringe benefits, all of the other provisions of this Agreement, including specifically the "no strike, no lock-out" provision shall remain in full force and effect. Should the parties reach impasse, it is mutually agreed the parties will jointly contact and accept the services of an arbitrator from the Federal Mediation and Conciliation Services, the American Arbitration Association, or the Arbitration Service of Portland.

**ARTICLE 6**  
**CRAFT JURISDICTION**

The work covered by this Agreement shall be that which is recognized as properly coming under the jurisdiction of the Laborers' International Union of North America. (See Article 30 - Jurisdictional Disputes).

**ARTICLE 7**  
**SUBCONTRACTORS AND OTHER EMPLOYERS**

7.1a. A subcontractor is one who takes over any part or a complete section of a general contract, including both the furnishing of materials for and the performance of labor on the job,

or the performance of labor only. No Employer or joint venture covered by the terms and conditions of this Agreement shall subcontract any job-site work to a subcontractor or employer who is not signatory to this Labor Agreement except as provided below. The Employer or joint venture shall be held responsible for the payment of Wages, Travel Pay, Pension, Health and Welfare, Dues Deduction, Training, and Union Contractor Group incurred by the subcontractor and shall see that the subcontractor adheres to the working conditions, except as provided below.

7.1b. Section 7.1a shall not be operative when potential union subcontractors are not available. When a subcontractor is not signatory to a labor agreement, there shall be a pre-job conference between the Local Union, a representative of the District Council, the Contractor, the subcontractor and the Association if affected. The parties will attempt to reach agreement regarding this section before the subcontractor performs any work on the project.

7.1c. In order to comply with this Article, the Union may make available an agreement for the duration of the project or subcontract to cover only the subcontracted work.

7.2. In the event an Employer is unable to find qualified competitive union Minority Business Enterprises-Woman Business Enterprises (MBE-WBE) subcontractors when the Employer is obligated to satisfy MBE-WBE recruiting requirements, the Union and the Employer shall waive this Article provided the applicable portions of Sections 7.1b, 7.1c, or 7.3 are complied with by the Employer and the Union.

7.3. Where the general contractor receives bids that show the non-union subcontractor five percent (5%) or more below the union subcontractor, the Employer and the Union shall waive this Article, provided however the pre-job conference referred to in 7.1b above is utilized. The Union and the Employer shall review the prices submitted before signing the non-signatory subcontractor.

7.4. A vendor, who makes delivery of materials, supplies or equipment and who, incidental to or as part of the furnishing or delivery of material, supplies, or equipment, does any work at the jobsite, shall be a party to a collective bargaining agreement with the Union, containing the full terms of this Agreement. In the event a vendor is not a party to such an agreement, they shall not perform any job-site work except that, deliveries may be made by such vendor to jobsite.

## **ARTICLE 8 MUTUAL RECOGNITION AND UNION MEMBERSHIP**

8.1. The Association recognizes the Union as the sole collective bargaining agent for all workers and employees falling within the jurisdiction of this Agreement and the Union recognizes the Association as the sole bargaining agent for its members as listed on Schedule "B" hereof and supplements thereto. The jurisdiction of this Agreement shall not include employees of the Employer as defined and excluded by the Labor Management Relations Act of 1947, as amended, or their transportation (it is further understood that the employees so

listed as excluded from this Agreement shall not be employed to use the tools of the craft or to perform the work covered by this Agreement).

8.2. All employees employed by the Employer to perform work within the properly determined craft jurisdiction of the Union involved shall become members of such Union not later than the eighth day following the beginning of such employment or since the inception of this Agreement, and thereafter shall maintain membership in good standing in said Union as a condition of employment subject, however, to the provisions of Sections 8.3 and 8.4 of this Article.

8.3. The Union accepts all obligations for the continued membership of its members as provided in Section 8.2 of this Article, and for the collection of their initiation fees and dues. There shall be no stoppage or slow-up of work because of disciplinary action on the part of the Union, except that the Union shall have the right to require the removal of employees for failure to pay or tender initiation fees and dues as required by this Agreement.

8.4. All requests by the Union for removal of an employee for non-payment of or failure to tender initiation fees and dues shall be made to the contractor in writing, in which event, the Employer agrees to remove the employee involved at the end of the shift providing a replacement is available.

## **ARTICLE 9 HIRING**

9.1a. There shall be no unlawful discrimination by the Employer or the Union with respect to the hiring, tenure, or discharge of any worker or employee, and any requirements as to membership or non-membership in any union shall be in accordance with the National Labor Relations Act of 1935 as amended, and the appropriate Executive Orders.

9.1b. The Employer and the Union recognize that they are required by law not to discriminate against any person with regards to employment or Union membership because of age, race, religion, color, sex, national origin, gender identity, sexual orientation, or ancestry and hereby declare their acceptance and support of such laws. This shall apply to hiring, registration for employment, placement for employment, rates of pay or other forms of compensation, layoff or termination, and application for admission to Union membership.

9.1c. The Employer and the Union recognize that an Employer should not lose jobs because of Government requirements which conflict with the hiring hall. Therefore, when a government contract or Government Agency requires a different hiring hall arrangement to meet Federal or State requirements, the hiring hall arrangement will be modified to meet the demands of those requirements. It is understood that the hiring hall will be followed as closely as possible without conflicting with the Government requirements.

9.1d. The Employer will notify the Union in advance of the commencement of the job of the Government requirements, and upon request will provide the Union with a copy of pertinent provisions.

9.1e. Americans with Disabilities Act (ADA). The parties to this Agreement recognize the mandate to accommodate the disabled and agree that other provisions of the Agreement notwithstanding, the Contractor may take reasonable actions as necessary to accommodate an individual who is or may be disabled. The Union agrees that it will conduct the affairs of its operations consistent with the requirements of the Americans with Disabilities Act.

It is also further understood and agreed that this section is not intended to create jobs where none exist.

9.2. Employees covered by this Agreement have certain accrued rights or benefits for themselves and their dependents under Health and Welfare and Pension plans which accrue to them by virtue of length of employment with Employers party to this Agreement, and such rights are generally continuous while under employment and remain effective until a certain period of time after lay-off or discharge.

9.3a. It is recognized within the construction industry that the Union affords the prime source of qualified Laborers. The Employer must hire qualified Laborers by calling the Union and receive a dispatch from the hall in the jurisdiction where the work is performed. Whenever the Employer requires Laborers on any job, they must notify the Local Union office by telephone stating the location, starting time, approximate duration of the job, the type of equipment to be operated and the work to be performed and the number of Laborers required.

9.3b. Pre-Job Conference. Upon request by the union or employer a pre-job conference shall be held regarding any project on which the employer anticipates one (1) or more employees will be employed. However, if an employer conducts a pre-job conference with any other craft on work that will employ one (1) or more employees the union will be notified. Such pre-job conference shall be held at AGC or at a location on or near the project.

9.3c. Composite Crew. Employers may establish for a project or job a crew or crews known as a "composite" which shall consist of the required crafts in such proportions as are respective to the type of work to be performed. In performing work, the "composite crew" shall be allowed relaxation from strict craft jurisdiction, provided the employees from each craft are assigned to their crafts jurisdiction as far as practical and possible, but not inconsistent with the provision of this agreement.

The aforementioned provision shall first be arranged at a pre-job conference or subsequent meetings of the employer and crafts involved. Any disagreement over this provision may be appealed to the chief representatives of the respective five crafts and AGC. If a pre-job conference is not held between the employer and the involved crafts, the "composite crew" provisions will not exist.

9.4a. Key Workers. Any Joint Venture shall have the rights of any of its component individual Employers, and any reorganized company shall retain the privileges of its former position under this Section.

The individual Employer shall have the right to request key workers on specialty crews (such as tunnel, fencing, guard rail, paving, concrete laborer, flagging, demolition, pipelaying) and other workers represented by this Agreement by name who have been previously employed by said Employer as a Laborer within the last forty-eight (48) months under the jurisdictional territory of the District Council of Laborers provided said worker is registered at the Union hall and not on the payroll of another Employer. Workers hired under this 9.4a, except specialty crews as noted above, shall not constitute more than fifty percent (50%) of the Laborers employed on each project.

9.4b. The Employer and the Union shall mutually agree on a reasonable number of workers to be brought into the territorial jurisdiction of the Local Union for each job and such workers may be employed without reference to the hiring provisions of Article 9 and such workers shall register with the Local Union.

9.4c. Notwithstanding 9.4a above, the individual Employer shall have the right to request any laborer who was employed by said Employer as a laborer on work within the jurisdiction of a Local Union.

9.4d. In addition, the Employer may request fifty percent (50%) of their Journey Person crew by name from the "A" list regardless of their position. This must be confirmed in writing, prior to any dispatching in order to verify percentage of crew.

9.4e. In addition, by mutual consent of the Employer and the Local Union representative, the Employer shall have the right to select a limited number (up to three) of Laborers from any work list (including the apprentice list) per calendar year and stated as a result of a pre-job conference. The Employer will be required to provide a written request from the principal of the company to the Local Union. Additional requests may be honored by mutual agreement between the Employer and the Business Manager of the Local Union.

9.5. All Laborers, except as noted in Section 9.4 of this Article, shall be hired and/or rehired in accordance with the following four (4) groups/lists:

"A" List. Laborers who have been employed by an Employer or Employers, party or parties to this agreement or under the terms of construction agreements of the Oregon and Southern Idaho District Council of Laborers (as hereinafter defined), who have worked for any such Employer or Employers for an aggregate time of at least four thousand (4,000) hours during the period of eight (8) years immediately preceding the registration date on the out-of-work list. In order to maintain "A" List status, all Laborers must meet the following criteria:

- 1) Completed OSHA 10;
- 2) Adhere to the Oregon Laborers' Code of Ethics approved by the Oregon and Southern Idaho District Council of Laborers; and

- 3) Complete **a minimum of twenty-four (24) hours** of training in the previous twenty-four (24) months or work a minimum of 1,000 hours in the previous calendar year. Continual training hours and classes will be set by Oregon Laborers Training or other approved training. **The above requirement will become effective on January 1, 2025, and will continue for the duration of this agreement.**

“B” List. Shall consist of all Laborers who have previously qualified for “C” list status under the terms of this agreement, and who have worked at least 750 hours (effective June 1, 2021) under the terms of construction agreements of the Oregon and Southern Idaho District Council of Laborers **and have acquired 100 hours of Laborers Related Training (LRT). The above requirement will become effective on January 1, 2025, and will continue for the duration of this agreement.**

Laborers on the "B" List shall only be employed when there are no more qualified "A" List members and/or apprentices available, except as provided in Article 9.4(a), 9.4(b), 9.4(c), 9.4(d) and 9.4(e)

"C" List. All other applicant Laborers for employment. The Employers and the Union shall make up and prepare the roster for preference of rehire by grouping all Laborers who come within the above groups and shall utilize the Health and Welfare and Pension records in establishing these accrued rights based on length of employment. The registrant shall have the burden of providing their past experience and skills to the hiring hall.

