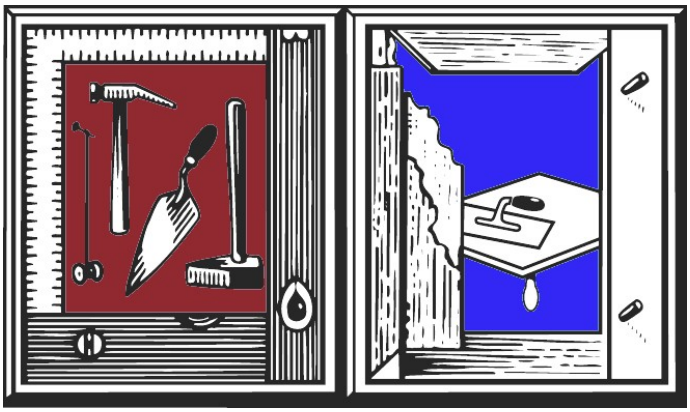
# AGREEMENT

between

## International Union of Bricklayers & Allied Craftworkers Local 1 Washington / Alaska

and

## Residential Contractors



Effective

**April 1, 2026 – March 31, 2028**

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# RESIDENTIAL
# COLLECTIVE BARGAINING AGREEMENT

**April 1, 2026**

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## ARTICLE I

### RESIDENTIAL WORK DEFINED

For the purpose of Brick, Marble and PCC - this Agreement only applies to "residential work," which is defined to mean: A single family dwelling under 4000 Square feet of custom masonry (Division 4 Masonry ref. Master Format 2020 version) structure and does not include any structure that will or can be a dwelling unit for more than a single family, including without limitation an apartment complex, nursing home, or condominium.

For the purpose of Tile, Terrazzo and Finishers – this Agreement only applies to "residential work," which is defined to mean: Single family through 4-plexes under three and one-half (3 1/2) million in total project cost.

This section shall be interpreted to define "residential work" narrowly, and the Employer shall maintain the appropriate written records to establish this (e.g., work site address, contract with owner, and hourly records by project). If there is any question about whether a structure is "residential work" or not, this shall be referred to the Union prior to the work beginning for a written and final determination. The wages and benefits on "residential work" shall be as specified in the Residential Schedule D1 and E. However, if any of the residential work is subject to HUD or any other governmental hourly rates, then the rates in the Residential Schedule D and D1 shall not apply, and the Employer and the Union shall confer to determine the appropriate rate schedule for the project.

The parties signatory to this Agreement agree that residential work is covered by the other Bricklayers & Allied Craftworkers ("BAC") Collective Bargaining Agreement(s) that the Employer(s) are signatory to. As such, it is agreed that when this Agreement ("Residential Contractors Agreement") is silent on any issue related to the performance of BAC covered work, all terms and conditions apply from the other Collective Bargaining Agreements that the Employer is signatory to with regard to the type of covered work being performed.

# ARTICLE II

## RECOGNITION, SUCCESSORS AND ASSIGNS

**Section 1: Recognition**

The EMPLOYER, having received a demand for recognition by the UNION and having been presented with and accepting proof that the UNION represents a majority of its EMPLOYEES, acknowledges and affirms that the UNION is the sole and exclusive bargaining representative of its EMPLOYEES covered by the labor agreement under Section 9(a) of the National Labor Relations Act, as amended. The Union and the Employer by entering into this Agreement, intend to and do hereby establish a multi-employer collective bargaining unit. Such unit shall include, and this Agreement shall apply to, all Residential Masonry Contractors on the date of the execution of this Agreement. Any Employer who is bound by this Agreement, regardless of whether such Employer is or becomes a member of an Association, shall thereby become a member of the multi-employer collective bargaining unit established by this Agreement for BAC Residential Masonry Contractors.

**Section 2. Successors and Assigns -** The provisions of this Agreement shall be binding upon the Union, all Employers and their Employees, and their successors, assigns or future purchasers, all partners, joint ventures and all the terms and obligations herein contracted shall not be affected or changed in any respect by the formation of a status, ownership or management of the Employer signatory hereto. The Employers signatory hereto agree that they shall give notice of the existence of this Agreement to any purchaser, transferee, licensee, or joint venture of the terms and conditions of this Agreement and shall also give notice to the Union.

# ARTICLE III

## UNION SECURITY AND ACCESS

**Section 1.** It shall be a condition of employment that all Employees of the Employer covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing, and those who are not members on the effective date shall immediately after the eighth ($8^{th}$) day following the effective date of this Agreement, become and remain members in good standing in the Union. All foremen, and any contractor/Owner working with his tools or acting as foreman, shall on the effective date of this Agreement become and remain a member in good standing in the Union. It shall also be a condition of employment that all Employees covered by this Agreement and hired on or after its effective date shall immediately after the eighth ($8^{th}$) day following the beginning of such employment, become and remain members in good standing in the Union. In the event that any employee fails to tender the dues or initiation fees, the Union shall notify the employer and if such notice contains a request to the Employer to discharge said employee within forty-eight (48) hours, said Employer shall comply with the Union's request. In the event the Employer refuses to discharge the Employee as required, the Union shall be free to pursue a grievance per Article IX – Grievance Procedure.

