



## ALL SIGNATORY EMPLOYERS – SOUTHWEST WASHINGTON LABORERS

This will serve as notification of the allocation of the negotiated wage increase to be effective June 1, 2025.

### **EFFECTIVE JUNE 1, 2025 – MAY 31, 2026**

NOTE: See Schedule "A" for Classification Groups, and Zone Wage Scale information

<u>GROUP</u>	<u>ZONE A</u>	<u>ZONE B</u>	<u>ZONE C</u>	<u>ZONE D</u>	<u>ZONE E</u>
<b>(Group 3 – General Laborers)</b>		(\$0.85)	(\$1.25)	(\$2.00)	(\$4.00)
1	\$32.67	\$33.52	\$33.92	\$34.67	\$36.67
2	\$40.56	\$41.41	\$41.81	\$42.56	\$44.56
3	\$44.06	\$44.91	\$45.31	\$46.06	\$48.06
4	\$44.90	\$45.75	\$46.15	\$46.90	\$48.90
5	\$45.54	\$46.39	\$46.79	\$47.54	\$49.54
6	\$46.08	\$46.93	\$47.33	\$48.08	\$50.08

### **SOUTHWEST WASHINGTON APPRENTICESHIP RATES**

(Percentage computed on **Group 3** (General Laborer) Rates)

	<u>ZONE A</u>	<u>ZONE B</u>	<u>ZONE C</u>	<u>ZONE D</u>	<u>ZONE E</u>
		(\$0.85)	(\$1.25)	(\$2.00)	(\$4.00)
0-1000 hrs. – 60%	\$26.44	\$27.29	\$27.69	\$28.44	\$30.44
1001-2000 hrs. – 70%	\$30.84	\$31.69	\$32.09	\$32.84	\$34.84
2001-3000 hrs. – 80%	\$35.25	\$36.10	\$36.50	\$37.25	\$39.25
3001-4000 hrs. – 85%	\$37.45	\$38.30	\$38.70	\$39.45	\$41.45
4001-5000 hrs. – 90%	\$39.65	\$40.50	\$40.90	\$41.65	\$43.65
5001-6000 hrs. – 95%	\$41.86	\$42.71	\$43.11	\$43.86	\$45.86

### **FRINGE BENEFIT RATES:**

<b>Health &amp; Welfare</b>	<b>\$8.50</b>
<b>Pension</b>	<b>\$6.05</b>
Training	<b>\$1.05</b>
CIDFWP	\$0.13
LECET	\$0.15
UCG	\$0.05
PTO (taxable fringe)	2.5% of hourly wage

### **DEDUCTIONS:**

(from net pay after taxes)	
Credit Union	\$1.05
PTO (taxable fringe)	2.5% of hourly wage
<b>Union Dues</b>	<b>\$2.35</b>

**Reminder:** Under the provisions of Article **27**, Public Works Wages, you must make any adjustment on the Health & Welfare contribution even though the wage rates and remaining fringe benefit contributions may be frozen for the initial 24 months or the duration of the project, whichever is lesser.