“Apprentice” List. The parties agree that the employment of apprentices is necessary for the growth of the industry and will work together to increase the usage of the apprenticeship program. With this goal in mind, employers may hire apprentice in a 1:1 ratio.

The apprentice list shall consist of individuals who are seeking employment, are physically fit, are registered with and have been qualified by the JATC and are signatory to a training agreement with the JATC. Such individuals shall register at the Training Office with the Oregon and Southern Idaho Laborers-Employers Training Trust.

The JATC subcommittee shall determine the number of individuals accepted into the new entrant training program upon recommendation of the JATC Board.

9.6. Registration or re-registration of applicants for referral shall be accepted by the Union at any time during its customary office hours. All applicants shall be registered in the order of time and date of registration. To remain on the registration list, an applicant for referral must renew their registration not later than thirty (30) days from the date of their last registration or re-registration. Applicants who do not re-register within thirty (30) days shall be dropped from the out-of-work list and, at such time they do re-register, must do so at the bottom of the appropriate list. There shall be four (4) groupings of the out-of-work list. All Laborers with accrued rights and qualifications shall be registered in either "A" List or "B" List, Apprentice List, all other Laborers without accrued rights shall be registered in "C" List. Each applicant for employment shall be required to furnish such data, records, names of Employers and length

of employment and licenses as may be deemed necessary, and each applicant shall complete such forms or registration as shall be submitted to them.

9.7a. Upon the request of an Employer for employees, the Union shall refer qualified Laborers, based on job skills and job requirements, to that Employer in sufficient number required by the Employer in the manner and under the conditions specified below:

- 1) "A" List in successive order.
- 2) "B" List in successive order.
- 3) "C" List in successive order.
- 4) "Apprentice" List in successive order at any time per contractor request.

9.7b. All dispatching will be done by telephone and availability is required by applicants between the hours of 8am and 4pm, Monday through Friday. It shall be the applicant's responsibility to maintain a current telephone number and contact information with the Local Union dispatch office. In the event of non-contact or a bad phone number, the Local Union reserves the right to make written contact with the applicant and if there is no response within five (5) working days, the applicant shall be removed from the list.

9.7c. Any applicant who is dispatched from the hiring hall in which work is provided must re-register at the bottom of the appropriate list, for their group, unless Employer submits request as a "short call" work order request for up to five (5) days (consecutive or nonconsecutively only). If Employer submits request for five (5) day's work, the applicant after the fifth (5th) day will retain their position on the appropriate list for their group. Applicants who work over five (5) days must re-register at the bottom of the appropriate list. If the applicant takes any action within the first five (5) days of employment designed to manipulate this provision of the job rules, such as a voluntary quitting or requesting to be laid off or discharged from the job to which they have been dispatched, they will be placed at the bottom of that list.

9.7d. Any applicant who turns down or is unavailable by telephone for two (2) consecutive job referrals, for which such applicant is qualified, shall be automatically reregistered at the bottom of the appropriate list for their group. It shall be the applicant's responsibility to maintain a current list of job classifications and skills for which they are qualified.

If an applicant accepts a job referral from the Union and does not accept the job, they shall be re-registered at the bottom of the appropriate list.

9.7e. Should the Union be unable to refer qualified workers for employment to the Employer within twenty-four (24) hours from the time of receiving the Employer's request (Saturdays, Sundays and Holidays excepted) or at the time mutually agreed upon at time of request, or if a worker fails to report to the job site in the agreed time, the Employer shall be free to secure the workers from any source. The Employer shall notify the Local Union promptly of the names, social security numbers and the date of hire of such employees.

9.7f. Any employee employed by the Employer in violation of this Article shall forfeit all priority rights, including Section 9.4 of this Article, shall be removed from the job and re-registered at the bottom of the appropriate list for their group. Should the Employer fail to terminate such employee after receipt of written notice, the Union may take any economic action against the Employer and shall not be in violation of this Agreement.

9.8. The Employer shall be the sole judge of a worker's qualifications and may discharge any employee for cause, which shall be stated on the standard separation slip (attached to this Agreement). Whenever an employee is discharged and is not eligible for rehire, it shall be so stated on the standard separation slip.

9.9. Whenever an employee is discharged for cause, including failure to pass a substance abuse test, not able to perform the assigned work due to lack of skills or as unsatisfactory, the Employer agrees to send a separation slip to the Union stating the reasons for termination. If no notice of cause is provided, the individual shall be eligible for rehire without exception.

9.10. When a registrant has been terminated as unsatisfactory or has been discharged for cause by at least three (3) employers within a twenty-four (24) month period, they shall be denied further use of all hiring halls covered by the District Council provided the employers have furnished the District Council in writing the reasons for such termination or discharge. Members may appeal to the Joint Hiring Committee.

9.11. When a registrant has been terminated for lack of possessing the necessary skills to perform the assigned duties, by at least three (3) employers within a twenty-four (24) month period, satisfactory completion of additional training will be required before hiring hall privileges are restored in the classification in question.

## ARTICLE 10 SHIFTS - HOURS OF WORK - OVERTIME

(The official time for the purposes of this Agreement shall be applicable legal time).

10.1. The hours of work per week or month shall be as regulated by particular contract which the Employer has to perform and shall be arranged to meet the requirements of the Employer as best suits the calendar time allowed by the contract for completion.

10.2a. The workweek shall be forty (40) hours, Monday through Friday, and the workday shall not exceed eight (8) hours per day. All time worked in excess of **eight (8) hours (but not more than twelve (12) hours) of continuous shift work** shall be paid for at the rate of time and one-half (1.5X). **All hours worked after twelve (12) hours of continuous shift work shall be paid for at the rate of two times (2X) the proper hourly rate of pay.** Work performed on Saturdays shall be paid for at the rate of time and one-half (1.5X) **up to ten (10) hours. All additional hours worked shall be paid for at the rate of double time (2X).** Sunday and Holiday work shall be paid for at the rate of double time (2X).



On Heavy Highway, only work performed on Sunday and Holidays shall be paid for at the rate of double time (2X).

10.2b. Notwithstanding the above, the Employer may, at their option, establish ten (10) hour shifts for a minimum of any four (4) consecutive scheduled workdays, Monday through Thursday, or Tuesday through Friday, on some or all operations on a project, without being required to pay overtime. Anything over ten (10) hours shall be subject to the provisions above. Failure to work the four (4) day minimum shall require overtime unless such failure is caused by actual inclement weather, holiday or other conditions beyond the control of the Employer.

10.2c. Four-ten (4-10) hour shifts at the straight time rate may be established Monday through Thursday or Tuesday through Friday. In the event the job is down due to equipment breakdown, weather conditions or other conditions beyond the control of the Employer, then Friday on a Monday through Thursday schedule or Saturday on a Tuesday through Friday schedule on a voluntary basis may be worked as a MAKE-UP DAY at the STRAIGHT TIME RATE. In the event Friday make-up day cannot be worked due to conditions beyond the control of the Employer, then Saturday on a voluntary basis may be worked as a make-up day at the straight time rate. Make-up day applies to the crew so affected. Make-up days shall not be used to make-up time lost due to a holiday.

On work that is entirely federally funded, the workweek shall be forty (40) hours, Monday through Friday. All work in excess of forty (40) hours in one (1) week, or ten (10) hours in one (1) day shall be paid for at the rate of time and one-half (1.5X). The Contractor shall not employ a second crew to circumvent overtime pay after forty (40) hours. This shall not prohibit the Employer and the Union from negotiating "rolling" four-ten (4-10) hour shifts on a project-by-project basis. The workweek may include a Saturday make-up day at straight time rate.

10.2d. Notwithstanding the language in Section 10.2.a, if a particular public works contract which the Employer has to perform causes a normal shift to begin Sunday night after 6 PM, the work shall be paid for at the rate of time and one-half (1.5X) until 12:00 midnight and at the straight time rate for the following eight (8) hours thereafter.

10.2e. All applicable state laws will apply to break times.

(1) **SINGLE SHIFT: HEAVY HIGHWAY**

Eight (8) hours work per day between the hours of 5:00 a.m. to 7:00 p.m. and five (5) days per week, Monday through Friday, shall be the normal working time of all employees covered by this Agreement. Starting and quitting time may be expanded by mutual consent of the Employer and the Union.

**BUILDING:**

Eight (8) hours work per day between the hours of 6:00 a.m. to 6:00 p.m. and five (5) days per week, Monday through Friday, shall be the normal working time of all employees covered by this Agreement. Starting and quitting time may be expanded by mutual consent of the Employer and the Union.

**MINIMUM TIME BETWEEN SHIFTS:** When an employee has worked the regular shift and then is required by the Employer to work at the overtime rate, the Employee shall not go to work again for the regular rate until the employee is relieved for a period of at least eight (8) hours.

- (2) **TWO SHIFT OPERATIONS:** On a two (2) daylight and consecutive shift operation, no shift penalty is involved for work performed in either of these two (2) shifts. Each shift must be scheduled for at least eight (8) hours except as provided for in the Reporting Pay/Minimum Pay requirements of this Agreement.
- (3) As an exception to the provisions of paragraphs (a) and (b) above, a starting time earlier than 5:00 a.m. may be established by mutual Agreement between the Employer and the Union, which shall be confirmed in writing and copies filed with representatives of both parties.
- (4) **THREE-SHIFT OPERATIONS:** On a three (3) shift operation, the first shift of eight (8) hours (exclusive of meal period) shall start between the hours of 6:00 a.m. and 8:00 a.m., and eight (8) hours work shall constitute the first shift for which eight (8) hours will be paid. The second shift shall consist of seven and one-half (7.5) hours for heavy-highway-utility work and seven (7) hours for building work (exclusive of meal period) for which eight (8) hours at the straight time rate shall be paid. The third shift shall be seven (7) hours (exclusive of meal period) for which eight- (8) hours at the straight time rate shall be paid. Thirty-five (35) hours shall constitute a week's work on the third shift.
- (5) **SPECIAL SHIFT:** A special shift may be established at any time, at the option of the Employer, on any job or project. Said shift shall not be started until the Union has been notified **and with the mutual consent of the normal crew.** There shall be no premium or penalty for working a special shift.
- (6) On new building construction there shall be three (3) or more consecutive days work (exclusive of Saturdays, Sundays and Holidays) for each shift, provided, however, that in the event of any emergency where an extra single shift is necessary to prevent delay in the scheduled progress of work, such as the completion of forms for pouring concrete or the completion of a concrete pour, such single shifts will be permitted upon prior notice to the Union, and providing such shift must be worked the full shift time of seven and one-half (7.5) hours for eight (8) hours pay.
- (7) For the purposes of this Article, a full shift shall be considered the regularly scheduled hours of work established for each shift, and the second and third shifts shall be considered as a part of the working day on which the first shift started. The total allowable time for a two (2) or three (3) shift operation shall not be in excess of twenty-four (24) hours from the regular starting time of the first shift. The regularly scheduled shift hours shall not be changed during the workweek without two (2) days prior notice and not more than once during the workweek.