**Section 2.** A member in good standing shall be defined as an Employee who tenders the periodic dues and initiation fees uniformly required as a condition of acquiring and retaining membership in the Union. Employees not in good standing in respect to paying the initiation fee or the periodic dues of the Union shall be discharged from their employment within forty-eight (48) hours after the Employer has received written notification of the fact from the Union.

**Section 3.** International Union representatives and the Officers primarily responsible for the day to day affairs of the UNION or his/her representative shall have access to the EMPLOYER'S jobsites at reasonable times in compliance with any special rules and regulations adopted by the owner to ensure that the provisions of the AGREEMENT are observed, provided however, that such representative shall not unduly interfere with the job progress.

# ARTICLE IV

## WAGES

**Section 1.** The hourly wage rates for all EMPLOYEES performing work covered under this AGREEMENT shall be as follows:

**Residential Wage & Benefit Package refer to Schedule D and D1**

# ARTICLE V

## HOURS OF WORK - PREMIUM TIME BREAKS, LUNCH

**Section 1.** Eight (8) or ten (10) hours between 6:00 a.m. and 6:00 p.m. shall constitute a days work and five (5) or four (4) days Monday through Friday, refusal to work a make-up day is not grounds for dismissal.

**Section 2.** Employees will be permitted a ten (10) minute break at approximately midway through morning shift (work station to work station). If working a 10 hour shift Employees will also be permitted an additional ten (10) minute break after eight (8) hours of work. Employees do not leave the work areas and promptly resume working at the expiration of the ten (10) minute break.

**Section 3. Lunch Break -** There will be a thirty (30) minute lunch break (station to station) for each four (4) or five (5) hour work period, depending on shift arrangements [either eight (8) or ten (10) hours]

**Section 4.** The parties to this AGREEMENT recognize the desirability and in some cases absolute necessity of coordinating the shifts to be worked with the other trades involved on the project and the customer's work schedule. Different shifts, can be adopted by mutual consent of the EMPLOYER and the officer primarily responsible for the day to day affairs of the Union or his/her representative.

**Section 5. Multiple Shifts.** When so elected by the Employer, multiple shifts may be worked for as few as five consecutive days provided the Union is notified twenty-four (24) hours in advance of the effective date of the starting of such multiple shift operation. Provided the job lasts at least five (5) days.

(a) First Shift: 6:00 A.M. to 6:00 P.M., 8 hours work for 8 hours pay.
(b) Second Shift 7 ½ hours work for 8 hours pay.
(c) Third Shift 7 hours work for 8 hours pay.

**Section 6. Overtime / Double Time (Premium Time).** All hours worked before 6:00 A.M. and after 6:00 P.M., of eight (8) or ten (10) hours duration, and all hours over eight (8) or ten (10) hour shift, Monday through Friday, shall be paid at one and one-half (1 ½) times the regular hourly scale. On Sundays and Holidays the rate shall be double time. When a shift begins on a Sunday and continues into Monday or begins on a holiday and continues to the following day, the rate of pay shall continue at double time until that shift has ended.

The Union shall be informed of all overtime work on a Saturday, Sunday or holiday. Failure to secure permission can result in a Joint Arbitration board hearing. Notification will be by phone, voice mail, fax or verbal.

No Employee shall be allowed to work on more than one (1) shift in a twenty-four (24) hour period.

**Section 7. Make Up Day.** Make up day on Saturday, which is strictly voluntary, at the straight time rate. There shall be no more than one make-up day per week and make up days are not accumulative. Make up days are for weather related time loss. Failure to work on a make up day shall not be grounds for dismissal. Holidays will not be made up using the make-up day provision. EMPLOYER utilizing Saturday to make up lost time, must provide EMPLOYEE with the opportunity to work eight (8) hours.

**Section 8.** At the option of the EMPLOYER a ten (10) hour four (4) day work week schedule may be utilized and Friday may be used as a make up day for hours lost due to weather conditions or conditions beyond the control of the EMPLOYER. EMPLOYERS desiring to utilize the provision must provide the UNION and EMPLOYEES performing work covered by this AGREEMENT on that project twenty-four (24) hours notice prior to invoking this schedule. EMPLOYER utilizing Friday to makeup for lost time, must provide EMPLOYEES with the opportunity to work eight (8) hours. When an EMPLOYEE of his own accord fails to work on any day or part of any day of the work week Monday through Thursday, then such EMPLOYEE, if he works on Friday during the week during which such absence occurs, shall be paid the straight time rate; provided that all time worked before and after the established ten (10) hour work day Monday through Thursday or in excess of eight (8) hours on Friday or more than forty (40) hours of straight time work Monday through Friday and all time worked on Saturday shall be paid one and one-half (1 ½) time the base wage rate in effect.

**Section 9.** EMPLOYEES shall not be discharged or disciplined for refusing work scheduled outside the standard work day or standard work week including denial of unemployment compensation. Any EMPLOYEE discharged or disciplined for refusing such work shall be made whole for his loss by the EMPLOYER.

