



SOUTHWEST REGIONAL COUNCIL OF CARPENTERS

Representing Carpenters in Southern California, Nevada, Arizona, Utah, New Mexico, and Colorado

Pete Rodriguez
President/COO

Dan Langford
Executive Secretary-Treasurer/CEO

Frank Hawk
Vice President/COO

May 20, 2020

To: Colorado Drywall Contractors

**RE: Colorado Independent Collective Bargaining Agreement Covering the Drywall, Ceiling and Interior Systems Industry
July 1, 2020 Allocation**

This will notify you that the seventy-five cent (\$0.75) increase for the Colorado Drywall Contractors effective July 1, 2020 has been allocated as follows:

\$0.48 Vacation
\$0.25 Health & Welfare
\$0.02 Supplemental Dues (Per Union By-laws)

Effective July 1, 2020, an additional \$0.75 will be added to the base journeyman hourly pay to those completing 16 hours of pertinent training between July 1, 2020 and June 30, 2021, **once earned**.

For your convenience, enclosed please find the wage sheets for Colorado Drywall effective July 1, 2020 Foreman II, Foreman, Journeyman, all Apprentice, Stocker/Scrapper and Tradesworker classifications. If your payroll department would like a copy of the wage sheets emailed, please contact Polly Stroot at pstroot@swcarpenters.org.

Sincerely,

Frank Hawk
Vice President/COO

FH/kas

cc: Stephen Araiza – Contract Administration – SWRCC
Kristin Tingley – Southwest Carpenters Trust (CSAC)
Mike Hawk – Regional Manager – SWRCC
Mark Thompson – SWRCC - CO
Polly Stroot – SWRCC
Main File

Enc.

SOUTHWEST REGIONAL COUNCIL

533 S. Fremont Ave., 10th Fl. Los Angeles, CA 90071
(213) 385-1457 Fax: (213) 385-3759

■ Arizona - 1912 ■ California - 213 562 619 661 714 721 805 909 951 1607 ■ Colorado - 555
■ Nevada - 971 1977 ■ New Mexico - 1319 ■ Utah - 801

**Southwest Regional Council of Carpenters
2018-2021 Independent Drywall, Ceiling and Interior Systems Industry Agreement
COLORADO**

Rates Effective: July 1, 2020 - June 30, 2021

Colorado Drywall Agreement Holidays:

New Year's Day
Memorial Day
Independence Day (July 4th)
Labor Day
Thanksgiving Day
Christmas Day

Trust Fund Remittances:

Kristin Tingley, (213) 739-9382
ktingley@carpenterssw.org

Benefits collected by CSAC.

| | | |
|-------------------------------|-------------------------|-------------------------------|
| Full Package Benefits: | Pension | 0.00 |
| | * Health & Welfare | 8.00 |
| | Supplemental Dues | 0.81 (Paid to Vacation Trust) |
| | Vacation | 1.48 |
| | Training Trust | 0.47 |
| | Contract Administration | 0.01 |
| | CITF | 0.10 |
| | LMCC | 0.00 |
| | Paid by Employer | \$10.87 |

Vacation/Supplemental Dues are considered taxable income. They are added to wages, taxed, withheld and submitted to the Vacation Trust Fund.

| | Base Wage | Vacation | Supp Dues | Taxable Wage | Pension | Health & Welfare | Appren | Intl Training | LMCC | Contract Admin | TOTAL PACKAGE |
|--|------------|----------|-----------|--------------|---------|------------------|--------|---------------|------|----------------|----------------------|
| Foreman II (\$1.50/hour over Journeyman rate) | 25.26 | 1.48 | 0.81 | 27.55 | 0.00 | 8.00 | 0.47 | 0.10 | 0.00 | 0.01 | \$36.13 |
| Foreman (\$1.50/hour over Journeyman rate) | 25.26 | 1.48 | 0.81 | 27.55 | 0.00 | 8.00 | 0.47 | 0.10 | 0.00 | 0.01 | \$36.13 |
| Journeyman | 23.76 | 1.48 | 0.81 | 26.05 | 0.00 | 8.00 | 0.47 | 0.10 | 0.00 | 0.01 | \$34.63 |
| 90% Apprentice | 6th Period | 21.38 | 1.48 | 0.81 | 23.67 | 0.00 | 8.00 | 0.47 | 0.10 | 0.01 | \$32.25 |
| 80% Apprentice | 5th Period | 19.01 | 1.48 | 0.81 | 21.30 | 0.00 | 8.00 | 0.47 | 0.10 | 0.01 | \$29.88 |
| 75% Apprentice | 4th Period | 17.82 | 1.48 | 0.81 | 20.11 | 0.00 | 8.00 | 0.47 | 0.10 | 0.01 | \$28.69 |
| 70% Apprentice | 3rd Period | 16.63 | 1.48 | 0.81 | 18.92 | 0.00 | 8.00 | 0.47 | 0.10 | 0.01 | \$27.50 |
| 65% Apprentice | 2nd Period | 15.44 | 1.48 | 0.81 | 17.73 | - | 8.00 | 0.47 | 0.10 | 0.01 | \$26.31 |
| 60% Apprentice | 1st Period | 14.26 | 1.48 | 0.81 | 16.55 | - | 8.00 | 0.47 | 0.10 | 0.01 | \$25.13 |
| Stocker/Scraper (after 60 days receives H&W and Apprenticeship contributions) | 10.00 | - | 0.81 | 10.81 | - | 8.00 | 0.47 | - | - | - | \$19.28 |
| Tradesworker (Within 1,000 hours must be classified as a Journeyman or indenture as an Apprentice) | 17.00 | - | - | 17.00 | - | - | 0.47 | 0.10 | - | - | \$17.57 |