- (8) Should an Employer elect to start a shift before the regular starting time, the Applicable overtime rate shall be paid until the regular starting time, and the eight (8) hours of continuous employment (exclusive of meal period) following the regular starting time shall be at the regular straight time rate and/or in accordance with Section 10.2 of this Article. Should an Employer elect to start an employee prior to their regularly scheduled hours of work, such employee shall receive the applicable overtime rate up to their regularly scheduled hours.
- (9) **LUNCH PERIOD:** A regular lunch period of not less than one half (0.5) hour or more than one (1) hour shall be established within one (1) hour of mid-shift but in no event longer than five (5) hours from the beginning of the shift. If an employee is required to work more than five (5) hours from the beginning of the shift without a lunch period, they shall be paid a half (0.5) hour at the applicable overtime rate and in addition given no less than thirty minutes to eat their lunch. If the employee is not given a minimum of thirty minutes to eat, they shall then receive an additional one half (0.5) hour at the applicable overtime rate. Employees will be given a lunch period after each work period of not more than five (5) hours. Employees requested and/or notified of working twelve (12) hour shifts will be required to bring a second meal and be given adequate paid time to eat such meal.

Employees who have been given sufficient time to eat during the regular shift may be allowed to work twelve (12) hours without a second lunch period penalty. If the employee works over twelve (12) hours, they shall be paid one half (0.5) hour penalty at the applicable overtime rate. If the employee is not given sufficient time to eat their lunch during their regular shift, an additional one half (0.5) hour penalty shall be paid if required to work longer than ten (10) hours.

- (10) **REST PERIODS:** Paid rest periods of ten (10) minutes shall be provided during each work period (four (4) hours) or major part thereof. The rest period may not be added to the usual meal period or deducted from the beginning or end of the work period to reduce the overall length of the total work period. The ordinary nature and circumstances of construction work may not allow for a fixed regular schedule. However, effort shall be made to have rest periods taken approximately in the middle of each work period.

10.3. The Employer shall furnish when necessary heated change rooms of ample size equipped for drying clothes and with benches. They will be situated as close as practical to the work area and will not be used for storage of material or equipment. The determination as to necessity shall be made by Agreement of the Employer and the business representative of the Local Union concerned. In the event the works of one of the other 5-craft unions are provided facilities for eating, the Laborers shall be entitled to the same.

10.4. (Applies to heavy-highway-utility work only). Moving of all equipment from job to job, set-up and tear-down work, and servicing and repair work done by operating crews on Sundays and Holidays shall be paid for at one and one-half times (1.5X) the straight time rate provided for the classification concerned.

10.5. (Applies to heavy-highway-utility work only). When it is necessary to keep flaggers or other non-production or non-operating employees on duty on Saturdays and Sundays when no other activities (other than such maintenance work which is being done by other crafts) are in progress, such employees shall be paid at the overtime rate of one and one-half times (1.5X) the basic rate of wages.

10.6. **EMERGENCY STARTING TIME:** When it is mutually agreed that an emergency exists, such as earthquakes, floods or fires, starting time for the shift may be made to fit the emergency and eight (8) hours in any twenty-four (24) hour period may be worked at straight time when mutual agreement with the Union shall be received in writing.

10.7. Foremen or employees from other crews cannot be used to complete a job or work assignment which continues or requires overtime work. Nothing in this section shall prevent the expansion or reduction of a work crew by the Employer.

## **ARTICLE 11 REPORTING PAY, MINIMUM PAY AND STANDBY PAY**

11.1. Immigration Reform and Control Act (IRCA). Any referral who is unable to qualify for employment under the provisions of the IRCA shall not be eligible for employment and the attendant benefits therein.

11.2. Reporting Expense. When qualified workers report for work as directed and for whom no work is provided, they shall be paid four (4) hours pay unless prevented from working by causes not under the control of the Employer. Upon proper notification to the employer at the time of dispatch, an applicant who travels more than fifty (50) miles from their domicile to the jobsite and is not put to work shall be paid eight (8) hours at the dispatch rate of pay. It being understood that the above reimbursements are for the inconvenience of reporting to the job site and are not to be construed as wages for work performed and that workers entitled to reporting expense shall not be required to remain on the job site except as provided below.

11.3. Minimum pay. Employees who work less than four (4) hours shall be paid for four (4) hours and if worked more than four (4) hours shall receive pay for the actual time worked unless they are working directly with Cement Masons, and they will receive eight (8) hours of pay if worked in excess of four (4) hours.

If an employee leaves or quits of their own volition, they shall be paid for actual time worked at applicable straight and overtime rates. If a new hire is put to work and judged by the Employer to be unsatisfactory, that person shall be paid only for the actual time worked.

11.4. Stand by. On rain sensitive work such as Dirt Work, Slab Work, and Asphalt Work or in such cases as equipment breakdown, the Employer may request the employees to remain on the job for up to two (2) hours on a standby basis. If not put to work during this two (2) hour period, the employee shall receive two (2) hours wages but shall not receive the forty dollars

(\$40.00) reporting expense. If put to work, employees shall receive pay for actual hours worked in accordance with the minimum pay requirement of this article.

11.5. Call Back. When employees have completed their scheduled shift; and have left the jobsite; and are "called back" to perform work of a casual, incidental or irregular nature, they shall receive a minimum of two (2) hours pay at the applicable daily overtime rate.

**ARTICLE 12  
NON-RECURRING WORK**

12.1. When an Employer does not have regular employees available at the job site, they may employ without regard to craft jurisdiction when the following conditions exist:

- (a) Unexpected vacancies caused by sickness or other unavoidable absences beyond the control of the Employer; and/or
- (b) Where less than one (1) day's work must be performed, and members of this Union are not immediately available.

12.2. In such cases the employee shall be paid the rate for the classification of the work which they are required to do, or the rate for the classification under which they were working immediately prior to the temporary assignment, whichever rate is higher.

12.3. In no event, will the above conditions be permitted beyond one (1) day, nor will the temporary assignment be considered as a permanent assignment of work. Employers found violating this Article shall be considered in breach of contract and subject to Settlement of Non-Jurisdictional Disputes, Article 31.

**ARTICLE 13  
HOLIDAYS**

HOLIDAYS shall be:

- |                |                            |
|----------------|----------------------------|
| New Year's Day | Thanksgiving Day           |
| Memorial Day   | Day following Thanksgiving |
| Fourth of July | Christmas Day              |
| Labor Day      |                            |

Should any of these Holidays fall on Sunday, the following Monday shall be considered a legal holiday. If a Holiday falls on a Saturday, the previous Friday shall be considered as a legal Holiday. It is further understood that work performed on Holidays recognized on Friday will be paid at double time (2X) rate and if work is performed on Saturday, the actual holiday, double time (2X) rate will be applicable as well.

No work will be performed on Labor Day, except: (a) to protect life and property; (b) for an emergency callout, as determined by the customer; (c) by mutual agreement of the Union and the Employer.

## **ARTICLE 14 PAYDAY**

14.1. Schedule: Payday shall be once a week. Employees shall be paid on the job at a mutually convenient location. Employees shall be paid in full once each week (on the same day), but in no event shall more than one (1) weeks (Saturday, Sunday and Holidays excluded) wages be withheld. If the regular payday falls on a Holiday, the employees shall be paid on the last regular workday before the holiday.

14.2. Methods of Pay: At the election of the Employer one of the following options of payment will be utilized:

- a. Direct Deposit in employee's bank account. (In the case of direct deposit to an employee's bank account, the employer's bank statement Electronic Fund Transfer (EFT) effective date shall serve as the cutoff for any penalty.)
- b. By mail. In case of payment by mail, the USPS postmark or metered date on the envelope will serve as the cutoff for any penalty.
- c. By negotiable check paid at the job site/location at the election of the Employer.
- d. Pay Cards. Employers may, with written authorization, authorize the employer to provide payment of wages by VISA card. Pay cards must allow employee one (1) withdrawal per pay period at banks who honor VISA with no fee or charge.

14.3. Documentation: Employees discharged or terminated shall be paid by check, direct deposit, or cash with a written check stub or statement to include hours, deductions and hourly rates of pay immediately on such discharge or termination. If required by the Employer to go to some other point or to the office of the Employer to pick up termination check the employees shall be paid for the time required to go to such places, at the regular straight time rate of wages. In addition, the name, address and a phone number of the Employer shall be included.

14.4. Time Frame: At the time of lay-off or termination, all hours worked up to and through the normal work shift shall be paid in accordance with state law. If it becomes necessary for the Employee to return at a later date for such payment, such Employee shall be entitled to the regular wages due to them for each day until paid. Otherwise, if payment is provided per the "Methods of Pay" as outlined above, within twenty-four (24) hours after such layoff or discharge, it shall be deemed in compliance with this section.

If an employee is laid-off or terminated outside normal office hours, payment shall be processed the next business day (Saturdays, Sundays and Holidays excluded).

14.5. Penalty: If the Employer does not comply with the above procedure as to payment for payday, discharge, or termination, the employee shall be paid for eight (8) hours additional pay at their appropriate straight time rate for each day (Saturdays, Sundays and Holidays excluded) until paid. In the event that there is discrepancy or miscalculation of hours and/or hourly wage, the corrections will be made no later than the following week's payroll. When employees quit of their own accord, they shall receive the pay due them no later than the next regular payday. However, if the employee has failed to provide their employer with current information on their method of payment, the Employer shall not incur a penalty until the employee has updated their information.

14.6. Adjustments: Payments will be assumed to be correct and there shall be no adjustments made unless the employee or the Union file a protest within fifteen (15) days after receiving payment.

**In the event that there is a discrepancy or miscalculation of hours and/or hourly wage and the discrepancy is brought to the attention of the employer within two (2) weeks of pay day, the corrections will be made not later than the following week's payroll.**

**If proper notification is made and the corrections are not made the following payroll, the employee shall receive 4 hours of additional pay at their straight time rate for each day (Saturday, Sunday, and Holidays excluded) until paid.**

14.7. Discharge for Cause or Quit: Employees who are discharged for cause or quit shall be paid not later than the next regular pay period.