**Section 10. Standby Time**

Standby time shall apply only when Employees are directed by the Employer to remain on the jobsite despite the temporary inability to perform productive masonry work.

No standby time shall be owed where delays are caused by factors outside the Employer's control, including but not limited to actions or inactions of the general contractor, other trades, site conditions, weather, material delays, or access limitations.

In such cases, the Employer retains the sole discretion to either reassign Employees to other productive work or release Employees from the jobsite. Employees released under these conditions shall be paid only for actual hours worked, subject to any applicable reporting time requirements otherwise stated in this Agreement.

Standby time compensation, when authorized by the Employer, shall be limited to situations where the Employer elects to hold Employees on-site for operational reasons and shall not exceed two (2) hours per occurrence at the applicable straight-time rate

**Section 11. PTO**

A. The parties to this Agreement acknowledge that given the nature of the construction industry, paid sick leave is not appropriate and hereby expressly waive the provisions of any city, state or county ordinance, rule or regulation granting paid sick leave to the employees under the jurisdiction of this Agreement, assuming that said ordinance, rule or regulation allows for such a waiver.

B. The Parties to this agreement will implement, as soon as practicable, a Paid Time Off fund (hereinafter "PTO fund") that is fully compliant with the Washington Paid Sick Leave provisions in RCW 49.46.180 – 49.46.830, and the federal requirements of the EO-13706 Fully Federally Funded jobs and their implementing regulations. The PTO fund must also constitute an express waiver of those sick leave provisions in accordance with RCW 49.46.180(1)(c). The PTO fund must be defined as 'usual benefits' to be included in the prevailing wage and include protections should the sick leave law be changed to disallow pre-payment of sick leave benefits.

C. The purpose of the PTO fund is to provide employees with paid time off including, but not limited to vacation and sick leave. Employees are authorized to use paid sick leave for the reasons provided in RCW 49.46.210, as amended.

D. The Employer agrees to contribute an amount equal to 2.5% of the employee's normal hourly wage rate for each hour worked when covered by this Agreement to the PTO fund. In the event that additional funds are needed to maintain compliance with the laws stated above, new funds shall be reallocated from the current package. The (PTO) BAC Local 1 WA-AK 2026- 2028 amounts are a fringe benefit and not to be compounded in overtime. Should this program be found to not meet the construction exemption of RCW 49.46 by rule, amendment, direction, decree, or order from an arbitrator, or a court of competent jurisdiction, Washington's Department of Labor and Industry, the State, or any Local government or agency, the obligation to contribute under this program will immediately cease and the Parties will bargain for an alternative solution.

E. All applicable rules, accrual, and pay, per any paid sick leave law shall be subject to the grievance set forth in Article IX.

# ARTICLE VI

## HOLIDAYS

**Section 1.** The EMPLOYER agrees to recognize the following holidays: New Year's Day, , Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day. Memorial Day will be observed the last Monday in May. If the Holiday falls on a Sunday, the following Monday shall be considered the Holiday. Any Holiday which falls on a Saturday shall be observed the preceding Friday. Friday preceding a Saturday holiday may be worked at straight time when agreed by the EMPLOYER and the UNION, permission will not be unreasonably withheld, when notified three (3) days prior to the Friday.

**Section 2.** There shall be no work on any of the Holidays set forth in Section 1 except in the case of an emergency or through approval from the Union obtained thirty six (36) hours before the Holiday. In the event work is performed on a Holiday as a result of an emergency or following approval, all EMPLOYEES shall be paid two (2) times the regular hourly scale set forth in schedules. Holidays cannot be made up at straight time. Any EMPLOYEE transferred from one job to another during working hours for the same EMPLOYER shall be transferred on the EMPLOYER'S time. Any EMPLOYEES directed to pick up off-site materials and supplies before, during, or after regular work hours shall do so on the EMPLOYER'S time.

# ARTICLE VII

## CREDIT UNION / VACATION

**Section 1.** Employer shall make contributions for each compensable hour of work as a vacation allowance. This per hour contribution shall be deducted from the hourly rate of wages. The vacation allowance shall be withheld from each Employee's weekly pay check after the Federal Income Tax has been taken out and shall be sent no later than the 15$^{th}$ of the month following the month of employment to an interest bearing credit union account or such other office as may be designated by the attached schedules.

**Section 2.** The details of the Vacation Allowance Plan shall be established, and administered per the enclosed Schedules. The Employer agrees to be bound by the terms and provisions of the Agreement or the particular trusts with jurisdiction, and all amendments thereto, and further agrees to accept as its representatives the current Employer Trustee where applicable.

**Section 3.** The provisions of Article VIII- Section 1 (B) of this Agreement, relating to Payroll Records and Delinquent Contributions, shall also apply to Vacation Allowance Plan and are hereby incorporated by reference in this Article as though set forth in full.

