



April 14, 2026

RE: Eastern Washington/Northern Idaho Area Collective Bargaining Agreement
June 1, 2026, Increase

Dear Employer:

Pursuant to the newly negotiated 2025-2028 Eastern Washington/Northern Idaho Area Collective Bargaining Agreement, there will be a three dollar and twenty-three cents (\$3.23) increase due **June 1, 2026**. The allocation is as follows:

\$2.73 Wages
\$0.25 Health and Welfare
\$0.25 Pension

For your convenience, enclosed please find the wage rates effective June 1, 2026 for all covered classifications. The rate for union dues is 5% of the taxable hourly wage converted to a cents per hour, times all hours worked. If your payroll department would like a wage sheet emailed, please contact Jason Cuadra at contracts@ncscarpenters.org. If you have any questions, please do not hesitate to contact me.

Sincerely,

A blue ink signature of Jay Bradshaw, written in a cursive style.

Jay Bradshaw
Executive Secretary-Treasurer

**NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC
NORTHERN IDAHO**

GENERAL CARPENTER

Rates Effective: June 1, 2026 - May 31, 2027

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.org

Agreement Holidays:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day

Full Package Benefits:	Pension*	6.16	
	401(k)	1.60	This contribution gets remitted to Zenith.
	Health & Welfare	9.25	
	Apprenticeship	0.62	
	CITF	0.15	
	Vacation	0.56	
	Supplemental Dues	1.75	
	TOTAL EMPLOYER CONTRIBUTION	\$20.09	

Zenith Trust Fund Remittances:
Rachelle Anderson
rranderson@zenith-american.com
Sam Barlow
sbarlow@zenith-american.com

Idaho Counties Covered: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Classification: General Carpenter		Vacation	Supp Dues	Total Taxable (Hourly Wage)	Pension*	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
General Foreman (14% above Journeyman)		0.56	1.75	53.51	6.16	1.60	9.25	0.62	0.15	\$71.29
Foreman (7% above Journeyman)		0.56	1.75	50.23	6.16	1.60	9.25	0.62	0.15	\$68.01
Journeyman		0.56	1.75	46.94	6.16	1.60	9.25	0.62	0.15	\$64.72
8th Period Apprentice	95%	0.56	1.75	44.59	6.16	1.60	9.25	0.62	0.15	\$62.37
7th Period Apprentice	90%	0.56	1.75	42.25	6.16	1.60	9.25	0.62	0.15	\$60.03
6th Period Apprentice	85%	0.56	1.75	39.90	6.16	1.60	9.25	0.62	0.15	\$57.68
5th Period Apprentice	80%	0.56	1.75	37.55	6.16	1.60	9.25	0.62	0.15	\$55.33
4th Period Apprentice	75%	0.56	1.75	35.21	6.16	1.60	9.25	0.62	0.15	\$52.99
3rd Period Apprentice	70%	0.56	1.75	32.86	6.16	1.60	9.25	0.62	0.15	\$50.64
2nd Period Apprentice	65%	0.56	1.75	30.51	6.16	1.60	9.25	0.62	0.15	\$48.29
1st Period Apprentice	60%	0.56	1.75	28.16	-	-	9.25	0.62	0.15	\$38.18

Dues: The rate for union dues deduction is \$1.75 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.

***No Pension contributions will be paid for apprentices during the 1st period (including 401k)**
Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).

Zone Pay: Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer.

The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.

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.

