

SCHEDULE A-1

6/1/2010 contract opening for both remaining years for wage & fringe allocations only.

CARPENTERS

JOURNEYMAN CLASSIFICATIONS	9-1-2009	6-1-2010*	6-1-2011*
Carpenter - Spokane Area Insulation / Applicator	\$ 26.06	OPEN	OPEN
Carpenter -Columbia River Area Insulation / Applicator	\$ 27.73	OPEN	OPEN

JOURNEYMAN CARPENTER CLASSIFICATIONS INCLUDE BUT ARE NOT LIMITED TO THE FOLLOWING:

1. Burner-Welder
2. Rigger and Signaler
3. Insulators (all types), Acoustical, Dry Wall and Metal Studs, Metal Panels and Partitions
4. Floor Layer, Sander, Finisher & Astro Turf
5. Layout Carpenter
6. Form Builder
7. Rough Framer
8. Outside or Inside Finisher; including doors, windows and jams
9. Sawfiler
10. Shingler (wood, composition) Solar, Fiberglass, Aluminum or Metal
11. Optical Instrument Specialist
12. Scaffold Erecting & Dismantling
13. Stationary Saw-off Bearer
14. Wire, Wood and Metal Lather Applicator

MILLWRIGHTS & MACHINE ERECTORS

JOURNEYMAN CLASSIFICATIONS	9-1-2009	6-1-2010*	6-1-2011*
Millwright Machine Erector Spokane Area	\$ 28.06	OPEN	OPEN
Millwright Machine Erector Columbia River Area	\$ 29.73	OPEN	OPEN

JOURNEYMAN MILLWRIGHT & MACHINE ERECTOR CLASSIFICATIONS INCLUDE THE FOLLOWING:

1. Rigger
2. Welder
3. Burner
4. Optical Instrument
5. Power Tool Operator

*Any increase for 6/1/10 or 6/1/2011 shall be committed to wages except additional monies may be taken to fund Health & Welfare and/or Pension and/or Apprenticeship Training. The Employer and the Union agree to meet and negotiate these amounts at least 30 days prior to the scheduled increase.

PILEDRIVERS

Includes: Driving, pulling, cutting, placing collars, setting, welding, or creosote treated material on all piling
JOURNEYMAN CLASSIFICATIONS

	9-1-2009	*6-1-2010*	*6-1-2011*
Piledrivers Spokane Area	\$ 26.32	OPEN	OPEN
Piledrivers Columbia River Area (Includes: Bridge, Dock & Wharf Carpenters)	\$ 28.00	OPEN	OPEN
	9-1-2009	6-1-2010*	6-1-2011*
Piledrivers / Carpenters Spokane Area	\$ 26.06	OPEN	OPEN
Piledrivers / Carpenters Columbia River Area	\$ 27.73	OPEN	OPEN

FOREMAN/GENERAL FOREMAN IN ALL CLASSIFICATIONS:

FOREMAN shall receive one dollar and seventy-five cents (\$1.75) per hour above the highest paid journeyman wage classification working under him.

GENERAL FOREMAN will be paid one dollar (\$1.00) per hour over foreman rate, if one is used at the option of the employer.

Should the classifications not provided for herein become involved, such classifications and the wage rates for same shall be negotiated by the Employer and the Union.

Any Carpenter, Millwright and Machine Erector, or Piledriver covered by this Agreement shall be supervised by a Foreman/General Foreman of their respective craft, when one is employed.

CARPENTER APPRENTICE RATES

First Period	3 Months	- 60%	Fifth Period	6 Months	- 80%
Second Period	3 Months	- 65%	Sixth Period	6 Months	- 85%
Third Period	6 Months	- 70%	Seventh Period	6 Months	- 90%
Fourth Period	6 Months	- 75%	Eighth Period	12 Months	- 95%

MILLWRIGHT & MACHINE ERECTOR APPRENTICE RATES

First Period	3 Months	- 60%	Fifth Period	6 Months	- 80%
Second Period	3 Months	- 65%	Sixth Period	6 Months	- 85%
Third Period	6 Months	- 70%	Seventh Period	6 Months	- 90%
Fourth Period	6 Months	- 75%	Eighth Period	12 Months	- 95%

PILEDRIVER APPRENTICE RATE

First Period	- 3 Months	- 60%	Fifth Period	6 Months	- 80%
Second Period	- 3 Months	- 65%	Sixth Period	6 Months	- 85%
Third Period	- 6 Months	- 70%	Seventh Period	6 Months	- 90%
Fourth Period	- 6 Months	- 75%	Eighth Period	12 Months	- 95%

*Any increase for 6/1/10 or 6/1/2011 shall be committed to wages except additional monies may be taken to fund Health & Welfare and/or Pension and/or Apprenticeship Training. The Employer and the Union agree to meet and negotiate these amounts at least 30 days prior to the scheduled increase.