# ARTICLE VIII

## FRINGE BENEFITS CONTRIBUTIONS

The following sets forth the identity of the Trust Fund to be paid and the jurisdiction by county of each Trust Fund. The Employer is instructed to pay the contribution into the specified Trust Fund in which the address (by county) of the Project is located, not the Employee's place of union membership and/or residence. It is also understood that the Employer is instructed that any and all payments are to be made subject to the terms of the appropriate Trust Fund and that payment will be made to the Administrator designated by the Trustees of each Trust Fund. The appropriate account forms to report the contributions will be provided timely by the Administrator so designated.

Effective on April 1st, 2026 the Employer will contribute per schedule "D" to BAC SAVE (annuity). If employees elect to contribute additional amounts out of their own pay, the Employer, upon appropriate employee authorization, will make or cause to be made pre-.tax payroll reductions from participating employees wages, in accordance with each employees salary deferral election. Contributions for 401(k) participants are due on or before the 15th day of the month following the month for which the contributions are withheld ("Due Date"), subject to compliance with ERISA and the relevant tax code provisions. The Employer will forward the hourly contributions and any withheld sum to International Trowel Trades Fringe Benefit Funds or its successor at such time, and in such form and manner as required pursuant to the Plan and Declaration of Trust and the requirements of law. Each employee shall have the opportunity to change the amount of wages so deferred at intervals specified in the Plan and Declaration of Trust

**Jurisdiction:** Western Washington State Counties of King, Kitsap, Jefferson, Clallam, Snohomish, Skagit, Island, San Juan, Whatcom, Pierce, Thurston, Lewis, Mason, Grays Harbor and North Half of Pacific County.

| | |
|---|---|
| (NWA) | Health and Welfare will be submitted to:<br>Masonry Security Plan of Washington<br>Pursuant and subject to its Trust Agreement and Plan (Seattle, WA). |
| (NWA) | Local Pension will be submitted to:<br>Bricklayers Local #1 Pension Trust Fund.<br>Pursuant and subject to its Trust Agreement and Plan (Seattle, WA). |
| (NWA) | Trade Pension will submitted to:<br>Bricklayers and Trowel Trades International Pension Trust (Seattle, WA). |
| (NWA) | Trade Pension will submitted to:<br>BAC SAVE (annuity) and Optional Employee Contribution to the 401(K) plan. |

**Section 1. VACATION.** Every Employer shall make a deduction as set forth in Schedule D and D1 accompanying this Agreement for each compensable hour of employment as a vacation allowance. In accordance with the rules established by the Trustees of the Masonry Security Plans and in effect as of May 1, 1997. This contribution is included with the hourly rate of wage as set forth in the Schedules.

**A.** The vacation allowance shall be withheld from each Employee's weekly pay check after withholding for Federal Income Tax has been taken and shall be sent no later than the 15th of the month following the month of employment to (see schedule) or such other office as may be designated by the Trustees of the respective trust funds for transmittal to the Approved Administrator. Each remittance shall be accompanied by a transmittal form which will be made available for this purpose.

**B.** The details of the Vacation Credit Allowance Plan shall be established, controlled, and administered by the Board of Trustees of the Masonry Security Plan. The Employer agrees to be bound by their terms and provisions of the Trust Agreement governing the respective trust funds, and all amendments thereto, and further agrees to accept as its representatives the current Employer Trustees or their successors.

**C.** The vacation allowance withheld by the Employer may be allotted to the Union for the payment of initiation fees and union dues on the approval of Employees through a proper authorization slip furnished by and on the Union's request.

**D.** The provisions of this Agreement, relating to Payroll Records and Delinquent Contributions, shall also apply to the Vacation Credit Allowance Plan and are hereby incorporated by reference in this Article as though set forth in full.

**Section 2.** The Employer hereby agrees to participate in BAC SAVE - The Bricklayers and Trowel Trades International Retirement Savings Plan (the Plan) on behalf of all employees represented for purposes of collective bargaining under this Agreement and other employees as permitted under the Plan.

# ARTICLE IX

## PURPOSE AND ARBITRATION BOARD

**Section 1:** The purpose of this Agreement is to set forth the conditions under which Employees shall work. It is the intention of the parties to formulate an agreement which will prevent strikes or lockouts, mandate peaceful negotiations and settlement of all grievances, dispute, contradictions and interpretations which may arise between the Employers, Employees and their Union..

**Section 2:** A grievance is defined as an alleged violation of the terms and conditions of this agreement. In the event that a dispute, grievance, or difference of interpretation occurs, the following procedure shall be followed:

1. Within ten (10) calendar days after the occurrence of the action of the Employer or the Union, giving rise to the grievance, the aggrieved Employee, Employees or Employer, shall personally present the grievance to their Union Craft Steward, foreman , designated labor relations person, or the Union.

2. If no settlement satisfactory to the aggrieved party is reached within three working days, a representative of the Union or Employer shall then present the grievance in writing to the other party within (5) working days. The parties shall attempt to

resolve the grievance within five (5) working days. The written grievance shall detail facts and allegations, specify all contract Articles and Sections allegedly violated, and request all appropriate remedies. The Union may provide an appropriate grievance form for its members.