14.8. All employees employed under this Agreement must first establish all claims in writing against the Employer, contractor or Association through their Bargaining Agent and under the provisions of this Agreement or hereby waive all legal rights to claims processed otherwise.

14.9. When proposed wage increases have been delayed for reasons beyond the control of the parties, such retroactive wages will be due and payable at the earliest payroll period but not to exceed thirty (30) days from the date of notice from the Association and/or Union to the employers.

## **ARTICLE 15 WAGE SCALES**

15.1. Old Work Protection. All private sector work in progress or bid, which was covered by the scope of the previous agreement, shall be guaranteed the protection of the appropriate wage and fringe benefit rates in effect in the previous agreement **journey level Laborers. Old Work Protection shall not apply to apprentices.**

Private Work bid after the effective date shall be at the new wage and benefit rates as noted. Private work bid under this agreement which extends beyond May 31, 2027, shall be guaranteed the protection of the appropriate wage and fringe benefit rates in effect under this

agreement for twenty-four (24) months from the award of the bid, except that the contractor will pay all health and welfare increases up to fifty cents (\$0.50).

Public Work performed under the provisions of a prevailing wage statute shall be administered in accordance with Article 27, Public Works Wages.

15.2a. The classifications of employment, wage scales, Health and Welfare, Pension, and Training, as set forth in this Agreement and Schedule "A" attached shall be applicable for the period covered as set forth in Article 5.

15.2b. Monetary increases in the total wage and fringe packages for the life of this three (3) year agreement are effective on the dates indicated below:

- June 1, 2024 – May 31, 2025: **Group 1 - Increase \$3.50 Group 1 total package**  
**Group. 2 - \$1.30 above Group 1**  
**Group. 3\* - \$1.80 above Group 1**  
**Group. 4\* - Increase \$3.50 to Group 4 total package**  
**Group. 5\* - Increase \$3.50 to Group 5 total package**
- June 1, 2025 – May 31, 2026: Increase total package – **5.26%**
- June 1, 2026 – May 31, 2027: Increase total package – **4.58%**

**\*SEE NEW CLASSIFICATION CHANGES\***

15.3. Additions of classifications and applicable wage scales for the purpose of clarification or supplying omissions may be made from time to time when signed by the parties hereto and shall be confirmed by written supplements to the attached Schedule "A".

**ARTICLE 16**  
**TRANSPORTATION-CAMP REQUIREMENTS**

16.1. No travel time, transportation reimbursement, or subsistence is payable under this Agreement except as provided in this Article 16. The Employer agrees to pay only those toll fees on bridges and ferries which the employee must use in traveling the shortest route to and from the job from the nearest dispatch point of zone pay reference point provided the employee furnishes said daily receipts to the Employer.

However, if employees of other basic crafts, who have agreements with the Employer, receive reimbursement for toll fees those employees with like circumstances (i.e., live in the same area and travel the same route) shall also be reimbursed for their toll fees and ferry charges.

16.2. Any employee engaged in the transportation of material or machinery on long hauls and held away from their home terminal overnight shall be paid the cost of their lodging and meals, or a reasonable allowance, provided that the employee shall furnish receipts for same.

16.3. Where and when standard camp facilities or trailer court facilities are provided by the Employer at or near the job site the Employer and the Union will mutually agree on cost to the



employee and the hourly wage rate will prevail. The Employer will be the sole judge as to where and when job circumstances justify the establishment or discontinuance of camp facilities.

16.4. Job Site Transportation: Whenever, because of remoteness of parking areas, hazardous road conditions, or security restrictions, and it is necessary for the Employer to furnish transportation for employees within the job site to the place of their work, the project management and representative of the Union shall meet to discuss any special conditions surrounding such man-haul operations. When the Employer furnishes such transportation to the employee without cost to them, the equipment shall include seats and protection from the elements and definite pick-up and discharge points shall be determined. If there are more than thirty (30) minutes in time consumed from pick-up points to work site, the employee shall be paid for any time over thirty (30) minutes. If there are more than thirty (30) minutes consumed from work site to pick-up points, the employee shall be paid for the full amount of time spent in travel from work site to pick-up point at their regular rate. Zone pay will apply from the established dispatch point to the pick-up point.

## **ARTICLE 17 HEALTH & SAFETY**

17.1. Drug and Alcohol Testing. Labor and Management agree that it is in the best interests of all to promote an alcohol and drug-free working environment and pledge both to work within their own areas of influence and to cooperate to that end.

17.2. The Employer has the right to screen employees for alcohol and drugs as a condition of employment, as long as the above is in compliance with state and federal laws. Drug and Alcohol Testing is permitted under the conditions as outlined in Sections 17.3 and 17.4 of this Article.

17.3. Testing will be conducted in accordance with the Construction Industry Drug Free Workplace Program (CIDFWP). All testing will be paid for by the Employer. If test results are negative, the Employee will be paid Fifty Dollars (\$50.00) and will be issued a Drug Card.

17.4. Notwithstanding Section 17.1, above, a signatory contractor may choose to not participate or pay the contribution for the CIDFWP provided employees are covered by a Department of Transportation-approved program. The Employer shall submit a copy of their DOT approved program to the Union for review.

17.5. **PROSPECTIVE EMPLOYEES**: Prospective employees who test negative for a Drug and Alcohol Test conducted in compliance with the aforementioned policy, will be reimbursed fifty dollars (\$50.00) for taking such test. This expenditure is not for time worked, but for the undetermined amount of expense by the prospective employee/member prior to being put on an employer's payroll.

17.6. It is the intent of the parties that all contractors and subcontractors, regardless of tier, shall have a drug and alcohol program equal to or better than the CIDFWP.

17.7. The parties agree that the Employer may require an employee to undergo a base-line hearing evaluation at an offsite location. The costs associated with the base-line hearing evaluation will be the sole responsibility of the Employer. The employee shall receive Fifty Dollars (\$50.00) for undergoing said offsite evaluation. If the hearing evaluation is obtained on site, the Fifty Dollars (\$50.00) shall not apply.

17.8. The employee is responsible for, understands, and agrees to comply with the Employer's policy on the use and replacement of Employer provided safety glasses and gloves.

17.9. Isolated workers will be contacted periodically by a supervisor or other employee (of any craft or management representative.)

17.10. Employees shall not be required to work on portions of any construction job that is declared unsafe by a State Safety Inspector. The Employer will exert every reasonable effort to provide and maintain safe and sanitary working conditions in accordance with National and State Laws. The Unions will cooperate to that end and encourage their members to perform their work in a safe manner. Employers shall be required to provide sanitary facilities consisting of a reasonable number of toilets and urinals regardless of availability of sewers. When employees are assigned to perform work that requires foul work gear such foul work gear shall be furnished by the Employer and the employee will be held responsible for the reasonable care and return of such gear. This clause is not to be construed to require Employers to furnish employees protection from natural elements.

## **ARTICLE 18 HEALTH AND WELFARE**

18.1. In addition to the wage scales listed in Schedule "A" herein, all persons, firms and corporations as listed on Schedule "B"; who are signatory parties to this Agreement, shall pay into the existing trust fund, Oregon Laborers-Employers Health & Welfare Trust Fund, or its successor, for the purpose of providing health and welfare benefits to all eligible employees covered by this Agreement, such payment to be made in accordance with the requirements of the trust agreement. The applicable provisions of the existing trust document are hereby adopted for the period covered by this Agreement, and the fund established by prior contributions under former agreements between the parties shall be recognized as a fund held in trust and therefore an appropriate depository for the contributions referred to herein above. The Employers accept, as their representatives, the Employer Trustees presently serving on said fund's Board of Trustees and their duly appointed or elected successors.

18.2. It is further agreed that the trust fund established for the purpose of providing health and welfare benefits shall be one that is jointly established and equally administered by trustees from the Association and the Union.

18.3. After due notice to the individual Employer involved (and if a member of the Association also to the Association) by the Union it shall not be deemed a violation of this Agreement for employees covered by this Agreement to refuse to work for and to take economic action against the individual Employer who has failed to make proper contributions to the Health and Welfare Fund in accordance with this Agreement.

## ARTICLE 19 PENSION

19.1. In addition to the wage scales listed in Schedule "A" herein, all persons, firms or corporations as listed in Schedule "B" who are signatory parties to this Agreement, shall pay into the existing trust fund, Oregon Laborers-Employers Pension Trust Fund **and the Oregon Laborers-Employers Defined Contribution/401k Trust Fund**, or their successors, for the purpose of providing pension benefits for all eligible employees covered by this Agreement, such payment to be made in accordance with the requirements of the trust Agreement. The applicable provisions of the existing trust document are hereby adopted for the period covered by this Agreement, and the fund established by prior contributions under former agreements between the parties shall be recognized as a fund held in trust and therefore an appropriate depository for contributions as referred to herein above. The Employers accept, as their representatives, the Employer Trustees presently serving on said fund's Board of Trustees and their duly appointed or elected successors.

19.2. It is further agreed that the trust fund established for the purpose of providing pension benefits shall be one that is jointly established and equally administered by trustees from the Association and the Union.

19.3. After due notice to the individual Employer involved (and if a member of the Association also to the Association) by the Union it shall not be deemed a violation of this Agreement for employees covered by this Agreement to refuse to work for and to take economic action against the individual Employer who has failed to make proper contributions to the Pension Fund in accordance with this Agreement.

19.4. The Employer shall provide for a voluntary deduction on an individual basis and forward to the employee's designated individual 401(k) account through the administrator of the existing Trust at no cost to the employer. Employees shall designate the amount to be decided and shown on the dispatch slip **or a proper 401(k) form provided by the employee.** The employee shall be able to change the deduction only once per year.

19.5. **The Employer shall pay the current "Pension – Defined Benefit" and "Pension – Defined Contribution" rates per schedule "A", per compensable hour (not applicable to penalty pay, including missed lunch period (section 10.2e.9), reporting expense (section 11.2), and standby pay (section 11.4) to the Oregon Laborers Pension Plan trust fund.**

## **ARTICLE 20 TRAINING AND APPRENTICESHIP**

20.1. "Employers" under this Article means:

- a) any Employer party to this Agreement, or
- b) any Employer who employs Laborers under the terms of this Agreement and is a contributing Employer within the meaning of the Health and Welfare and Pension Plans.