Zone Miles:	0-45 Miles	FREE
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

Zone Pay Dispatch Points:

- KENNEWICK City Hall (210 West 6th Ave.)**
- SPOKANE City Hall (808 West Spokane Falls Blvd)**
- WENATCHEE City Hall (301 Yakima Street)**
- COEUR D' ALENE City Hall (710 East Mullen Ave)**
- MOSCOW City Hall (206 East 3rd Street)**

FOR OFFICE USE BELOW

Rate Classes:	NIDC Northern ID General Carpenter
----------------------	------------------------------------

NEGOTIATED INCREASES:
June 1, 2027 - \$3.24 to be allocated by the union Agreement runs through May 31, 2028

**NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC
NORTHERN IDAHO**

HEAVY, BRIDGE, DOCK & WHARF CARPENTER

Rates Effective: June 1, 2026 - May 31, 2027

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.org

Agreement Holidays:
New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day

Full Package Benefits:	Pension*	6.16	
	401(k)	1.60	This contribution gets remitted to Zenith.
	Health & Welfare	9.25	
	Apprenticeship	0.62	
	CITF	0.15	
	Vacation	0.56	
	Supplemental Dues	1.91	
	TOTAL EMPLOYER CONTRIBUTION	\$20.25	

Zenith Trust Fund Remittances:
Rachelle Anderson
rranderson@zenith-american.com
Sam Barlow
sbarlow@zenith-american.com

Idaho Counties Covered: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Classification: Heavy, Bridge, Dock & Wharf Carpenter		Vacation	Supp Dues	Total Taxable (Hourly Wage)	Pension*	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
General Foreman (14% above Journeyman)		0.56	1.91	58.07	6.16	1.60	9.25	0.62	0.15	\$75.85
Foreman (7% above Journeyman)		0.56	1.91	54.51	6.16	1.60	9.25	0.62	0.15	\$72.29
Journeyman		0.56	1.91	50.94	6.16	1.60	9.25	0.62	0.15	\$68.72
8th Period Apprentice	95%	0.56	1.91	48.39	6.16	1.60	9.25	0.62	0.15	\$66.17
7th Period Apprentice	90%	0.56	1.91	45.85	6.16	1.60	9.25	0.62	0.15	\$63.63
6th Period Apprentice	85%	0.56	1.91	43.30	6.16	1.60	9.25	0.62	0.15	\$61.08
5th Period Apprentice	80%	0.56	1.91	40.75	6.16	1.60	9.25	0.62	0.15	\$58.53
4th Period Apprentice	75%	0.56	1.91	38.21	6.16	1.60	9.25	0.62	0.15	\$55.99
3rd Period Apprentice	70%	0.56	1.91	35.66	6.16	1.60	9.25	0.62	0.15	\$53.44
2nd Period Apprentice	65%	0.56	1.91	33.11	6.16	1.60	9.25	0.62	0.15	\$50.89
1st Period Apprentice	60%	0.56	1.91	30.56	-	-	9.25	0.62	0.15	\$40.58

Dues: The rate for union dues deduction is \$1.91 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.

***No Pension contributions will be paid for apprentices during the 1st period (including 401k)**
Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).

Zone Pay: Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer.

The Employer agrees to provide each employee zone pay as established below if the project is further than forty-five (45) miles calculated via the "shortest route" filter using Google Maps from the address of city hall of respective dispatch points.

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.

Zone Miles:	0-45 Miles	FREE
	46-100 Miles	Add \$4.00/hour
	101 Miles & over	Add \$6.00/hour

Zone Pay Dispatch Points:

- KENNEWICK City Hall (210 West 6th Ave.)**
- SPOKANE City Hall (808 West Spokane Falls Blvd)**
- WENATCHEE City Hall (301 Yakima Street)**
- COEUR D' ALENE City Hall (710 East Mullen Ave)**
- MOSCOW City Hall (206 East 3rd Street)**

FOR OFFICE USE BELOW

Rate Classes:
NIDH Northern ID Heavy, Bridge, Dock & Wharf Carpenter

NEGOTIATED INCREASES:
June 1, 2027 - \$3.24 to be allocated by the union Agreement runs through May 31, 2028

**NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC
NORTHERN IDAHO**

PILE DRIVER

Rates Effective: June 1, 2026 - May 31, 2027

CSAC Trust Fund Remittances: P: 213.386.8590 employerservices@csacbenefits.org	Agreement Holidays: New Year's Day Memorial Day Independence Day Labor Day Thanksgiving Day Friday following Thanksgiving Christmas
Zenith Trust Fund Remittances: Rachelle Anderson rranderson@zenith-american.com Sam Barlow sbarlow@zenith-american.com	