3. If a settlement satisfactory to the grievant(s) or the parties is not reached within the five (5) working days, the grieving party shall, within five working days, by certified letter, notify the other party of its intent to convene a Joint Arbitration Board. The Board shall consist of six members; three members representing the Union and Employees and three members representing the Employer. The Union shall designate its three representatives and the Employer shall designate the three Employer representatives. A Chairman shall be selected by the entire Board by a majority vote. A decision of the Board shall be made by a majority vote. A hearing and decision by the Board will be made within twenty (20) working days of submission of a grievance to the Board. If resolution is reached at this step, it shall be reduced to writing by the Board and delivered by Certified correspondence to all parties involved in the grievance

4. If a settlement of the grievance is not reached by the Board, within five (5) working days the either party may request, by certified letter, a list of seven (7) arbitrators from the Federal Mediation and Conciliation Service, Washington, D.C. A copy of such request shall be mailed to the other party. The outside Arbitrator shall be selected from the list by the Employer and the Union alternately striking a name from the list until only one name remains. The Arbitrator shall hold a hearing and render a decision within thirty days following the close of the hearing. as promptly as possible. The decision of the Arbitrator shall be final and binding.

**Section 3:** The parties may agree upon a permanent outside Arbitrator.

**Section 4**: Grievance procedures and conditions:

1. The failure of a party to respond in a timely manner at any stage, or a non-response, shall be a rejection of the grievance. Settled or withdrawn grievances shall not establish precedence.

2. The Arbitrator shall have no authority to change, amend, modify, detract from or add to the provisions of the Agreement but shall have the authority only to apply clear and specific provisions of the Agreement in reaching a decision.

3. The Arbitrator's fee and expense shall be paid by the losing party. The parties shall be responsible for all of their own costs, reimbursements, witnesses, expenses and fees.

**Section 5:** Time limits referred to in this Article shall be strictly adhered to, but may be waived by mutual agreement in writing. It is the intent of the parties that all procedures set forth herein shall be complied with as expeditiously as practical.

**Section 6:**. Where a jurisdictional dispute involves any UNION, it shall be referred for resolution to the INTERNATIONAL UNION'S, with which the disputing UNION'S are affiliated. The resolution of the disputes shall be reduced to writing signed by representatives of the INTERNATIONAL UNION'S, and the EMPLOYER will abide by the resolution. The disputed

work shall continue as assigned by the EMPLOYER until the dispute has been resolved, The provisions of Section 5, above, apply to disputes covered by this paragraph. There will be no strikes, no work stoppages or slow downs or other interferences with the work because of jurisdictional disputes.

# ARTICLE X

## DURATION - TERMINATION - AMENDMENT

This RESIDENTIAL AGREEMENT shall be effective commencing **April 1, 2026**, shall continue in full force to and including **March 31, 2028**, and shall be automatically continued yearly thereafter unless written notice of decision to negotiate a new AGREEMENT, in whole or in part, is given in writing by either party to the other not later than sixty (60) days nor more than ninety (90) days prior to the expiration date or any anniversary date thereafter.

We, the undersigned EMPLOYER on behalf of the parent firm, all subsidiaries and corporate related firms, companies and/or corporations hereby become signatory to this RESIDENTIAL AGREEMENT and agree to abide by the full terms and conditions of this RESIDENTIAL AGREEMENT effective as of this date.

Signed this _____ day of _____, 20 _____.

**LABOR:** **MANAGEMENT:**

_____ _____

_____ _____

_____ _____

**RESIDENTIAL**
**Schedule D1**
**04/01/2026 -03/31/27**

# BRICKLAYERS AND ALLIED CRAFTWORKERS
# LOCAL 1 WASHINGTON AND ALASKA

15208 52nd Ave S, Suite 120 Tukwila, WA 98188 • Office (206) 248-2456 • Fax (206) 248-2459 • www.bac1wa-ak.org

# BRICK • MARBLE• PCC

WAGE & BENEFIT PACKAGE

Effective April 1st , 2026, through March 31st , 2027, the following basic wage rates will prevail:

Journey Level
**$ 40.53 + 2.5% PTO****

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

Apprentices will be advanced to the next percentage rate, provided they have worked at least the minimum hours/months at that rate of pay and have completed the required RSI.

| All percentages are based on the Journey Level wage above. APPRENTICE WAGE SCALE | | | | PTO/Sick Leave |
|---|---|---|---|---|
| *Level* | *OJT Hours* | | | |
| ***55%*** | *750* | *6 months* | ***$22.29*** | ***+ 2.5% PTO ** *** |
| ***60%*** | *750* | *6 months* | ***$24.32*** | ***+ 2.5% PTO ** *** |
| ***65%*** | *750* | *6 months* | ***$26.34*** | ***+ 2.5% PTO ** *** |
| ***70%*** | *750* | *6 months* | ***$28.37*** | ***+ 2.5% PTO ** *** |
| ***75%*** | *750* | *6 months* | ***$30.40*** | ***+ 2.5% PTO ** *** |
| ***80%*** | *1250* | *10 months* | ***$32.42*** | ***+ 2.5% PTO ** *** |
| ***90%*** | *1000* | *8 months* | ***$36.48*** | ***+ 2.5% PTO ** *** |

