

**EFFECTIVE****02/01/26-07/31/26**

# BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 1 WASHINGTON AND ALASKA

15208 52<sup>nd</sup> Ave S, Suite 120 Tukwila, WA 98188 • Office (206) 248-2456 • Fax (206) 248-2459 • [www.bac1wa-ak.org](http://www.bac1wa-ak.org)

## SHOPWORKERS

### WAGE & BENEFIT PACKAGE

Effective February 1, 2026, through July 31, 2026, the following basic wage rates will apply:

SHOP RATES		
	Hourly Scale **	Total Package
<b>Fab Probationary</b> (3-month max)	\$26.60 + 2.5% PTO **	\$40.36
<b>Shop Laborer</b>	\$20.20 + 2.5% PTO **	\$33.80
<b>Fabricator</b> (gluing, clamping lams, back grinding, polishing)	\$24.18 + 2.5% PTO **	\$37.87
<b>Fabricator Finisher</b> (hand shaping, drop sinks, layout, detail projects, face polish, miter)	\$28.28 + 2.5% PTO **	\$42.08
<b>Programmer</b> (Program CAD/CAM software/hardware & operate all functions on assigned CNC machine(s))	\$31.11 + 2.5% PTO **	\$44.98
<b>Foreman</b> (plan reading) (all foremen will receive at least \$1.00 more per hour)	\$32.11 + 2.5% PTO **	\$46.00

FIELD RATES		
	Hourly Scale **	Total Package
<b>Installer</b>	\$33.94 + 2.5% PTO **	\$47.88
<b>Installer Helper</b>	\$20.20 + 2.5% PTO **	\$33.80
<b>Install Finisher</b> (drill holes, cuts backsplash, sealants, sets seams)	\$27.33 + 2.5% PTO **	\$41.10
<b>Templating</b>	\$25.74 + 2.5% PTO **	\$39.47
<b>Fabricator Finisher</b> (same as shop tasks, field fabrication calling for the skills of a Fabricator Finisher)	\$28.28 + 2.5% PTO **	\$42.08
<b>Foreman</b> (plan reading) (all foremen will receive at least \$1.00 more per hour)	\$34.96 + 2.5% PTO **	\$48.92

**Additional Taxed Item: "PTO" (Paid Time Off/Sick Leave) is in addition to the hourly wage and is listed as a separate Line item on the check. \*\*PTO amounts are a taxable fringe benefit and not to be compounded as overtime.**

From the above basic wage rates the following will be withheld and remitted with fringe benefits:

PAYROLL DEDUCTIONS (PER HOUR)	
<b>Vacation Fund</b>	\$0.50
<b>Journey Level Check-Off Dues</b> (Based on Fabricator Package) (1.21 Local + 0.37 IU)	\$1.58

In addition, the Employer will contribute the following per required hour as called for by the applicable Plan or Fund:

BENEFIT REMITTANCE	
<b>Health &amp; Welfare</b>	\$7.93
<b>Local Pension Fund</b>	\$4.80
<b>Trowel Trades International Pension</b> (includes \$0.16 P.P.A)	\$0.36
<b>Total Fringes + *PTO/Paid Sick Leave 2.5%</b>	<b>\$13.09</b>

\*PTO/Paid Sick Leave (once remitted, transfers to the member's credit union vacation fund) 2.5% of hourly wage

**IMPORTANT!** Contractors are required to pay into all trust funds as specified, regardless of whether or not the employee is a member of the union. Employer contributions are due the 15<sup>th</sup> day of the following month.