Full Package Benefits:	Pension*	6.16	
	401(k)	1.60	This contribution gets directly remitted to Zenith.
	Health & Welfare	9.25	
	Apprenticeship	0.62	
	CITF	0.15	
	MW/PD First Industry Fund	0.05	
	Vacation	0.56	
	Supplemental Dues	1.98	
	TOTAL EMPLOYER CONTRIBUTION	\$20.37	

Idaho Counties Covered: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Classification: Pile Driver	Vacation	Supp Dues	Total Taxable (Hourly Wage)	Pension*	401k	Health & Welfare	Appren	CITF	MW/PD FIRST	TOTAL PACKAGE
Pile Driver General Foreman (14% above Journeyman)	0.56	1.98	59.84	6.16	1.60	9.25	0.62	0.15	0.05	\$77.67
Pile Driver Foreman (7% above Journeyman)	0.56	1.98	56.16	6.16	1.60	9.25	0.62	0.15	0.05	\$73.99
Pile Driver Journeyman	0.56	1.98	52.49	6.16	1.60	9.25	0.62	0.15	0.05	70.32
95% Apprentice 8th Period	0.56	1.98	49.87	6.16	1.60	9.25	0.62	0.15	0.05	\$67.70
90% Apprentice 7th Period	0.56	1.98	47.24	6.16	1.60	9.25	0.62	0.15	0.05	\$65.07
85% Apprentice 6th Period	0.56	1.98	44.62	6.16	1.60	9.25	0.62	0.15	0.05	\$62.45
80% Apprentice 5th Period	0.56	1.98	41.99	6.16	1.60	9.25	0.62	0.15	0.05	\$59.82
75% Apprentice 4th Period	0.56	1.98	39.37	6.16	1.60	9.25	0.62	0.15	0.05	\$57.20
70% Apprentice 3rd Period	0.56	1.98	36.74	6.16	1.60	9.25	0.62	0.15	0.05	\$54.57
65% Apprentice 2nd Period	0.56	1.98	34.12	6.16	1.60	9.25	0.62	0.15	0.05	\$51.95
60% Apprentice 1st Period	0.56	1.98	31.49	-	-	9.25	0.62	0.15	0.05	\$41.56

Dues: The rate for union dues deduction is \$1.98 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.
Overtime, Apprenticeship rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).

***No Pension contributions will be paid for apprentices during the 1st period (including 401k)**

Zone Pay: Dispatch and allowances (where applicable) will be computed from the project location to either the closest listed dispatch point or the residence of the employee, whichever is closer. Zones for zone pay shall be as established "as the crow flies" from the dispatch points listed below. Zone pay shall be paid for hours worked.

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.

Zone Miles:
0-45 Miles FREE
46-100 Miles Add \$4.00/hour
101 Miles & over Add \$6.00/hour

- KENNEWICK City Hall (210 West 6th Ave.)**
- SPOKANE City Hall (808 West Spokane Falls Blvd)**
- WENATCHEE City Hall (301 Yakima Street)**
- COEUR D' ALENE City Hall (710 East Mullen Ave)**
- MOSCOW City Hall (206 East 3rd Street)**

FOR OFFICE USE BELOW

Rate Classes:
NIDPD Northern ID Pile Driver

NEGOTIATED INCREASES:
June 1, 2027 -\$3.24 to be allocated by the union Agreement runs through May 31, 2028

**NORTH COAST STATES REGIONAL COUNCIL OF CARPENTERS
2025 - 2028 EASTERN WASHINGTON/NORTHERN IDAHO INLAND NORTHWEST AGC
NORTHERN IDAHO**

DIVER

Rates Effective: June 1, 2026 - May 31, 2027

CSAC Trust Fund Remittances:
P: 213.386.8590
employerservices@csacbenefits.org

Agreement Holidays:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day

Full Package Benefits:	Pension*	6.16	
	401(k)	1.60	This contribution gets directly remitted to Zenith.
	Health & Welfare	9.25	
	Apprenticeship	0.62	
	CITF	0.15	
	Vacation	0.56	
	Supplemental Dues	2.34	
	TOTAL EMPLOYER CONTRIBUTION	\$20.68	