### **TRAINING:**

20.2. In addition to the wage scales listed in Schedule "A" herein, all persons, firms or corporations as listed in Schedule "B", who are signatory parties to this Agreement, shall pay into the Oregon Laborers Training Trust Fund, or its successor, for the purpose of training Laborers for work in the classifications covered by this Agreement. The applicable provisions of the existing trust document are hereby adopted for the period covered by this Agreement, and the fund established by prior contributions under former agreements between the parties shall be recognized as a fund held in trust and therefore an appropriate depository for contributions as referred to herein above. The Employers accept, as their representatives, the Employer Trustees presently serving on said fund's Board of Trustees and their duly appointed or elected successors.

20.3. It is further agreed that the trust fund established for the purpose of providing training shall be one that is jointly established and equally administered by trustees from the Association and the Union.

20.4. After due notice to the individual Employer involved (and if a member of the Association also to the Association) by the Union it shall not be deemed a violation of this Agreement for employees covered by this Agreement to refuse to work for and to take economic action against the individual Employer who has failed to make proper contributions to the Laborers Training Trust Fund in accordance with this Agreement.

20.5a. The Parties will design procedures to identify and set three (3) year goals to continually improve all Journeyman Upgrade and Apprenticeship Training Programs; and work on the development of Safety Training Program(s) etc.

20.5b. Training for Journeymen. The Association and Union jointly agree that increased available training for the Laborer workforce is a goal during the life of this agreement. This joint endeavor is conditional upon available training resources and is intended to be attained without unreasonable cost burdens to the Training Trust. These Training goals are categorized as follows:

20.5c. Specialized Training: When the Employer has a need for Specialized Journeyman training, consistent with the semi-annually published Laborers Program schedule of classes, training will be provided at no cost to the Employer when a sufficient number of employees

are available for classes and a program curriculum exists. In those circumstances where a program curriculum does not exist, the employer may request through the Training Board of Trustees (Laborers-Employers Training Trust), that consideration be given to the development of an industry program.

**APPRENTICESHIP:**

20.6a. The term "Apprentice" as used herein, shall mean any person who is actively enrolled in a state-approved joint apprenticeship program designed to achieve off-site proficiency and on-site productivity so as to permit a person to meet the minimum uniform competency standards of a qualified Journeyman Laborer. Shall consist of individuals who are registered with the Oregon and Southern Idaho Laborers joint apprenticeship training subcommittee (JATC) and have been qualified by the JATC. Such individuals shall register at the training office and be approved by the subcommittee.

**APPRENTICESHIP TRAINING PROGRAM:**

20.7. Recognizing the need for an adequate supply of qualified Laborers, the Association and the Union mutually agree to actively promote and participate in a joint training program designed to meet this need. Such programs which exist or are developed to achieve this end are supported in whole or in part from funds derived from this agreement and shall:

- a) Be jointly administered by equal representation of management as appointed by the Association and labor as appointed by the Union.
- b) The employment of Apprentices shall be in accordance with the ratios as outlined in Article 9 Hiring.

**EMPLOYMENT OF APPRENTICES:**

20.8a. When utilizing the hiring hall, employers may hire apprentices at the ratio of 1:1, starting with the first Laborer hired. For each one (1) journeyperson hired, the employer may hire one (1) apprentice. Ratios are to be calculated on a per project basis. All ratios are subject to BOLI regulations.

20.8b. **When apprentices are available**, a contractor shall employ at least one (1) apprentice on any job site on which five (5) or more journey workers are employed and at least the equivalent of one (1) apprentice for every five (5) journey workers. The Joint Apprenticeship and Training Committee (JATC) shall permit enrollment sufficient to satisfy this minimum ratio.

20.8c. The same ratios will be maintained when reductions in work force occur.

20.8d. Apprentices, who register with the Oregon JATC and do not complete the program, will be denied the use of hiring halls within the District Council for a period of 12 months from the date of their termination from the program. Hours worked during their apprenticeship will not count towards any list status with the union.

**APPRENTICE WAGE RATES:**

20.9. The parties signatory hereto agree to establish an indentured training program. This would be accomplished by enlarging the existing training program into a full indentured training program. The rate of pay shall have increments as a percentage rate of journeyman scale, as listed below. Apprentice fringe benefits are one hundred percent (100%) of the applicable job rate.

Wages will be provided as follows as a percent of **the appropriate classification** for the **work being performed not to exceed journeyman scale in that Group**:

Apprenticeship Rates:

<b><u>Applicable Group</u></b>	<b>Percentage</b>
HOURS	
0 – 1,000	63%
1,000 – 2,000	70%
2,001 – 3,000	80%
3,001 – 4,000	90%

**ARTICLE 21**  
**TRUSTEE QUALIFICATION CRITERIA**

21.1. The Trust funds shall continue to be controlled and administered by Joint Boards of Trustees composed of equal representation from the Union and the Employers who are signatories to the Trust Agreements.

Each Trustee appointed by the Union shall be an active member of the Union.

Each Trustee appointed for the Employer shall be either:

- An active Employer
- A full-time non-bargaining unit employee of an active Employer
- A regular officer of an active Employer
- A full-time employee of the Association

"Active" Employer shall mean an Employer who is making contributions on compensable hours to the Trust funds.

The parties agree that a Trustee(s) who no longer meets the above-referenced criteria as a Trustee shall remain eligible to serve as a Trustee until they are replaced or resigns for up to one (1) year.

**ARTICLE 22  
RECIPROCITY**

22.1. A signatory employer shall make fringe benefit contributions to the trust fund(s), and at the state's applicable rates, in the state where the work is performed.

22.2. Notwithstanding the provisions of paragraph 22.1, such contributions shall be transferred by the receiving trust fund(s) to the home trust fund(s) of the applicable employee provided that the employee: (1) is properly cleared by the local union who has jurisdiction over the work; and (2) has executed an Authorization to Transfer Contribution Form.

**ARTICLE 23  
CONTRACT ADMINISTRATION FUND (CAF)**

Effective June 1, 1991, a Union Contractor Group (UCG) shall be established within AGC by virtue of this agreement and shall continue in full force and effect during the term of this agreement. All employers' signatory to this Collective Bargaining Agreement, or who become signatory, or otherwise come under the scope of this agreement, shall contribute the sum of Five Cents (\$0.05) per compensable hour worked by employees covered under this agreement into said fund. Contributions will be made on the same form as other Trust payments.

**ARTICLE 24  
LABORERS-EMPLOYERS COOPERATION AND EDUCATION TRUST**

24.1. The Employer and the Union recognize that they must confront many issues of mutual concern, which are more susceptible to resolution through Labor-Management Cooperation than through collective bargaining. To seek resolution of these mutual concerns and to advance mutual interests through Labor-Management Cooperative efforts, the Employer and the Union agree to participate in the Laborers Northwest Cooperation Fund described herein which is established in accordance with Section 302(C)(9) of the Taft-Hartley Act.

24.2. The Employer shall contribute to the Laborers-Employers Cooperation and Education Trust (LECET) Fund as of the effective date of this Agreement and for each month thereafter for the term of this Agreement, including any extensions or renewal thereof. The Employer shall contribute to the LECET Fund at the appropriate rate, pursuant to Schedule A, for each hour or portion of an hour for which each employee covered by the Agreement is entitled to receive pay. The Employer shall submit all contributions to the LECET Fund in accordance with the requirement of the Committee. The Employer and the Union hereby adopt the Agreement and the Declaration establishing the LECET Fund. Contributions will be made on the same form as the Health and Security payments.

24.3. The pro-rata costs of such forms, collection and accounting will be paid by the committee to the fringe benefit administrator.

24.4. The Association reserves the right during the life of this Agreement to disaffiliate from making the contribution to the LECET and reallocate the monies dedicated for this endeavor.

## **ARTICLE 25 FOREMAN**

25.1. Foreman Premium: When one of the Laborers is designated to act as foreman, they shall receive two dollars and twenty-five cents (\$2.25) per hour above the highest classification supervised. The contractor shall have the right to determine in their sole discretion the need for and the number of Laborer Foremen or Traffic Control Supervisors.

It being further understood that all crews that are made up of a majority of Laborers shall be supervised by a Laborer Foreman.

When a Powder Man is designated to act as foreman, they shall receive two dollars and twenty-five cents (\$2.25) per hour above their Group Rate.

25.2. General Foreman: When one of the Laborers has been designated to supervise two or more foremen, they shall be designated to act as General Foreman and shall receive ten percent (10%) per hour above the highest classification supervised.

25.3. Promotional Opportunity: To promote progression, it shall not be a violation of this agreement to mutually agree that a supervisory position (executives, superintendents, assistant superintendents, foremen, general foremen etc.) be promoted from within the Laborers'.

25.4. Training: The Association, the Union, and the respective training affiliates agree to commence efforts on journeyman skills advancement training programs that focus on Foremen's supervisory skills and responsibilities.

## **ARTICLE 26 GOVERNMENT REQUIREMENTS**

The Union and the Employer recognize that an Employer should not lose jobs because of government requirements which conflict with the provisions of this Agreement the Union and the Employer pledge their mutual cooperation in complying with provisions in any contract which the Employer may bid for or enter into with any public or quasi-public or governmental body for the performance of work covered by this Agreement.

If the Employer believes that a government requirement conflicts with the Agreement, they shall request a pre-job meeting with the Union to seek alternatives. The Union will not withhold agreement unnecessarily.



## **ARTICLE 27 PUBLIC WORKS WAGES**

Public Works Project Davis-Bacon Act and related statutes - ORS 279C.800 to 279C.870

In the event an individual Contractor bids a public job or project being awarded by a federal, state, county, city or other public entity which is to be performed at a predetermined and/or prevailing wage rate established or established by the Secretary of the U.S. Department of Labor (pursuant to 40 USC 276(a)), or by the Commissioner of the Oregon Bureau of Labor and Industries (pursuant to ORS 279C.800 to 279C.870). The predetermined wage and fringe rate shall apply for the first twenty-four (24) months of the project from the award date.

The Health & Welfare contribution rate can be increased to a maximum additional Fifty Cents (\$0.50) during the life of a project worked under the terms of this Public Works Provision. Increases will be only for maintenance of benefits.

In the event a Contractor utilizes this Article on a job or project, whose duration is longer than the duration of this agreement, the Contractor shall enter into a project agreement for the duration of the job or project. The project agreement shall incorporate the terms and conditions of this agreement.

## **ARTICLE 28 AUTHORIZATION**

28.1. In accordance with the provisions of Article 5, this Agreement shall become effective when signed by the Oregon-Columbia Chapter, The Associated General Contractors of America, Inc.; by the authorized representatives of the Oregon and Southern Idaho District Council of Laborers, affiliated with the Laborers International Union of North America, as set forth in Schedule "C" attached hereto.

28.2. The Association has attached hereto Schedule "B" setting forth the names of its members subscribing to this Agreement at the date of signing this Agreement. The name of any new Employer subscribing to the Agreement shall be promptly filed by the Association with the Union, as a supplement to Schedule "B", and with such filing, such new Employer automatically becomes bound by the terms and conditions of this Agreement.

