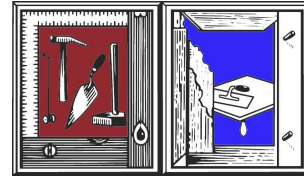


BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 1 WASHINGTON AND ALASKA



15208 52ND AVE S STE 120
TUKWILA, WA 98188
P: (206) 248-2456
F: (206) 248-2459



Frequently Asked Questions (FAQs)

PTO/Sick Leave Contributions – Effective June 1, 2025

***Independent Mason Contractors, (WSCMC) Washington State Conference of Mason Contractors & BAC
Local 1 WA-AK***

1. What is this new PTO contribution agreement about?

Effective June 1, 2025, the Independent Mason Contractors & WSCMC will begin contributing 2.5% of the normal hourly rate submitted with their monthly fringe benefits toward a Paid Time Off (PTO) Plan.

2. Why is this being implemented?

This change allows us to opt out of Washington State's Paid Sick Leave law (RCW 49.46.200–830) by providing an equal or better benefit through our union-negotiated PTO Plan.

3. Who contributes to the PTO Plan?

The employer contributes 2.5% of your base hourly wage (excluding fringes) for all hours worked and does not compound with overtime, only based on the base straight time hourly rate. Contributions will be submitted monthly along with other fringe benefits.

4. How will I use my PTO?

PTO will accrue under the BAC Local 1 WA-AK Employers' PTO Plan, and it can be used according to the plan's rules. For payout, your PTO will be included with monthly remittances into your Qualstar Credit Union vacation account, so you'll need to access your funds through them. *Please note that the first deposit of PTO-Sick Leave into the vacation account will not be made until 60 days after the remittances have been processed.*

5. What happens if I leave the company?

If you separate from employment, any unused accrued PTO will be paid out at the next scheduled benefit remittance.

6. Do I need to use all my accumulated (January 01, 2025, to May 31, 2025) PTO by a certain date?

Yes. All accrued but unused PTO must either be used by December 31, 2025, or paid out in full by the Employer in a lump sum no later than January 15, 2026, unless otherwise mutually agreed to in writing by the Employer and Employee.

**Bricklayers • Tile Setters • Pointers/Cleaners/Caulkers • Marble Masons • Terrazzo Workers
Stone Masons • Tile/Terrazzo/Marble Finishers • Shop Workers**

7. Does this replace Washington's Paid Sick Leave law?

Yes. This MOU qualifies for the construction exemption and replaces the state's mandatory paid sick leave program for workers covered under this agreement.

8. What if the State says this plan doesn't qualify?

If the plan is determined not to meet state exemption requirements, the Union and Employer will meet immediately to revise the agreement within 30 days to bring it into compliance.

9. Who tracks my hours for PTO?

Your employer is responsible for tracking hours as required by law to ensure accurate PTO accrual.

10. Where can I get more information?

Contact BAC Local 1 WA-AK at 206-248-2456 or lglodowski@bacnorthwest.org, or speak with your Union representative for plan-specific details.