FRINGE BENEFITS

	9-1-2009	6-1-2010*	6-1-2011*
Health & Security	\$ 4.80	OPEN	OPEN
Pension	\$ 5.25	OPEN	OPEN
Apprenticeship & Training	\$.51	(1.4% of pkg)	(1.4% of pkg)
Total	\$10.56		

*Any increase for 6/1/10 or 6/1/2011 shall be committed to wages except additional monies may be taken to fund Health & Welfare and/or Pension and/or Apprenticeship Training. The Employer and the Union agree to meet and negotiate these amounts at least 30 days prior to the scheduled increase.

Union Deductions	(3.85%)	(3.85%)	(3.85%)
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No Pension contributions will be paid for apprentices during the 1st or 2nd period,

(A) UNION DEDUCTIONS-DUES CHECK OFF:

In accordance with terms of an individual and voluntary written authorization for check-off of membership dues or deductions in form permitted by the provisions of Section 302(c) of the Labor Management Act, as amended, the employer agrees to deduct for working dues or deductions an amount from wages once each week, which has been authorized by the membership. The working dues or deductions which are deducted shall be paid monthly by the fifteenth (15th) day of the month following the month in which they are deducted.

The rate for union dues deduction is 3.85% of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen, general foremen, or superintendents would be charged using the journeyman carpenter wage rate.

DISPATCH POINTS & ZONE CENTERS

Carpenters locals dispatch jurisdiction shall be as listed below. Each jurisdiction controls the area of the Local as outlined on the map. Dispatch and allowances (where applicable) will be computed from the dispatch point or the established post office residence of the employee, whichever is closer.

Carpenters Locals No. 2205 - Wenatchee, and No. 770 - Yakima / Ellensburg in their territory east of the 120th Meridian, observe all terms and conditions of the Western Washington Carpenters Agreement. (See Article 5)

**DISPATCH & ZONE PAY ALLOWANCE
ALL CLASSIFICATIONS**

It is agreed and understood that while traveling to and from work the employees are not within the course and scope of their employment, and the relationship of the Employer-employee does not commence until the applicable hourly wage rate applies, or as mandated by law.

1) Employees who qualify for zone pay shall be paid for hours worked. Likewise, employees who qualify for show up time shall also qualify for zone pay for those same show up hours.

2) Zones for zone pay shall be as established "as the crow flies" from the dispatch points listed below.

3) Within sixty (60) miles from the proper dispatch point, the Employer will not be required to pay zone pay allowances as outlined if the Employer provides adequate, covered and safe transportation daily and round trip for the employee. If the Employer provides transportation, the employee shall be considered to be under the direction of the Employer within the scope of his employment and the employee shall be considered to be under the coverage of the State Industrial Insurance laws of Washington and Idaho.

4) Should an employee through no fault of his own and at the request of the employer make more than one (1) trip to the job within a twenty-four (24) hour period, the employee will be reimbursed for applicable allowances on the basis of total trips made to the job.

**ZONE PAY ALLOWANCE
ALL CLASSIFICATIONS**

ZONE MILES:	0 - 40 Miles	FREE
	41 - 65 Miles	\$2.25 per hour
	66 - 100 Miles	\$3.25 per hour
	101 Miles & over	\$4.75 per hour

DISPATCH POINTS

CARPENTERS LOCAL NO. 1849 - KENNEWICK / MILLWRIGHTS LOCAL NO. 1699 - KENNEWICK

KENNEWICK (515 N Neel St Suite B 101) or the Main Post Office of established residence of employee for the area of the Agreement. (509) 737-1849

CARPENTERS LOCAL 98 - SPOKANE

SPOKANE (127 E Augusta Ste 103) or the Main Post Office of established residence of employee for the area of the Agreement - (509) 326-0900

PILEDRIIVER LOCAL NO. 2396 - TACOMA

SPOKANE (127 E Augusta Ste 103) or the Main Post Office of established residence of employee for the area of the Agreement - (509) 326-0880

CARPENTERS LOCAL NO. 2205 - WENATCHEE

WENATCHEE (27 N. Chelan) or the Main Post office of established residence of employee for the area of the Agreement - (509) 662-7653

CARPENTERS LOCAL 1691 - COEUR D' ALENE

COEUR D' ALENE (1839 N. Government Way-Suite 102) or the Main Post Office of established residence of employee for the area of the Agreement - (208) 765-4575

CARPENTERS LOCAL 313 - MOSCOW

MOSCOW (306 N. Jackson) or the Main Post Office of established residence of employee for the area of the Agreement (208) 882-2508

SCHEDULE A-II

TRUSTEE QUALIFICATION CRITERIA

In order to qualify as a management trustee on any Board of Trustees herein after designated, a Management Trustee must be a signatory employer, or full time non-bargaining unit employee of the signatory contractor, or a regular officer of the employer, who contributes to the respective Trust fund, or a full-time staff person of a signatory employer association.

