

APPENDIX 1  
SCHEDULE "A"  
CLASSIFICATIONS AND WAGES

Section 1. The wage rates in the Schedules below shall become effective June 1, **2019** and shall remain in effect until May 31, **2021**.

WESTERN WASHINGTON

(Covers all work in the following counties: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis and that portion of Pacific County north of a straight line made by extending the north boundary of Wahkiakum County west to the Pacific Ocean, Grays Harbor, Clallam, Jefferson, Mason, Kitsap, Island and San Juan).

	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Level 1: Certified Journeyman Asbestos Worker	\$38.78	<b>\$39.81</b>	<b>OPEN***</b>
<b>Level 2: Apprenticeship Rates:</b>			
<b>0 - 1000 hours</b>	<b>60%</b>	\$23.27	<b>\$23.89</b>
<b>1001 - 2000 hours</b>	<b>70%</b>	\$27.15	<b>\$27.87</b>
<b>2001 - 3000 hours</b>	<b>80%</b>	\$31.02	<b>\$31.85</b>
<b>3001 - 4000 Hours</b>	<b>85%</b>	\$32.96	<b>\$33.84</b>
<b>4001 - 5000 hours</b>	<b>90%</b>	\$34.90	<b>\$35.83</b>
<b>5001 - 6000 hours</b>	<b>95%</b>	\$36.84	<b>\$37.82</b>
Level 3: Certified asbestos workers (Probationary up to 1000 hrs.)	<b>\$17.00</b>	<b>\$17.00</b>	

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis.

Fringe Benefit Rates:	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Health & Security	\$6.50	<b>\$6.70</b>	<b>Subject to Allocation</b>
Pension	\$4.54	<b>\$4.79</b>	
Apprenticeship/Training	\$0.90	<b>\$0.95</b>	
<del>WANWLECET</del>	\$0.14	<b>\$0.14</b>	

Wage Deductions: (These deductions are included in wage.)

Credit Union <sup>1</sup>	\$1.05**	\$1.05**
Union Dues	\$1.60	<b>\$1.65</b>
LPL <sup>2</sup>	\$0.05**	\$0.05**

\*Pension contributions are not required on Probationary employees for the first 1000 hours.

\*\*Deductions are not required on Probationary employees for the first 1000 hours.

\*\*\*The **June 1, 2020** and **June 1, 2021** allocation of the wage/fringe package will be determined sixty (60) days prior to anniversary date. The **2021** wage/fringe packages require contract opening in **2021** in accordance with Article 4 for wages and fringe benefits only.

<sup>1</sup> No deduction on Group 3 only.

<sup>2</sup> Voluntary deduction from net wages.

CENTRAL WASHINGTON

(Covers all work in the following counties: Chelan, Kittitas, Yakima and that portion of Douglas County lying west of the 120<sup>th</sup> Meridian.)

	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Level 1: Certified Journeyman Asbestos Worker	\$29.01	<b>\$29.74</b>	<b>Open***</b>
<b>Level 2: Apprenticeship Rates:</b>			
<b>0 - 1000 hours</b>	60%	\$17.41	<b>\$17.84</b> TBD
<b>1001 - 2000 hours</b>	70%	\$20.31	<b>\$20.82</b>
<b>2001 - 3000 hours</b>	80%	\$23.21	<b>\$23.79</b>
<b>3001 - 4000 hours</b>	85%	\$24.66	<b>\$25.28</b>
<b>4001 - 5000 hours</b>	90%	\$26.11	<b>\$26.77</b>
<b>5001 - 6000 hours</b>	95%	\$27.56	<b>\$28.25</b>
Level 3: Certified asbestos workers (Probationary up to 1000 hrs.)	<b>\$17.00</b>	<b>\$17.00</b>	<b>OPEN</b>

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis.

Fringe Benefit Rates:	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Heath & Security	<b>\$6.50</b>	<b>\$6.70</b>	<b>Subject to Allocation</b>
Pension	<b>\$4.54*</b>	<b>\$4.79*</b>	
Apprenticeship/Training	<b>\$0.90</b>	<b>\$0.95</b>	
<del>W</del> ANWLECET	<b>\$0.14</b>	<b>\$0.14</b>	

Wage Deductions: (These deductions are included in wage.)

Credit Union <sup>3</sup>	\$1.05**	\$1.05**
Union Dues	\$1.60	<b>\$1.63</b>
LPL <sup>4</sup>	\$0.05**	\$0.05**

\*Pension contributions are not required on Probationary employees for the first 1000 hours.

\*\*Deductions are not required on Probationary employees for the first 1000 hours.

\*\*\* The **June 1, 2020 and June 1, 2021** allocation of the wage/fringe package will be determined sixty (60) days prior to anniversary date. The **2020** wage/fringe packages require contract opening in **2020** in accordance with Article 4 for wages and fringe benefits only.