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

| Brick •Marble •PCC | Deduction (per hour) |
|---|---|
| *Vacation* | *$1.00* |
| *Journey Check-Off Dues* | *(Local $1.75 + IU $0.54) $2.29* |
| *Apprentice Check-Off Dues* | *(Local $1.42 + IU$ 0.54) $1.96* |

In addition, the Employer will remit the following per hour:

| BENEFIT REMITTANCE | APPRENTICES | JOURNEYPERSONS |
|---|---|---|
| Health and Welfare | $9.17 | $9.17 |
| Local Pension | $2.10 | $2.10 |
| International Pension *(Includes $0.20 P.P.A.)* | $0.45 | $0.45 |
| Local Apprenticeship Trust Fund | $0.58 | $0.58 |
| RSP Annuity | $1.00 | $1.00 |
| ***Total Fringes + *PTO/PAID Sick Leave 2.5%*** | **$13.30** | **$13.30** |

- All forepersons will receive at least 4% overscale per hour. All training and certifications must be acquired or confirmed through the Western Washington Masonry Trades program.

**TOTAL HOURLY PACKAGE:** **BRICK •MARBLE •PCC $53.83**

**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 on the 15th day of the following month.

**RESIDENTIAL**
**Schedule D1**
**04/01/2026 -03/31/27**

# BRICKLAYERS AND ALLIED CRAFTWORKERS
# LOCAL 1 WASHINGTON AND ALASKA

15208 52nd Ave S, Suite 120, Tukwila, WA 98188 ● Office (206) 248-2456 ● Fax (206) 248-2459 ● www.bac1wa-ak.org

# TILE/TERRAZZO/MARBLE FINISHERS

WAGE & BENEFIT PACKAGE

Effective April 1st , 2026, through March 31st , 2027, the following basic wage rates will prevail:

Journey Level Wage Scale

**$30.61 + 2.5% PTO****

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

Apprentices will be advanced to the next percentage rate, provided they have worked at least the minimum hours/months at that rate of pay and have completed the required RSI.

| APPRENTICE WAGE SCALE | | | | PTO/SICK Leave |
|---|---|---|---|---|
| *Level* | *OJT Hours* | | | |
| **60%** | 1000 | 6 months | **$23.93** | ***+ 2.5% PTO*** ** |
| **65%** | 1000 | 6 months | **$25.92** | ***+ 2.5% PTO*** ** |
| **70%** | 1250 | 9 months | **$27.92** | ***+ 2.5% PTO*** ** |
| **75%** | 1250 | 9 months | **$29.91** | ***+ 2.5% PTO*** ** |

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

| Tile Setters ● Terrazzo Workers Finishers | Deduction (per hour) | |
|---|---|---|
| *Vacation* | | $1.00 |
| *Journey Check-Off Dues* | (Local $1.43+ IU 0.44) | $1.87 |
| *Apprentice Check-Off Dues* | (Local 1.40 + IU 0.44) | $1.84 |

In addition, the Employer will remit the following per hour:

| BENEFIT REMITTANCE | APPRENTICES | JOURNEYPERSONS |
|---|---|---|
| Health and Welfare | $9.17 | $9.17 |
| Local Pension | $2.10 | $2.10 |
| International Pension *(Includes $0.20 P.P.A.)* | $0.45 | $0.45 |
| Local Apprenticeship Trust Fund | $0.58 | $0.58 |
| RSP Annuity | $1.00 | $1.00 |
| ***Total Fringes + *PTO/PAID Sick Leave 2.5%*** | **$13.30** | **$13.30** |

- All forepersons will receive at least 4% overscale per hour. All training and certifications must be acquired or confirmed through the Western Washington Masonry Trades program.

**TOTAL HOURLY PACKAGE:** **TILE/TERRAZZO/MARBLE FINISHERS** **$43.91**

**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 15th day of the following month.

**RESIDENTIAL**
**Schedule D1**
**04/01/2026 -03/31/27**

# BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 1 WASHINGTON AND ALASKA

15208 52nd Ave S, Suite 120 Tukwila, WA 98188 • Office (206) 248-2456 • Fax (206) 248-2459 • www.bac1wa-ak.org

# BRICK • BLOCK FINISHER

WAGE & BENEFIT PACKAGE

Effective April 1st , 2026, through March 31st , 2027, the following basic wage rates will prevail:

Journey Level
**$ 31.70+ 2.5% PTO****

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

Apprentices will be advanced to the next percentage rate, provided they have worked at least the minimum hours/months at that rate of pay and have completed the required RSI.

| APPRENTICE WAGE SCALE | | | | PTO/Sick Leave |
|---|---|---|---|---|
| *Level* | *OJT Hours* | | | |
| ***55%*** | *750* | *6 months* | ***$22.29*** | ***+ 2.5% PTO ** *** |
| ***60%*** | *750* | *6 months* | ***$24.32*** | ***+ 2.5% PTO ** *** |
| ***65%*** | *750* | *6 months* | ***$26.34*** | ***+ 2.5% PTO ** *** |
| ***70%*** | *750* | *6 months* | ***$28.37*** | ***+ 2.5% PTO ** *** |
| ***75%*** | *750* | *9 months* | ***$30.40*** | ***+ 2.5% PTO ** *** |

