

**WESTERN STATES REGIONAL COUNCIL
OF CARPENTERS AND ITS AFFILIATED LOCAL UNION
OF THE UNITED BROTHERHOOD OF CARPENTERS & JOINERS OF AMERICA**



**SOUTHWEST INTERIOR/EXTERIOR
MASTER AGREEMENT - UTAH APPENDIX**

JULY 1, 2026 THROUGH JUNE 30, 2029

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SOUTHWEST INTERIOR/EXTERIOR MASTER AGREEMENT UTAH APPENDIX 2026 - 2029

1. The Southwest Interior/Exterior Master Agreement ("Master Agreement") is modified as follows for all drywall, lathing, plastering, painting and related scaffold work performed in the State of Utah and in Wendover, Nevada.

It is agreed that the scale is minimum wage and Employers are free to pay over scale as desired.

October 1, 2026: \$2.75 (allocation shown below)
July 1, 2027: \$3.00 (to be allocated by Union)
July 1, 2028: \$3.00 (to be allocated by Union)

The Pension contribution on Foreman and General Foreman will freeze at five dollars and fifty cents (\$5.50) until the Journeyman classification contribution is equal.

Safety Representative

If a Journeyman or above member of the Carpenters Union becomes a Safety Representative, that member has the option to remain as a member and be dispatched per this agreement. The Employer shall have the discretion to dispatch the member as a Journeyman, Foreman or General Foreman.

Foreman

The Employer shall have the sole right to select and designate a Foreman to issue instruction to workers. Should the Employer designate a Foreman, such Foreman shall receive two dollars (\$2.00) over the journeyman classification.

General Foreman

Whenever an employee has the responsibility to supervise and coordinate multiple foreman and subcontractors on a project, they shall receive four dollars (\$4.00) over the journeyman classification.

Zone Pay

Zones noted below shall be established "as the crow flies" from the intersection of North Temple and Main Street, Salt Lake City, the Employer's Shop or the employee's home address, whichever is closest to the project.

Zone Pay is a flat amount added to a member's hourly base rate. It is paid on hours worked and does not multiply on overtime.

Distance for the purpose of Zone Pay shall be calculated using a straight line (radius) distance.

Zone 1	0 to 61 radius miles	Free
Zone 2	Over 61 to 120 radius miles	\$3.00 per hour
*Zone 3	Over 120 to 200 radius miles	\$5.00 per hour
*Zone 4	Over 200 radius miles	\$7.00 per hour

*Zones 3 and 4 shall not apply if Employees are provided with lodging.

Training Requirements

All members shall be required to complete eight (8) hours of training annually. All members shall possess

an OSHA 10 or OSHA 30 card, First Aid Training, and UBC Fall Protection and shall assure that it remains current while being employed by an employer Signatory to this agreement.

Predesignated Starting and Quitting Point

- (a) Workmen shall report for work at an accessible predesignated starting point on the jobsite as designated by the contractor and shall be released from duty at the same point at the completion of the shift. When it is necessary to change the predesignated starting and quitting points on the jobsite, employees shall be given notice prior to the end of the work shift preceding the change. When it is necessary for the individual Contractor to provide transportation from the predesignated starting and quitting point to that part of the job where the work is to be performed and return, the Contractor agrees that such transportation will be safe and suitable. Unless explicitly stated by the employer, the parking lot shall not be considered a starting point.
- (b) All time elapsed between the regular starting time at the predesignated starting point on the jobsite and return to the same predesignated point at quitting time, shall be considered as time worked and shall be paid for at the applicable rates of pay.
- (c) At parking-restricted jobsites where free parking is not available within a reasonable walking distance of the designated reporting location, the Employer shall reimburse employees covered under this Agreement for actual, reasonable, and necessary parking expenses required for the performance of work.
 - (i) Reimbursement shall be limited to documented parking expenses and shall not include fines, penalties, towing charges, late fees, valet services, premium parking charges, or any other costs incurred as a result of the employee's actions.
 - (ii) Employees shall utilize parking facilities designated or approved by the Employer when such facilities are available.
 - (iii) The Employer reserves the right to provide parking in lieu of reimbursement.