28.3. The Union shall file with the Association promptly the name of any Employer who subscribes to the terms and conditions of this Agreement. It shall be understood that any dispute settled between the Union and any such non-member Employer, shall in no way be binding on the Association signatory hereto nor to be interpreted as establishing an area practice unless the signatory Association is represented in and a party to such settlement.

28.4. The Union, signatory hereto, agrees that any new Local Union established within the territory and jurisdiction covered by this Agreement, as long as it shall be effective, will automatically become bound by the terms and conditions of this Agreement from the official

date of its charter. The Association shall be notified of the establishment of such new Local Union.

The Union shall also notify the Association if any Local Union is discontinued and/or merged with another Local Union. Such action by the Union shall not adversely affect the Employer's rights under the terms and conditions of this Agreement.

## **ARTICLE 29 STRIKES AND LOCKOUTS**

It is mutually agreed that there will be no strikes or lockouts, or cessation of work, by either party, for the duration of this Agreement, and all disputes arising under this Agreement shall be submitted to the procedures for the settlement of disputes as provided in this Agreement. The parties agree that there will be no cessation or stoppage of work because of jurisdictional disputes.

The Union will not recognize an unauthorized picket line. It shall not be a violation for the Union to refuse to cross a picket line established by a building trades craft when approved by the authorized building trades labor body and the Oregon and Southern Idaho District Council of Laborers or a non-building trades craft if approved by the Oregon and Southern Idaho District Council of Laborers.

## **ARTICLE 30 JURISDICTIONAL DISPUTES**

30.1. Employers shall make all work assignments as follows:

- (a) In accordance with the terms of an existing Labor Agreement providing for such work.
- (b) In accordance with the terms of any International and/or Local Agreements and/or Memorandum of Understandings between the signatory Union and any other Union.
- (c) In accordance with area practices of local building trades.

30.2. If the Employer has complied with the provisions of Section 30.1 and receives written notification of two or more Unions contesting the work assignment, the Employer shall maintain their work assignment until the dispute has been resolved in accordance with the following procedure:

- (a) Contesting Unions and the contractor shall attempt to resolve disputes. If unable to do so within forty-eight (48) hours (Saturday, Sunday and Holidays excluded) then;
- (b) The parties to this Agreement shall meet for the purpose of resolving the dispute. If unable to resolve said dispute within forty-eight (48) hours (Saturday, Sunday and Holidays excluded) then;

- (c) The parties to this Agreement shall have exhausted their internal remedies and may then seek resolution through the NLRB and/or the courts. No legal action may be initiated before such internal remedies are exhausted.

30.3. The parties agree that there will be no cessation or stoppage of work because of jurisdictional disputes. Failure to follow the above procedures shall be a breach of contract.

### **ARTICLE 31**

#### **SETTLEMENT OF NON-JURISDICTIONAL DISPUTES**

31.1. Each party shall always have the right to enforce the specific provisions of this Agreement. The failure of either party to require enforcement of any specific term shall not be considered a modification or waiver of any of the specific terms of this Agreement.

31.2. In cases of violation, misunderstanding, or differences in interpretation of this Agreement, both parties pledge their immediate cooperation in following the Grievance Procedure set forth herein.

31.3. In the settlement of disputes arising out of violation, misunderstanding or difference in interpretation of this Agreement, the following procedure shall be followed:

#### **STEP I**

Any employee having a grievance shall present it to the Job Steward or Business Representative within fifteen (15) days of its occurrence. The Job Steward or Business Representative shall present in writing, such grievance or grievances occurring on the job to the Employer's local representative. Employer grievances shall be presented to the Business Representative of the Union.

#### **STEP II**

If no settlement is reached under Step I, then it shall be referred to the authorized representative of the Union and the authorized representative of the Employer within fifteen (15) days. Both of these parties shall use their best efforts to resolve the dispute immediately. This may be accomplished either by phone or a meeting.

#### **STEP III: BOARD OF ADJUSTMENT**

Should these authorized representatives fail to satisfactorily resolve said dispute within forty-eight (48) hours then either party may, by letter, demand a hearing before the Board of Adjustment convened at the AGC (if affected) or Union headquarters unless mutually agreed to be convened elsewhere.

The Board of Adjustment shall be composed of two (2) persons appointed by the Union and two (2) persons appointed by the Association, none of which shall be a party to the instant case. This Board shall hear the matter within seventy-two (72) hours and render a decision within forty-eight (48) hours, which decision shall be reduced to writing, signed by the Board of Adjustment and mailed to all affected parties.

#### **STEP IV: ARBITRATION**

If no settlement is reached in Step III, either party may request arbitration as provided for herein.

The parties shall stipulate to the arbiter the issue or issues to be decided. If the parties do not agree upon a single arbiter within forty-eight (48) hours from the expiration of the time limits specified under Step II, either party may request the Federal Mediation and Conciliation Service or the American Arbitration Association to submit a list of five (5) proposed arbiters. The Employer's authorized representative and the Union's authorized representative shall each alternately strike from this list the names of the proposed arbiters, one at a time until only one name remains on the list. The name of the arbiter remaining on the list shall be deemed accepted by both parties. The decision or decisions of the arbiter shall be announced, in writing to the parties within thirty (30) days following the hearing of the arbitration and shall be final and binding on both parties. The expenses of arbitration shall be borne by the losing party.

It is further understood and agreed that the arbiter's decision may provide retroactivity not to exceed thirty (30) calendar days from the date of the written filing of the complaint as set forth in Step I of this Article.

31.4. The jurisdiction of the arbiter shall be confined in all cases exclusively to questions involving the interpretation and application of existing clauses or provisions of this Agreement.

31.5. Saturday, Sunday and Holidays are deemed excluded from time limits contained in this Article.

31.6. Should the parties involved fail to comply with the findings within five (5) days after such written notification by either party or fail to comply with any of the provisions and/or time limits established in this Article, unless mutually agreed to extend such limits, then all means of arbitration shall be considered exhausted.

Either party may take such action as they deem necessary to enforce the findings and time limits and they shall not be considered in violation of any part of this Agreement.

31.7. Where written notification is required in this Article it shall be by Certified or Registered Mail.

**ARTICLE 32**  
**JOINT LABORERS INDUSTRY BOARD**

The parties recognize a mutual benefit in meeting periodically to address industry issues, when requested or needed.

**ARTICLE 33**  
**UNION ADMISSION TO JOB**

33.1. The Business Manager of the Local Union or their Field Representative having jurisdiction and the Business Manager or their Field Representative of the District Council will be permitted to visit any project at any time to solicit membership, collect dues, investigate conditions and work with the authorized representative of the Employer to correct violations existing on any job at any time, but they shall in no way unnecessarily delay the work on the job site.

33.2. Should the Employer refuse the authorized representative admission to the job at any time, the Business Manager of the appropriate District Council of Laborers of the Union is free to take any economic action against such Employer it deems necessary and such action shall not be considered a violation of this Agreement.

33.3. On projects which are under security regulations, the Employer will cooperate with the Union officials in this regard as far as regulations permit.

33.4a. There will be no discrimination against any employee because of past or present union activities. However, no employee, unless they have been designated as the steward on the job, is to use the Employer's time for union activities.

33.4b. The Union shall appoint a job steward or stewards whenever it deems it is necessary or appropriate. Job stewards shall be working employees who shall in addition to their regular assigned work, be permitted to perform the duties set forth herein, without disrupting others at work.

The Union shall notify the Employer in writing of the appointment of any job stewards. The Steward shall not be discharged or laid off for performing duties as job steward in accordance with this Article.

The Employer will notify the Union in writing and will be willing to confer with the Business Representative at least two (2) days prior to terminating the Steward. If the Steward is terminated, the Business Representative may appoint another Steward from the remaining crew and shall advise the Employer.

A Job Steward shall:

1. Bring to the attention of the Employer and Business Representative any infraction of the terms and conditions of this Agreement.

2. Check all employees performing work covered by the terms and conditions of this Agreement to ascertain proper clearance and/or dispatch

### **ARTICLE 34 UNION DUES DEDUCTION**

Upon presentation of a proper authorization form executed by the individual employee, the Employer agrees to deduct Union dues from net pay after taxes and remit same to the Union in accordance with applicable law. It is understood the Employers will remit each month the Union dues deducted in accordance with this Article on the transmittal forms used for fringe benefit contributions and that the pro rata costs of such forms and the collection and accounting thereof will be paid by the Union to the fringe benefit administrator.

The authorization forms shall be supplied by the Union and the Employer is under no obligations to solicit employees for authorization.

The Union guarantees that the Union dues to be deducted shall be the uniform amount applicable to all members of the Union covered by this Agreement as established by the membership through their duly elected delegates in accordance with the Union constitution. The Union guarantees that the Union dues collected in this manner shall not be used as a strike fund against the employer's party to this Agreement. Should the Union violate either provision of this paragraph this Article shall be null and void for the remaining period of this Agreement.

This procedure shall not be applicable to initiation fees, fines or readmission.

### **ARTICLE 35 SPECIAL AGREEMENTS**

Special agreements and/or job agreements may be negotiated by the parties hereto by mutual consent.

If the Union negotiates special agreements for any work covered by this Agreement with any other Employer or Employer Association, all provisions of such agreements shall be made available and apply to any Employer signatory to this Agreement for the specific work and specific area covered by such special Agreement only.

### **ARTICLE 36 MUTUAL GUARANTEE**

It is mutually agreed that both the Association's and the Union's participation in this Agreement is based on the guarantee that each will use its best efforts to enforce the terms and conditions hereof upon the parties to this Agreement on all construction work performed by the Employer within the territory covered by this Agreement.

**ARTICLE 37**  
**ADOPTION OF ADDENDUM**

The signatory parties adopt as a part of this Agreement any attached addendums or supplements negotiated between the Oregon and Southern Idaho District Council of Laborers and the Oregon-Columbia Chapter, Associated General Contractors of America.

**ARTICLE 38**  
**SAVING CLAUSE**

38.1. Should any part or any provision of this Agreement be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or provision of this Agreement shall not invalidate the remaining parts or provisions hereof, provided however, upon such invalidation the parties agree to meet without delay and negotiate such part or provision affected within thirty (30) days unless mutually extended. The remaining parts or provisions shall remain in full force and effect.

38.2. The aforementioned Section 38.1 shall apply in the event of relevant actions by Financial Accounting Standards Board (FASB).

38.3. National Health Care Legislation: In the event of the enactment of National Health Care legislation which limits the deductibility of employer Health/Welfare contributions, the Association and Union will meet immediately to ensure the deductibility to the employer of the full compensation package.