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

| Brick • Block Finisher | Deduction (per hour) |
|---|---|
| *Vacation* | *$1.00* |
| *Journey Check-Off Dues* | *(Local $1.46 + IU $0.45) $1.91* |
| *Apprentice Check-Off Dues* | *(Local $1.42 + IU$ 0.45) $1.87* |

In addition, the Employer will remit the following per hour:

| BENEFIT REMITTANCE | APPRENTICES | JOURNEYPERSONS |
|---|---|---|
| Health and Welfare | $9.17 | $9.17 |
| Local Pension | $2.10 | $2.10 |
| International Pension *(Includes $0.20 P.P.A.)* | $0.45 | $0.45 |
| Local Apprenticeship Trust Fund | $0.58 | $0.58 |
| RSP Annuity | $1.00 | $1.00 |
| ***Total Fringes + *PTO/PAID Sick Leave 2.5%*** | **$13.30** | **$13.30** |

- All forepersons will receive at least 4% overscale per hour. All training and certifications must be acquired or confirmed through the Western Washington Masonry Trades program.

**TOTAL HOURLY PACKAGE: BRICK • BLOCK FINISHER $45.00**

**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 on the 15th day of the following month.

**RESIDENTIAL**
**Schedule D1**
**04/01/2026 -03/31/27**

# BRICKLAYERS AND ALLIED CRAFTWORKERS
# LOCAL 1 WASHINGTON AND ALASKA

15208 52nd Ave S, Suite 120, Tukwila, WA 98188 ● Office (206) 248-2456 ● Fax (206) 248-2459 ● www.bac1wa-ak.org

# TILE SETTERS • TERRAZZO WORKERS

WAGE & BENEFIT PACKAGE

Effective April 1st , 2026, through March 31st , 2027, the following basic wage rates will prevail:

Journey Level Wage Scale

**$39.88 + 2.5% PTO****

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

Apprentices will be advanced to the next percentage rate, provided they have worked at least the minimum hours/months at that rate of pay and have completed the required RSI.

| All percentages are based on the Journey Level wage above. APPRENTICE WAGE SCALE | | | | PTO/SICK Leave |
|---|---|---|---|---|
| *Level* | *OJT Hours* | | | |
| **60%** | 1000 | 6 months | **$23.93** | ***+ 2.5% PTO*** ** |
| **65%** | 1000 | 6 months | **$25.92** | ***+ 2.5% PTO*** ** |
| **70%** | 1250 | 9 months | **$27.92** | ***+ 2.5% PTO*** ** |
| **75%** | 1250 | 9 months | **$29.91** | ***+ 2.5% PTO*** ** |
| **80%** | 1000 | 6 months | **$31.90** | ***+ 2.5% PTO*** ** |
| **90%** | 750 | 6 months | **$35.89** | ***+ 2.5% PTO*** ** |
| **95%** | 750 | 6 months | **$37.89** | ***+ 2.5% PTO*** ** |

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

| Tile Setters • Terrazzo Workers | Deduction (per hour) | |
|---|---|---|
| *Vacation* | | $1.00 |
| *Journey Check-Off Dues* | (Local $1.73 + IU $0.53) | $2.26 |
| *Apprentice Check-Off Dues* | (Local $1.40 + IU 0.53) | $1.93 |

In addition, the Employer will remit the following per hour:

| BENEFIT REMITTANCE | APPRENTICES | JOURNEYPERSONS |
|---|---|---|
| Health and Welfare | $9.17 | $9.17 |
| Local Pension | $2.10 | $2.10 |
| International Pension *(Includes $0.20 P.P.A.)* | $0.45 | $0.45 |
| Local Apprenticeship Trust Fund | $0.58 | $0.58 |
| RSP Annuity | $1.00 | $1.00 |
| ***Total Fringes + *PTO/PAID Sick Leave 2.5%*** | **$13.30** | **$13.30** |

- All forepersons will receive at least 4% overscale per hour. All training and certifications must be acquired or confirmed through the Western Washington Masonry Trades program.

**TOTAL HOURLY PACKAGE: TILE SETTERS • TERRAZZO WORKERS $53.18**

**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 15th day of the following month.

# SCHEDULE E

## TOTAL HOURLY PACKAGE INCREASES

### TILE, TERRAZZO AND TILE/TERRAZZO/MARBLE FINISHERS

| | | |
|---|---|---|
| April 1, 2026 | 5 % | |
| April 1, 2027 | 5 % | |
| | | |
| | | |

### BRICK, MARBLE, PCC

| | | |
|---|---|---|
| April 1, 2026 | 5 % | |
| April 1, 2027 | 5% | |
| | | |
| | | |

**MEMORANDUM OF UNDERSTANDING**
**JOINT TASKFORCE ON DIVERSITY AND RETENTION**

The Residential Contractors and the Bricklayers & Allied Craftworkers Local 1 Washington/Alaska (BAC) agree as follows:

A joint labor/management Taskforce on Diversity and Retention (Taskforce) is established to change the face—and the future—of our industry for the better.