Zenith Trust Fund Remittances:
Rachelle Anderson
rranderson@zenith-american.com
Sam Barlow
sbarlow@zenith-american.com

Idaho Counties Covered: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and north of the 46th parallel of Idaho County

Classification: Diver	Vacation	Supp Dues	Total Taxable (Hourly Wage)	Pension*	401k	Health & Welfare	Appren	CITF	TOTAL PACKAGE
Divers Including Stand-By Diver	0.56	2.34	58.16	6.16	1.60	9.25	0.62	0.15	\$75.94
Diver Diving	0.56	2.34	116.33	6.16	1.60	9.25	0.62	0.15	\$134.11
Lead Diver/Dive Master	0.56	2.34	71.30	6.16	1.60	9.25	0.62	0.15	\$89.08
Dive Supervisor	0.56	2.34	117.83	6.16	1.60	9.25	0.62	0.15	\$135.61
Diver Tender	0.56	2.34	57.16	6.16	1.60	9.25	0.62	0.15	\$74.94
Assistant Tender	0.56	2.34	53.49	6.16	1.60	9.25	0.62	0.15	\$71.27
Manifold Operator	0.56	2.34	57.16	6.16	1.60	9.25	0.62	0.15	\$74.94
Manifold Operator Mixed Gas	0.56	2.34	61.16	6.16	1.60	9.25	0.62	0.15	\$78.94
Bell/Vehicle or Submersible Operator Not Under Pressure, etc*	0.56	2.34	58.16	6.16	1.60	9.25	0.62	0.15	\$75.94
ROV Operator	0.56	2.34	57.16	6.16	1.60	9.25	0.62	0.15	\$74.94
ROV Tender/Technician	0.56	2.34	53.49	6.16	1.60	9.25	0.62	0.15	\$71.27

Dues: The rate for union dues deduction is \$2.34 of the taxable hourly wage rate converted to a cents per hour, times all hours worked. Carpenters foremen and general foremen would be charged using the journeyman carpenter wage rate.
Overtime, Apprentice rates and Premiums are calculated based on the Total Taxable Wage (Total Taxable Wage x Overtime rate) then the taxable deductions are deducted (Dues and Vacation).

***No Pension contributions will be paid for apprentices during the 1st period (including 401k)**

Premiums: See Article IV Pay Scales, Section K

Travel Pay: Employees shall receive per diem of twenty dollars (\$20.00) for gas or food & one hundred dollars (\$100.00) per diem in lieu of lodging for projects located more than seventy (70) miles from either:
a. the address of Spokane City Hall, or
b. the employee's primary residence, whichever is closer to the project site.

Zone Pay Allowance:	0-45 Miles	FREE
	45-70 Miles	\$4.00 per hour
	71 Miles & over	\$120.00 per day

Distance shall be determined using Google Maps with the "shortest route" filter applied. Employees receiving travel pay will be compensated at their regular hourly rate for hours worked.

FOR OFFICE USE BELOW

Rate Classes:

IDMWD	Eastern WA Diver
IDMWDD	Eastern WA Diver Diving
IDMWM	Eastern WA Dive Master
IDMWS	Eastern WA Diver Supervisor
IDMWT	ID, MT & WY Diver Tender
IDMWTA	ID, MT & WY Asst Tender
IDMWMO	ID, MT & WY Manifold Operator
IDMWMOG	ID, MT & WY Manifold Operator Mixed Gas
IDMWO	ID, MT & WY Operator Not Under Pressure
IDMWRO	ID, MT & WY ROV Operator
IDMWRT	ID, MT & WY ROV Tender/Tech

NEGOTIATED INCREASES:

June 1, 2027 - Contingent on the MLA
Agreement runs through May 31, 2028