Four-Day, 10-Hour Schedule

Subject to job site requirements and production schedules, the subcontractor may work a four-day, 10-hour schedule. All requests must be made in writing prior to the start of the shift.

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2. COMMERCIAL WAGE RATES: Effective October 1, 2026

(a) Drywall Hangers and Drywall Finishers - Commercial:

		<u>Journeyman</u>	<u>Foreman</u>	<u>General Foreman</u>
Wage Rate		\$32.63	\$34.63	\$36.63
Benefits:	Pension	\$3.50	\$5.50	\$5.50
	Health & Welfare	\$8.75	\$8.75	\$8.75
	Apprenticeship	\$0.64	\$0.64	\$0.64
*	Vacation (\$2.11)/Supp. Dues (\$1.28)	\$3.39	\$3.39	\$3.39
Total		48.91	52.91	54.91

Drywall Hangers and Drywall Finisher Apprentices - Commercial::

PERIOD	HOURS	PERCENTAGE	<u>HOURLY RATE</u>	<u>BENEFIT CODE</u>
1st Period	1000	60%	\$19.58	1
2nd Period	600	65%	\$21.21	1
3rd Period	600	70%	\$22.84	1
4th Period	600	75%	\$24.47	2
5th Period	600	80%	\$26.10	2
6th Period	600	85%	\$27.74	2
7th Period	600	90%	\$29.37	2
8th Period	600	95%	\$31.00	2
Journeyman		100%	\$32.63	2

Benefit Code 1: **Health & Welfare, Vacation/Supplemental Dues, Apprenticeship**

Benefit Code 2: **Pension, Health & Welfare, Vacation/Supplemental Dues, Apprenticeship**

* Vacation/Supplemental Dues contributions are made to the Vacation Trust per the Master Agreement. Vacation/Supplemental Dues are added to an employee's wages, taxed, withheld and submitted to the Vacation Trust Fund. Supplemental Dues throughout this Appendix will be changed in accordance with the Regional Council By-Laws with any increases to come from wage increases if an increase is applicable to that classification of work. Regardless of whether a particular classification has a wage increase, the amount of supplemental dues will be maintained as established for commercial drywall work.

(b) Stocker/Scraper - Commercial:

Employees employed to do stocking and scrapping work on drywall jobs will be paid a minimum wage rate of 60% of the Journeyman wage and, in addition, will have Health and Welfare and Supplemental Dues contributions (currently one dollar and twenty-eight cents \$1.28) made on their behalf.

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(c) **Lathers and Plasterers - Commercial:**

	Wages Per Hour	Benefits
Level 1	\$21.30	Supplemental Dues Only
Level 2	\$25.41	Bronze Plan & Supplemental Dues
Level 3	\$29.68	Health & Welfare, Pension, Vacation/Supplemental Dues

Although hourly wage rates are the norm for commercial work the Contractor may request the use of piece rates in appropriate cases, with mutual agreement from the Union.

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3. **RESIDENTIAL RATES:** Effective October 1, 2026

(a) **Drywall Hangers and Drywall Finishers - Residential**

	Wages Per Hour	Benefits
Level 1	\$21.29	Supplemental Dues Only
Level 2	\$25.41	Bronze Plan & Supplemental Dues
Level 3	\$29.07	Health & Welfare, Vacation/Supplemental Dues

		Wages per Hour		Benefits
Piece Work Rates	Hanging	\$0.16	Per square foot	Plus, Health & Welfare, Supp Dues (\$1.14)
	Taping	\$0.17	Per square foot	Plus, Health & Welfare, Supp Dues (\$1.14)
	Texture	\$0.02	Per square foot	Plus, Health & Welfare, Supp Dues (\$1.14)
	Corner Bead	\$0.11	Per linear foot	Plus, Health & Welfare, Supp Dues (\$1.14)
	Scrap & Clean	\$0.02	Per square foot	Plus, Health & Welfare, Supp Dues (\$1.14)

***Note:** The above listed unit prices are for all wood framed single family and multifamily type projects. All heights and conditions are to not change unit prices.