TRUSTS

SECTION 1. HEALTH & SECURITY PROVISION In addition to the wage rates listed in the Schedules attached hereto, the Employers shall pay into a Health and Security Trust Fund known as the "Washington-Idaho Carpenters-Employers Health and Security Trust Fund," or any successor or merged Trust, effective **September 1, 2009, four dollars and eighty cents (\$4.80)** per compassable hour worked for all employees covered by this Agreement dated September 1, 2009. Payments shall be made monthly on or before the 15th of the month following that for which contributions are being made and shall be deposited in a delegated bank or banks in accordance with the negotiated Trust Agreement dated August

15, 1957, between the signatory Employers and the Washington State Council of Carpenters, District Councils and signatory Local Unions of the United Brotherhood of Carpenters and Joiners of America and the individual members thereof. The signatory employers agree to abide by all the terms and conditions of the Trust Agreement and any amendments heretofore or hereafter adopted. The Trust Agreement, as amended, is incorporated by reference and made a part of this Agreement. The monies collected shall be used to provide benefits for employees and their dependents as outlined under Section 302 C5 of the National Labor Relations Act as amended. At the sole discretion of the Board of Trustees of the Washington-Idaho Carpenters-Employers Health and Security Trust, monies collected may or may not also be used to provide benefits for retirees and/or their dependents eligible for and receiving benefits under the Washington-Idaho-Montana Carpenters-Employers Retire Trust. If the Board of Trustees elects to provide benefits for retirees and their families, such benefits may be terminated or revoked at any time by the Board of Trustees at their sole discretion.

SECTION 2. RETIREMENT PROVISION In addition to the wage rates listed in the Schedules attached hereto, the Employers shall pay into a Retirement Fund known as the "Washington-Idaho-Montana Carpenters-Employers Retirement Fund," effective **September 1, 2009, five dollars and twenty-five cents (\$5.25)** per compassable hour worked for all employees covered by this Agreement dated September 1, 2009. Such payments shall be made monthly on or before the 15th of the month following that for which contributions are being made and shall be deposited in a delegated bank or banks in accordance with the negotiated Trust Agreement dated July 20, 1965, between the Inland Northwest Chapter of the Associated General Contractors of America and the Washington State Council of Carpenters, District Councils and signatory Local Unions of the United Brotherhood of Carpenters and Joiners of America and the individual members thereof. The signatory employers agree to abide by all the terms and conditions of the Trust Agreement and any amendments heretofore or hereafter adopted. The Trust Agreement, as amended, is incorporated by reference and made a part of this Agreement.

SECTION 3. APPRENTICESHIP & TRAINING PROVISION In addition to the wage rates listed in the Schedules attached hereto, the Employers shall pay into an Apprenticeship and Training Fund known as the "Washington-Idaho Carpenters-Employers Journeyman and Apprenticeship Training Trust Fund," 1.4% of the total Sokane Area wage and benefit package.(effective **September 1, 2009, fifty-one cents (\$.51)**) per compensable hour worked for all employees covered by this amended agreement dated September 1, 2009. Such payments shall be made monthly on or before the 15th of the month following that for which contributions are being made and shall be deposited in a delegated bank or banks in accordance with the negotiated Trust Agreement dated January 9, 1965, between the Inland Northwest Chapter of the Associated General Contractors and the Washington State Council of Carpenters District Councils and signatory Local Unions of the United Brotherhood of Carpenters and Joiners of America and the individual members thereof. The signatory employers agree to abide by all the terms and conditions of the Trust Agreement and any amendments heretofore or hereafter adopted. The Trust Agreement, as amended, is incorporated by reference and made a part of this Agreement. **NOTE: Ten cents (\$.10) committed to UBC National Apprenticeship/Health & Safety fund, remitted monthly to the Pacific Northwest Regional Council of Carpenters.**

SECTION 4. In order to eliminate onerous book and record keeping burdens on all parties, Employers will make contributions to each of the funds by means of one check and one report to include all funds. Pro rata costs of the report forms will be paid by the funds equally. The Fund Administrator and the depository bank working jointly will distribute the contributions as outlined in the report and this schedule.

SECTION 5. In the event an Employer fails to make the required monetary contributions in conformity with Sections 1, 2, and 3 of this Article, the Union may take any economic action necessary to insure the proper collection of these contributions.

SECTION 6. FAILURE TO PAY CONTRIBUTIONS Severe penalties for delinquencies are provided in the Trust Agreements.

SCHEDULE "B" CARPENTERS HIRING HALL PROCEDURE

SECTION 1.