The task force shall:

1. be a part of this collective bargaining agreement
2. be represented by a minimum of one representative on the Residential Contractors and one representative from BAC 1 WA-AK.
3. meet no less than two (2) times per contract year for the duration of 2026-2028. contract.
4. appoint additional participants by mutual agreement between Residential Contractors and BAC. Terms of involvement for additional members or guests will also be agreed upon mutually.
5. by mutual agreement, you may contact the Western Washington Masonry Trades Apprenticeship program for supporting documentation, statistics, and data.
6. Invite guests to provide supporting documentation, data, and educational information to assist the task force in meeting goals, agendas, and program development.

The task force is grounded in changing demographics and the current challenges in the field, with specific objectives and actions to encourage all BAC members and signatory contractors to attain a minimal level of gender and multicultural competence.

To that end, the Taskforce will help guide the industry's efforts in the areas of gender and ethnic minorityrecruitment, retention, and education to:

Promote and improve gender and multicultural knowledge in the field and provide leadership for diversity and multiculturalism at all levels in the workforce.

All BAC members should thrive in the masonry industry because of our inclusive culture, training opportunities,and vital support initiatives. Today, we remain committed to standing together as we were on Day One. To lift each other up. To champion one another. And to celebrate our breakthroughs and individuality through shared experiences and shared successes.

Dated this_____day of_____, 2026

**Labor:** **Management:**

_____ _____

_____ _____

Memorandum of Understanding
between
The Residential Contractors
And
BAC Local 1 WA-AK

Memorandum of Understanding (MOU) by and between the Residential Contractors (hereinafter referred to as the "Employer") and Bricklayers & Allied Craftworkers Local 1 WA-AK (hereinafter referred to as the "Union") (collectively referred to as "Parties") regarding the payment of monthly Paid Time Off ("PTO") Sick Leave contributions.

Effective April 1, 2026, this MOU amends the Parties' Collective Bargaining Agreement ("CBA") to expressly waive the requirements of RCW 49.46.200 through 49.46.830 and provides equivalent, or better, benefits for employers signatory to the CBA, and their employees, for the submission and accrual of PTO contributions as specified herein.

The parties agree as follows:

1. The signatory employer agrees to make PTO contributions for all hours worked under the Parties' CBA or other written agreement requiring employer contributions. PTO contributions shall be submitted with a signatory employer's fringe benefit contributions, which are paid in accordance with Schedule D-1 , Fringe Benefits, of the Parties' CBA. The contribution payment shall be made monthly, with payments due with the employer's other fringe benefit contributions.
2. The parties agree that the PTO contribution shall be 2.5% of the normal hourly rate, not including fringe benefit contributions, to be paid as employer contributions. Benefits will accrue pursuant to the terms of the BAC Local 1 WA-AK—employers' Paid Time Off Plan ("Plan"). Benefits will be paid to eligible participants and their dependents in accordance with the terms of the Plan. Employers will track hours as required by law; any accrued but unused benefits shall be paid out to members upon separation of employment.
3. The Union agrees that it is an approved referral union program authorized under RCW 50.20.010 and in compliance with WAC 192-210-110.
4. This Agreement establishes equivalent paid time off provisions, as required by The benefits provided for in this Agreement provide benefits that exceed or are equivalent to Washington's Paid Sick Leave, except the payment of leave at the normal hourly compensation may occur before usage.
5. This Agreement becomes effective on April 1" 2026. It shall be considered a part of the parties collective bargaining agreement, and any disputes arising hereunder shall be resolved through the parties' grievance procedure listed in that Residential Contractors collective bargaining agreement.
6. Should this Agreement be found to not meet the construction exemption of RCW 49.46 by direction, decree, or order from an arbitrator, Washington's Department of Labor and Industry, or a court of competent jurisdiction, the parties agree to meet without delay and negotiate changes to this Agreement and, if necessary the agreement, to qualify for the construction exemption of RCW 49.46 within thirty (30) days unless mutually extended. The remaining parts or provisions of this addendum and the agreement shall remain in full force and effect. In the event that additional funds are needed to maintain compliance with the laws stated above, the parties agree to meet and bargain in good faith over how such funds shall be contributed and/or allocated.
7. PTO Usage or Payout Requirement for all members who previously and currently: All accrued but unused PTO must either be used by May 31, 2026, or paid out in full by the Employer in a lump sum no later than June 15, 2026, unless otherwise mutually agreed to in writing by the Employer and Employee.

8. . Any changes or modifications to this MOU must be mutually agreed upon in writing by both parties.

Effective this _____ day of _____, 2026

| Residential Contractors | BAC Local 1 WA-AK |
| --- | --- |
| [Signature] _____ | [Signature] _____ |
| [Name] _____ | [Name] _____ |
| [Date] _____ | [Date] _____ |