

**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:

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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