Fringe Benefits: The parties will meet annually to review residential wages and benefits and will negotiate appropriate changes to the piece rates set forth above. Hourly rates shall increase in line with the commercial hourly rate for the same classification of work. Benefit rates will be maintained at the level established under the commercial drywall agreement. It is also the parties desire to add a pension benefit to the residential agreement as soon as market conditions will accommodate such an increase.

1. The following will apply to the residential wages in this Appendix:
 - a. Nail on drywall for any wood frame project
 - b. Multi-family wood frame projects
 - c. Single family wood frame projects
2. Residential wage rates are to be reviewed annually. Any increase in benefit rates shall be taken from wages or any negotiated wage increase.
3. If after notification from the Union Contractor for workers and the Union cannot furnish workers, Article IV, Section 2 of the Master Agreement will apply.
4. Employees will furnish their own screw guns with whips, roto zips, and all other hand tools included in Section 9B on residential projects only.

(b) **Lathers and Plasterers - Residential**

	Wages Per Hour	Benefits
Level 1	\$21.30	Supplemental Dues Only
Level 2	\$25.41	Bronze Plan & Supplemental Dues
Level 3	\$29.68	Health & Welfare, Pension, Vacation/Supplemental Dues

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4. **PAINTERS RATES: Effective October 1, 2026 – Commercial and Residential**

	Wages Per Hour	Benefits
Level 1	\$21.30	Supplemental Dues Only
Level 2	\$25.41	Bronze Plan & Supplemental Dues
Level 3	\$29.68	Health & Welfare, Pension Vacation/Supplemental Dues

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5. HEALTH AND WELFARE: Effective October 1, 2026

No more than once per year and during the open enrollment period, eligible Employees may opt into:

- (a) the Western States Carpenters Health and Welfare plan with a contribution rate of \$8.75;
- (b) the Western States Carpenters Bronze Health and Welfare plan with a contribution rate of \$4.75;

All other Employees may choose between the Bronze. Any Employee on the Bronze shall receive an additional \$4.00 on their base wages. The default Health and Welfare plan is the standard plan with a current contribution rate of \$8.75. These amounts will adjust accordingly with the Labor Agreement allocations.

6. UTAH UNION SECURITY CLAUSE:

The provisions of Article IV (Section 1) "Union Security" of the Master Agreement will not be applicable in the State of Utah unless and until a court of competent jurisdiction decides that such a Union Security provision is lawful within the State. If some type of union shop, agency shop or other type of union security provision is determined to be lawful in the State of Utah, then such provision will be immediately implemented to the fullest extent permissible under the law. If the parties cannot agree on the contractual language to implement such a provision within thirty (30) days, the matter may be referred to arbitration under the procedure contained in this Appendix. Under Article IV Section 2 "Hiring" of the Master Agreement, it is recognized that the Contractor may request any specific workman by name from the hiring list and if that individual is available for work, he will be dispatched to the Contractor.

7. CLASSIFICATION OF EMPLOYEES:

The Contractor will be allowed to initially classify any employee who is not already an apprentice or a graduate of a recognized apprenticeship program.

8. Article VII, Section 12 of the Master Agreement, referencing Wage Order 16, will not apply in Utah.

9. WORKING CONDITIONS:

- (a) The "Veteran's Day" holiday will be replaced by July 24th as a recognized holiday for work in Utah.
- (b) All employees will furnish their own hand tools, i.e., trowels, hawk, taping knives, staple guns (Lathing), walk ups, brushes, poles, etc.
- (c) Since Contractors solely furnish electric or battery powered drills, screw guns and/or drywall routers of any kind furnished to the employee by the Contractor and the employee shall promptly return such tools upon request or termination of employment. In the event the employee fails to return a power tool as a result of the employee's dishonesty, willful misconduct or gross negligence, the Contractor may assert a claim against the employee for the value thereof in an amount not to exceed two thousand dollars (\$2000.00). Federal law prohibits any deduction from wages without written authorization from the Union. Therefore, disputes regarding the application of this

provision shall be resolved through an expedited grievance procedure consisting of a sub-committee of the Joint Adjustment Board. The membership of the sub-committee shall consist of one (1) Contractor selected by the Association, and one (1) Union representative along with the Executive Director of the Contract Administration Committee or its designee. The Union and Contractor representative will rotate periodically. The sub-committee will investigate and act on an expedited basis and may conduct hearings in person or telephonically. A decision of the sub-committee shall be implemented immediately although any party may appear to the full Joint Adjustment Board.