<sup>3</sup> No deduction on Group 3 only.

<sup>4</sup> Voluntary deduction from net wages.

SOUTHWEST WASHINGTON

(Covers all work in the following counties: Klickitat, Skamania, Clark, Cowlitz, Wahkiakum and that portion of Pacific County south of a straight line made by extending the north boundary line of Wahkiakum County west to the Pacific Ocean.)

	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Level 1: Certified Journeyman Asbestos Worker	\$33.38	<b>\$34.93</b>	\$0.00***
Level 2: Apprenticeship Rates:			
<b>0 - 1000 hours</b> <b>60%</b>	\$20.03	<b>\$20.96</b>	<b>TBD</b>
<b>1001 - 2000 hours</b> <b>70%</b>	\$23.37	<b>\$24.45</b>	
<b>2001 - 3000 hours</b> <b>80%</b>	\$26.70	<b>\$27.94</b>	
<b>3001 - 4000 hours</b> <b>85%</b>	\$28.37	<b>\$29.69</b>	
<b>4001 - 5000 hours</b> <b>90%</b>	\$30.04	<b>\$31.44</b>	
<b>5001 - 6000 hours</b> <b>95%</b>	\$31.71	<b>\$33.18</b>	
Level 3: Certified asbestos workers (Probationary up to 1000 hrs.)	<b>\$17.00</b>	<b>\$17.00</b>	<b>OPEN</b>

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis

Fringe Benefit Rates:	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Health & Security	<b>\$6.50</b>	<b>\$6.70</b>	<b>Subject to Allocation</b>
Pension	\$4.54*	<b>\$4.79*</b>	
Apprenticeship/Training	\$0.90	<b>\$0.95</b>	
CIDFWP	\$0.13	\$0.13	
CAF	\$0.05	\$0.05	
LECET	\$0.10	\$0.10	

Wage Deductions: (These deductions are included in wage.)

Credit Union	\$1.05**	\$1.05**
Union Dues	\$1.89	<b>\$1.98</b>
LPL <sup>5</sup>	\$0.05**	\$0.05**

\*Pension contributions are not required on Probationary employees for the first 1000 hours.

\*\*Deductions are not required on Probationary employees for the first 1000 hours.

\*\*\*The parties agree to accept the wage/fringe benefit increases as negotiated in the Southwest Washington Master Labor Agreement for **2020** and **2021**. The **2021** wage/fringe packages require contract opening in **2021** in accordance with Article 4 for wages and fringe benefits only.

<sup>5</sup> Voluntary deduction from net wages.

EASTERN WASHINGTON:

(Covers all work in the following counties: Adams, Benton, Columbia, Ferry, Franklin, Grant, Okanogan, Walla Walla and that portion of Douglas County east of the 120<sup>th</sup> Meridian in the State of Washington.)

	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Level 1: Certified Journeyman Asbestos Worker	\$27.94	<b>\$28.79</b>	<b>\$1.50***</b>
<b>Level 2: Apprenticeship Rates:</b>			
0 - 1000 hours	60%	\$16.76	<b>\$17.27</b>
1001 - 2000 hours	70%	\$19.56	<b>\$20.15</b>
2001 - 3000 hours	80%	\$22.35	<b>\$23.03</b>
3001 - 4000 hours	85%	\$23.75	<b>\$24.47</b>
4001 - 5000 hours	90%	\$25.15	<b>\$25.91</b>
5001 - 6000 hours	95%	\$26.54	<b>\$27.35</b>
Level 3: Certified asbestos workers (Probationary up to 1000hrs.)	<b>\$17.00</b>	<b>\$17.00</b>	<b>OPEN</b>

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis.

Fringe Benefit Rates:

	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Health & Security	\$6.50	<b>\$6.70</b>	<b>Subject to Allocation</b>
Pension	<b>\$5.60*</b>	<b>\$6.00</b>	
Apprenticeship/Training	<b>\$0.90</b>	<b>\$0.95</b>	
LECET	\$0.10	\$0.10	

Wage Deductions:

(These deductions are included in wage.)

Credit Union <sup>6</sup>	\$1.00**	\$1.00**
Union Dues	\$1.58	<b>\$1.64</b>
LPL <sup>7</sup>	\$0.03**	\$0.03**

\*Pension contributions are not required on Probationary employees for the first 1000 hours.

\*\*Deductions are not required on Probationary employees for the first 1000 hours.

\*\*\*The parties agree to accept the wage/fringe benefit increases as negotiated in the Eastern Washington Master Labor Agreement for **2020** and **2021**. The **2021** wage/fringe packages require contract opening in **2021** in accordance with Article 4 for wages and fringe benefits only.

<sup>6</sup> No deduction on Group 3 only.

<sup>7</sup> Voluntary deduction from net wages.