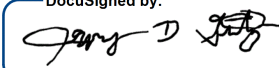
If the method of adjustment cannot be mutually agreed upon within sixty (60) days, it will be referred to the grievance procedure.

**ARTICLE 39  
GUARANTEE OF AUTHORITY**

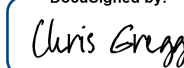
The individuals signing this Agreement in their official capacity hereby personally guarantee and warrant their authority to act for and bind the respective parties or organizations whom their signatures purport to represent:

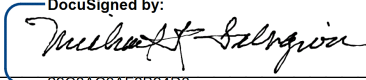
IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto and ratified and accepted by the signatory members of the Oregon-Columbia Chapter, The Associated General Contractors of America, Inc., subscribing to this Agreement and by the Oregon and Southern Idaho District Council of Laborers on behalf of its respective Local Unions, this 18<sup>th</sup> day of June 2024, at Portland, Oregon.

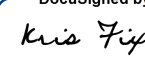
FOR THE UNION:  
Oregon & Southern Idaho,  
District Council of Laborers

By:   
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A2E7DE20DF3D45E...  
Jeffrey D. Gritz,  
Business Manager  
Secretary/Treasurer

FOR THE ASSOCIATION:  
Oregon-Columbia Chapter  
Associated General Contractors

By:   
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Chris Gregg, Chair  
Collective Bargaining Committee  
Laborers Negotiating committee

By:   
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Mike Salsgiver, Executive Director  
AGC Oregon-Columbia Chapter

By:   
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Kris Fix,  
Labor Relations Director  
AGC Oregon-Columbia Chapter



**NARATIVE SUMMARY OF WAGES AND FRINGE BENEFITS**  
**June 1, 2024 - May 31, 2027**

**TERRITORY** - This Agreement shall cover the entire State of Oregon.

**DEFINITIONS** - See Article 1 and details in this Schedule.

**EFFECTIVE DATES** - This Agreement shall become effective June 1, 2024, and through May 31, 2027. (See Article 5 for details)

**OVERTIME RATES** - (See Article 10 for details)

- **Monday – Friday - Time and one half (1.5X) over eight (8) hours. Double time (2X) over twelve (12) hours.**
- Saturday - Time and one half (1.5X). **Double time (2X) over ten (10) hours.**
- Sunday and holidays - Double time (2.0X).

**HOLIDAYS** – See Article 13

**SHIFTS-HOURS OF WORK** - (See Article 10 for exceptions and details)

**FRINGE BENEFITS** – Employer paid fringe benefit amounts will be updated annually as determined by the terms of this Agreement. Amounts shown below are effective June 1, 2024- through May 31, 2025.

**HEALTH AND WELFARE** - (See Article 18)

June 1, 2024 – May 31, 2025 - \$8.55– per compensable hour

**PENSION** – (See Article 19)

- Defined Benefit - June 1, 2024 – May 31, 2025 - \$6.90 – per compensable hour
- Defined Contribution – June 1, 2024 – May 31, 2025 - \$0.75 per compensable hour

**TRAINING** - (See Article 20) One Dollar and Ten cents (\$1.10) per compensable hour

**CONSTRUCTION INDUSTRY DRUG-FREE WORKPLACE PROGRAM (CIDFWP)**

(See Article 17)

Thirteen Cents (\$0.13) per compensable hour

**LABORERS-EMPLOYERS COOPERATION & EDUCATION TRUST (LECET)**

(See Article 24)

Thirty Cents (\$0.30) per compensable hour

**DEDUCTIONS** - from net pay after taxes

**DUES** - (See Article 34)

June 1, 2024 – May 31, 2025 - \$2.39 per compensable hour – to be deducted from net pay after taxes and only after proper authorization.

**PREMIUMS:**

- When one of the Laborers is designated to act as foreman, they shall receive two dollars and twenty-five cents (\$2.25) per hour above the highest classification supervised. The contractor shall have the right to determine in their sole discretion the need for and the number of Laborer Foremen.
- When a Group 2 Asbestos Removal Laborer, who possesses an Asbestos Supervisor Card, is designated to act as foreman, they shall receive two dollars and twenty-five cents (\$2.25) per hour above their Group Rate.
- When a Group 2 Powder Man or Group 2 Tunnel Powder Man, is designated to act as foreman, they shall receive two dollars and twenty-five cents (\$2.25) per hour above their Group Rate.
- Any Laborer working in Live Sewers shall receive forty dollars (\$40) per day in addition to their regular pay.
- **Cofferdam Premium - Laborers working within cofferdams shall receive One Dollar \$1.00 per hour above their Group Rate.**
- HIGHEST RATE FOR HALF OR FULL DAY: When a laborer is put to work at a higher classification in any day, the laborer shall be paid for that day:
  - the higher classification rate for four (4) hours if a laborer works at the higher classification for four (4) hours or less, and the balance of the day at the lesser rate or;
  - the higher classification rate for the full day if they work at the higher classification for more than four (4) hours.

**SPECIAL NOTES: HOD CARRIERS** - With respect to building construction work as defined in Article 4 - (Work Affected Defined) for the duration of this Agreement, the wage scale applicable to Hod Carriers contained or to be contained in the labor contracts covering Oregon between the Laborers organizations involved, the Wall and Ceiling Contractors Association, and the Mason Contractors Association shall be recognized and abided by the parties hereto when hiring Hod Carriers.

**SCHEDULE “A”**

**OREGON LABORERS**

**WAGES AND FRINGE BENEFITS**

(Per compensable hour)

EFFECTIVE: JUNE 1, 2024 THROUGH MAY 31, 2025

NOTES: See Schedule “A” for classification Groups.  
See Schedule “A” for Zone Wage Scale Information

<b>Group</b>	<b>Zone A</b>	<b>Zone B</b>	<b>Zone C</b>	<b>Zone D</b>	<b>Zone E</b>	<b>Zone F</b>
		(\$0.85)	(\$1.25)	(\$2.00)	(\$4.00)	(\$5.00)
1	\$39.11	\$39.96	\$40.36	\$41.11	\$43.11	\$44.11
2	\$40.41	\$41.26	\$41.66	\$42.41	\$44.41	\$45.41
3*	\$40.91	\$41.76	\$42.16	\$42.91	\$44.91	\$45.91
4*	\$34.39	\$35.24	\$35.64	\$36.39	\$38.39	\$39.39
5*	\$28.01	\$28.86	\$29.26	\$30.01	\$32.01	\$33.01

Foreman Premium: Two Dollars and Twenty-Five Cents (\$2.25) above highest classification supervised.

General Foreman Premium: Ten Percent (10%) above highest classification supervised.

Apprentices:

63%	\$24.64	\$25.49	\$25.89	\$26.64	\$28.64	\$29.64
70%	\$27.38	\$28.23	\$28.63	\$29.38	\$31.38	\$32.38
80%	\$31.29	\$32.14	\$32.54	\$33.29	\$35.29	\$36.29
90%	\$35.20	\$36.05	\$36.45	\$37.20	\$39.20	\$40.20

FRINGE BENEFIT PACKAGE

(Per compensable hour)

Health & Welfare	\$8.55
Pension – Defined Benefit	\$6.90
Pension – Defined Contribution	\$0.75
Training	\$1.10
UCG	\$0.05
LECET	\$0.30
CIDFWP	\$0.13

DEDUCTIONS from net pay after taxes:

DUES - Journeyworker	\$2.39/HR
DUES - Apprentice	\$1.67/HR

**Footnote: Please recognize the Groups 3, 4 and 5 are new or changed. 1.) Group 3 is new with several classification changes. 2.) Group 4 is the old Group 3. (Confined Space, Hole Watch, Final Clean-up, Firewatch). 3.) Group 5 is the old group 4 (Landscaper). Please reference Classification Changes below.**

# OREGON LABORERS

## WAGES AND FRINGE BENEFITS

(Per compensable hour)

EFFECTIVE: JUNE 1, 2025 THROUGH MAY 31, 2026

NOTES: See Schedule "A" for classification Groups.  
See Schedule "A" for Zone Wage Scale Information

<b>Group</b>	<b>Zone A</b>	<b>Zone B</b>	<b>Zone C</b>	<b>Zone D</b>	<b>Zone E</b>	<b>Zone F</b>
		(\$0.85)	(\$1.25)	(\$2.00)	(\$4.00)	(\$5.00)

June 1, 2025 – May 31, 2026 Increase to total package – 5.26%

Foreman Premium: Two Dollars and Twenty-Five Cents (\$2.25) above highest classification supervised.

General Foreman Premium: Ten Percent (10%) above highest classification supervised.

### BASE WAGE AND FRINGE BENEFIT PACKAGE

(Per compensable hour)

To be determined

# OREGON LABORERS

## WAGES AND FRINGE BENEFITS

(Per compensable hour)

EFFECTIVE: JUNE 1, 2026 THROUGH MAY 31, 2027

NOTES: See Schedule "A" for classification Groups.

See Schedule "A" for Zone Wage Scale Information

<b>Group</b>	<b>Zone A</b>	<b>Zone B</b>	<b>Zone C</b>	<b>Zone D</b>	<b>Zone E</b>	<b>Zone F</b>
		(\$0.85)	(\$1.25)	(\$2.00)	(\$4.00)	(\$5.00)

June 1, 2026 – May 31, 2027 – Increase to Total Package – 4.58%

Foreman Premium: Two Dollars and Twenty-Five Cents (\$2.25) above highest classification supervised.

General Foreman Premium: Ten Percent (10%) above highest classification supervised.

### BASE WAGE AND FRINGE BENEFIT PACKAGE

(Per compensable hour)

To be determined

## **SPECIAL NOTES**

NOTE # 1: If any laborer work other than the above is performed during a shift, the basic labor rate is paid for the full shift.