- (d) Work over 40 hours in a week or 10 hours in one day will be paid at 1½ times regular hourly rate, work on Sundays and holidays will be paid at 2 times regular hourly rate.
- (e) **Rest Period.** Under normal circumstances, all employees will be permitted to take a fifteen (15) minute unorganized rest period which will be, as far as practicable, in the middle of the first half of the shift. Rest periods will take place at Employer designated areas, which may include or be limited to the employee's immediate work area. If an employee is scheduled to work ten (10) or more hours in a day, a second fifteen (15) minute unorganized rest period will be given between the sixth and ninth hour.
- (f) On all residential work, there shall be a thirty-five (35) hour per week cap on fringe benefits.

10. GRIEVANCE PROCEDURE - ARTICLE VIII OF THE MASTER AGREEMENT

Article VIII will be amended to provide for a "Utah panel" of the Joint Adjustment Board which will consist of three contractor representatives performing work under this Agreement in the State of Utah, as well as three Union representatives. All grievances arising in Utah will be heard in Salt Lake City, Utah. The Chairman and permanent arbitrator of the "Utah panel" will be Lou Zigman, or another arbitrator if Mr. Zigman is unavailable, to be mutually agreed upon by the Board. The rules and procedures for the "Utah panel" will be those established for the Joint Adjustment Board for Southern California. The Utah panel may adopt additional rules applicable specifically to Utah.

11. WORK PRESERVATION COMMITTEE

A Utah Work Preservation Committee will be established for the Utah Interior Industry to monitor market conditions and make appropriate changes to the Agreement to help union contractors remain competitive.

12. The term of this Appendix is through June 30, 2029. The parties will meet on a as needed basis to discuss changes to this Appendix. Any changes to this Appendix negotiated with the members of the Utah Joint Adjustment Board will be applicable to this Agreement and to all contractors signatory to this Agreement.

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13. **EFFECTIVE DATE, TERMINATION AND RENEWAL**

It is agreed that this Agreement shall be in full force and effect from July 1, 2026 until the June 30, 2029 at which time it shall automatically renew itself and continue in full force and effect from year to year thereafter, unless written notice is given by either or both parties at least sixty (60) but no more than one hundred twenty (120) days prior to the thirtieth day of June 2029 or in any later year, of their desire to change, modify, amend or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals by their respective officers duly authorized to do so.

Signed this 18th day of June, 2026.

UTAH JOINT ADJUSTMENT BOARD MEMBERS

Daw Construction Group LLC

By: Greg Letey, General Manager

Signed: Lawrence G Letey
Lawrence G Letey (Jun 22, 2026 17:03:14 MDT)

Standard Drywall Inc

By: Randy Washburn, Operations Manager

Signed: Randy Washburn
Randy Washburn (Jun 23, 2026 12:18:02 MDT)

WESTERN STATES REGIONAL COUNCIL OF CARPENTERS

By: Mike Hawk, Regional Manager

Signed: Michael Hawk
Michael Hawk (Jun 23, 2026 14:33:08 PDT)

WESTERN WALL & CEILING CONTRACTORS ASSOCIATION, INC.

By: Nick Carrillo, Chief Executive Officer

Signed: Nick Carrillo
Nick Carrillo (Jun 23, 2026 11:50:06 PDT)

Southwest Interior-Exterior Master Agreement 2026-2029 - Utah Drywall Appendix

Final Audit Report

2026-06-23

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 Agreement completed.

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