*No more than once per year and during the open enrollment period, eligible Employees may opt into (i) the Southwest Carpenters Health and Welfare plan with a contribution rate of \$8.00 or (ii) the Southwest Carpenters Bronze Health and Welfare plan with a contribution rate of \$4.00. Any employee on the Bronze plan shall receive an additional \$4.00 on their base wages. **This option is not available to the Foreman II classification.**

STOCKING AND SCRAPPING: Employees doing stocking and scrapping work will receive \$10.00 per hour and Vacation/Supp Dues contribution of (\$0.81); after 60 days they will also receive Health & Welfare and Apprenticeship contributions. A dime of the Stocking and Scrapping Apprenticeship contribution will be diverted to the Carpenters' International Training Fund.

TRADESWORKER per Article 8 Section 8. Any Drywall employee that is not an indentured apprentice or previously classified as a journeyman can be hired as a Tradesworker. Within 1,000 hours the Union and Employer will evaluate the tradesworker to determine classification as a Journeyman or Apprentice. If determined to be an Apprentice, they will be indentured as the level mutually determined appropriate. The tradesworker wage will be a minimum of \$17.00 per hour. The only Trust Fund contribution made on a Tradesworker will be \$0.57 (\$0.47 to the Southwest Carpenter Training Trust and \$0.10 to the Carpenters' International Training Fund). After 1,000 hours, the appropriate Fringe Benefit contributions will apply. **The number of Tradesworkers cannot exceed 25% of the Carpenter workforce company wide.**

MOUNTAIN DIFFERENTIAL: West of the Continental Divide there will be \$1.00 per hour added to the wage rate for all classifications.

Training Incentive (if eligible per "Attachment 2"): All Journey workers working under this agreement must successfully complete 16 hours of pertinent training annually in order to be eligible for Training Incentive Pay. Pre-Negotiated Increases: July 1, 2018 - \$0.50 Training Incentive (if eligible per Attachment 2). July 1, 2019 - \$0.75 Training Incentive (if eligible per Attachment 2). July 1, 2020 - \$0.75 Training Incentive (if eligible per Attachment 2).

RATIO: The ratio of Journeyman to Apprentices may be up to one to one.

***In no event shall any base wage be less than the applicable local, State or Federal minimum wage.

FOR OFFICE USE BELOW

Rate Class:

| | | |
|--------------------|-------------------------------------|-------------|
| CO-DW | CO Carpenter (Drywall) | 23.76/10.87 |
| CO-STKSCP | CO Stocking/Scrapping (Drywall) | 10.00/0.81 |
| CO-STKSCP60 | CO Stocking/Scrapping (DW) after 60 | 10.00/9.28 |
| CO-TW | CO Tradesworker (Drywall) | 17.00/0.57 |

Training Certs:

| | |
|---|------|
| DWQYCO2018 -Qualified for Year 2018 (Colorado) | 0.50 |
| DWQYCO2019 -Qualified for Year 2019 (Colorado) | 0.75 |
| DWQYCO2020 -Qualified for Year 2020 (Colorado) | 0.75 |

Preferences:

| | | |
|-------------------|-----------------------------------|------|
| CO-FMDW | CO Carpenter Foreman (Drywall) | 1.50 |
| CO-FM2DW | CO Carpenter Foreman II (Drywall) | 1.50 |
| CO-DWMTN | CO Mountain Differential | 1.00 |
| CO-DWSWING | CO Swing Shift (Drywall) | 1.00 |
| CO-DWGRAVE | CO Graveyard Shift (Drywall) | 1.50 |

Agreement runs through June 30, 2021

Attachment “2”
CONTINUING EDUCATION AND TRAINING

The Union and the Employers signatory to this agreement recognize continuing education and training for the industry as vital to its growth and existence, thereby creating an avenue to provide highly skilled craft persons.

All Journey workers working under this agreement must successfully complete 16 hours of pertinent training annually in order to be eligible for **Training Incentive Pay**.

Effective July 1, 2018, \$0.50 will be added to the base journeyman hourly pay for those completing 16 hours of pertinent training by June 30, 2019. Effective July 1, 2019, an additional \$0.75 will be added to the base journeyman hourly pay to those completing 16 hours of pertinent training between July 1, 2019 and June 30, 2020. Effective July 1, 2020, an additional \$0.75 will be added to the base journeyman hourly pay to those completing 16 hours of pertinent training between July 1, 2020 and June 30, 2021, **once earned**. Past accumulated Training Incentive Pay will carry over into this Agreement as a further wage premium. The required pertinent hours of training should include hours through the Southwest Carpenters Training Fund, Employer supplied training, as well as other accredited sources approved by the Southwest Carpenters J.A.T.C. A completed OSHA 10 is required.

In cooperation with the Contractors in the Interior Systems Industry and the Union, the Southwest Carpenters Training Fund and the local JATC shall implement the educational and safety criteria: develop, manage and carry out all program functions to ensure employee compliance and will provide the training and administration necessary to properly and effectively train employees in systems, functions and activities relevant to their craft: including, but not limited to: Safety, OSHA regulations, CPR, First Aid, and state of the art production techniques.

The employer shall not be obligated to pay the employee for these training hours.

The parties agree to meet annually to discuss the Training Incentive Pay prior to its respective allocation.