## **CLASSIFICATIONS**

**GROUP 1** Includes: General Laborers and the following;

- Applicator (including Pot Power Tender for same) applying protective Material by hand or nozzle on utility lines or storage tanks on a project
- Asphalt Plant Laborers
- Asphalt Spreaders
- Assistant and Tender to other Crafts
- Batch Weighman
- Broomers
- Brush Burners and Cutters
- Brush Cutters (Power Saw)
- Burners
- Car and Truck Loaders
- Carpenter Tender
- Change-House Man or Dry Shack Man
- Chipper Operator (Vermeer or Similar types)
- Choker Setter
- Choker Splicer
- Clary Power Spreader and similar Types)
- Clean-Up Laborers
- Clean-Up Nozzleman — Green-Cutter (Concrete, Rock, etc.)
- Compressor small, under 1 ,250 CFM)
- Concrete Laborer (including, but not limited to, setting up chutes, hoses, pouring, mucking, placing, buckets, and other general concrete work.)
- Crusher Feeder
- Curing, Concrete
- Demolition, Wrecking and Moving Laborers (including selective demolition)
- Demolition and Wrecking Charred Materials
- Dewatering (including operation of portable pumps, squeegee, vacuums)
- Direction Boring (up to 6-inch diameter)
- Doping and Wrapping Pipe
- Driller Helpers
- Dumpers, Road Oiling Crew
- Dump man (for Grading Crew)
- Elevator Feeders
- Erosion Control Specialist Certified)
- Fine Graders

- Fence Builders
- Form Strippers (not Swinging Stages) or stockpiling if no longer use including cleaning and preparation for reuse
- Guard Rail, Median Rail, Barriers, Cable Barrier, Impact Attenuators, Reference Post, Guidepost, Right-of-Way Marker
- Guniting Nozzle Man Tender
- Guniting or Sand Blasting Pot Tender
- Handlers or Mixers of All Materials of an irritating nature (including cement and lime)
- Leverman or Aggregate Spreader (Flaherty and similar types)
- Loading Spotters
- Material Yard Man (including Electrical and lay down yards)
- Pavers (Dry Set)
- Post Hole Digger, Air, Gas or Electric
- Powderman Helper
- Precast Concrete Setter (assist in Placement)
- Pressure Washing
- Retaining Wall Installer (Dry Stack)
- Ribbon Setter, Head
- Ribbon Setter (including Steel Forms)
- Rip Rap Man (Head) , Hand Placed including Gabion Baskets
- Rip Rap Man (Hand Placed)
- Road Pump Tender
- Roof Removal
- Sand Blasting (Wet)
- Scaffold Tender
- Self-Propelled Concrete Buggy
- Sewer Laborer
- Sign Erector (all types of faces and supporting structures)
- Signman
- Scissor and Manlift
- Skipman
- Slopers
- Solar Worker
- Spray man
- Stock piler
- Tampers
- Timber Faller and Bucker (Hand Labor)
- **TMA Driver**
- Tool Operators, Handheld, Walk Behind (Except Concrete Saw) and Remote Control (includes but not limited to):
  - Dry Pack Machine
  - Jackhammer



- Chipping Guns
- Compaction
- Paving Breakers
- Hand-held Concrete Saw and Demo Saws
- Core Drill (2" diameter maximum)
- Tool room Man (at Jobsite)
- Traffic Flagger (Including Pilot Car Operation and Robotic Flagger)
- Weight-Man-Crusher (Aggregate when used)

All other work classifications not specifically LISTED shall be classified as General Laborer Group 1

## **GROUP 2**

- Asbestos Removal
- Bit Grinder
- Concrete Specialist (including, but not limited to, patching.)
- Drill Doctor
- Drill Operators, Air Tracks, Cat Drills, Wagon Drills, Rubber-mounted Drills, and other similar types, including at crusher plants
- Hazardous Waste Laborer (see HWRA also)
- High Scalers, Strippers and Drillers (Covers work in Swinging Stages, Chairs or Belts under extreme conditions unusual to normal drilling, blasting, barring-down or sloping and stripping)
- Manhole Builder
- Mold Remediation Laborer
- Nippers and Timberman
- Nuclear Plant Worker — Lead Shield
- Powder man
- Power Saw Operators (Bucking and Falling)
- Railroad Track Laborers
- Sand Blasting (Dry)
- Sewer Timberman
- Stake Chaser
- Stake Setter
- Track Liners, Anchor Machines,
- Ballast Regulators, Multiple
- Tampers, Power Jacks
- Tie Back Shoring
- Traffic Control Laborer (TCL)
- Tugger Operator
- Water Blaster
- Welder

### **GROUP 3**

- Asphalt Rakers
- Concrete Core Drill (over 2" diameter)
- Concrete Pump Nozzle man
- Concrete Saw Operator (not hand-held)
  - Walk-behind Saw
  - Wall Saw
  - Rail-mounted Saw
  - Wire Saw
- Dump Man (for Asphalt or Concrete Paving)
- Grade Checker
- Guniting Nozzle man
- Laser Beam (Pipe Laying) — Applicable when Employee assigned to move, set up, align Laser Beam
- Loop Installation
- Pipelayer (all Types) (Including pressurized and non-pressurized ductile pipe, gravity pipe and HDPE (fused and non-fused))
- Pump Crete Nozzle man
- Traffic Control Supervisor
- TUNNELS:
  - Laser Beam (Tunnel) — applicable when Employee assigned to move, set-up, align Laser Beam
  - Miner — Tunnel
  - Motorman — Dinky Locomotive
  - Powder man — Tunnel
  - Shield Operator
  - Tunnel Bull gang (above ground)
  - Tunnel — Chuck Tenders
  - Tunnel — Muckers, Brakeman, Concrete Crew, Bull Gang (Underground)
- Vibrating Screed
- Vibrators (all types)

### **GROUP 4**

- Confined Space (hole) Watch
- Final Clean-up — detailed clean-up limited to cleaning floors, ceilings, walls, windows, etc., prior to final acceptance by the owner
- Fire Watch

### **GROUP 5**

- Landscaper

## ZONE PAY DIFFERENTIAL

(A) The parties to the Agreement recognize that because of remoteness of area and other reasons, there is a great inequity between the living expenses of an employee providing for themselves and their family in the major metropolitan areas and those of an employee working in the remote areas within the large geographical area of this Agreement, and therefore, adopt the following provisions for wage scales.

FOR THE FOLLOWING CITIES:

Albany	Hermiston
Astoria	Klamath Falls
Baker City	Medford
Bend	Portland
Burns	Roseburg
Coos Bay	Salem
Eugene	The Dalles
Grants Pass	

1. All jobs or projects located WITHIN 30 MILES of the respective city hall of the above mentioned cities shall receive the basic rate of pay for all classifications (Zone A) as listed in Schedule "A".
2. All jobs or projects located MORE THAN 30 MILES and less than 40 miles from the respective city hall of the above-mentioned cities shall receive Zone "B" allowance. The basic rate of pay shall be increased by Eighty-Five Cents (0.85) per hour.
3. All jobs or projects located MORE THAN 40 MILES or less than 50 miles from the respective city hall of the above-mentioned cities shall receive Zone "C" allowance. The basic rate of pay shall be increased by One Dollar and Twenty-Five Cents (\$1.25) per hour.
4. All jobs or projects located MORE THAN 50 MILES and less than 80 miles from the respective city of the above-mentioned cities shall receive Zone "D" allowance. The basic rate of pay shall be increased by Two Dollars (\$2.00) per hour.
5. All jobs or projects located MORE THAN 80 MILES from the respective city hall of the above-mentioned cities shall receive Zone "E" allowance. The basic rate of pay shall be increased by Four Dollars (\$4.00) per hour.
6. All Jobs or projects more than 100 MILES from respective city hall of the above-mentioned cities shall receive Zone "F" allowance. The basic rate of pay shall be increased by (\$5.00) per hour. If the employee is required to remain overnight, the Employer and the Union shall meet. When transportation or overnight accommodations of equal or greater value are provided by the Employer, the five-dollar (\$5.00) requirement may be waived.

Note: When suitable arrangements for daily transportation of an employee are made by the Employer, at no cost to the employee and the employee avails themselves of this opportunity, no zone pay shall be paid.

(B) It is agreed that for the purpose of determining the proper wage scale under this Agreement:

1. All job or project locations shall be computed (determined) based on road miles and in the following manner. A mileage measurement will start at the entrance to the respective city hall, facing the project (if possible), and shall proceed by the normal route (shortest time, best road) to the geographical center on highway, railroad, and street construction projects (end of measurement). On all other project contracts, the geographical center where the major portion of the construction work is located, shall be considered the center of the project (end of measurement).
2. All related jobs or projects (such as a crusher's location) shall, for the purpose of determining the proper pay zone rates, be considered as a part of the prime job, with the exception of jetties which, for the purpose of this Agreement, will have separate locations and may, therefore, have a different pay zone for the quarry and jetty sites.

**SCHEDULE “B”  
SIGNATORY CONTRACTORS**

A. C. Schommer and Sons	Marion Construction Company
ASI Structures, LLC	MB Structures, LLC
Carter & Company, Inc.	McClone Construction Company
Cascade Tower and Rigging	McDonald Excavating, Inc.
Chick of All Trades, LLC	P & C Construction Company
Coffman Excavation	Pence/Kelly Concrete, LLC
Colas Structures, LLC	Perlo Structures
Columbia River Contractors, Inc.	RDF Builders
Coral Construction Company	Rogers Construction, LLC
CPI Acquisitions, LLC	S & B James Construction Co.
DeWitt Construction, Inc.	Stacy and Witbeck
Elting Northwest, Inc.	TGC Structural
Gonzales Boring & Tunneling, Inc.	Turner Construction Company
Goodfellow Bros. LLC	Van Lom Structures, Inc. DBA Van Lom Concrete
JE Dunn Construction Company	Ward-Henshaw Construction Co.
JH Kelly, LLC	Weitman Excavation, LLC
LaRusso Concrete Company	Whitaker/Ellis Builders
M.A. Mortenson Company	

**SCHEDULE C**  
**Local Union Signatory to the –2024 - 2027**  
**Oregon Laborers Agreement**

Oregon and Southern Idaho District Council of Laborers

17230 NE Sacramento St. Suite 201  
Portland OR, 97230  
(503) 760-2933 / Fax: (503) 760-1121

Local 737

17230 NE Sacramento St. Suite 202  
Portland OR, 97230  
Phone: 541-801-2209 / Fax: 503-296-2510

Trust Administrator

William C. Earhart  
12029 NE Glenn Widing Dr.  
Portland OR, 97220  
(503) 282-5581

\*\*\*Please utilize the [Separation Slip](#) below or follow the link.\*\*\*



### Separation Slip

Oregon and Southern Idaho District Council of Laborers

Please send completed forms to:

**Local 737 Fax Number:** 503-296-2510 **Email:** [dispatch@local737.org](mailto:dispatch@local737.org)

Project Name / Location: \_\_\_\_\_

Employer: \_\_\_\_\_

Members Name: \_\_\_\_\_

Last Day Worked: \_\_\_\_\_

Reason for Separation:

- Failure to Report
- Quit
- Safety / Policy
- Unsatisfactory Worker
- Not Eligible for Rehire

Additional Notes:

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Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Contractor: It is important that we know why a laborer is being returned to the hall. By completing this form, you help us provide you with the best laborers available.**

Phone (541) 801-2209 \* 17230 NE Sacramento St., Suite 202 \* Portland, Oregon 97230 [www.Local737.org](http://www.Local737.org)