

Welcome to Local 528

We're excited to offer you access to our outstanding labor pool. We believe that having you as a signatory contractor will bring great value to our union and your company. We look forward to building a solid relationship by promoting your business and setting higher standards in the industry.

At Local 528, we strive to create an environment that enables growth for all parties involved. Our goal is to provide you with a strong and productive workforce that enables you to complete projects on time, with high quality work and a profit.

We're here if you have any questions or need more information about this partnership. Please don't hesitate to reach out to us.

On behalf of the whole team, I want to thank you again and give you my personal assurance that we'll handle your business with the utmost professionalism. We owe our continued success to contractors like you and want to welcome you to the OPCMIA, Local 528.

Sincerely,

Eric Coffelt
Business Manager/Financial Secretary
Local 528 Cement Masons & Plasterers



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Topics & Keywords

Here are some key words and topics as we start our partnership:

Collective Bargaining Agreement, (CBA): Also called the Master Labor Agreement, this document contains all of the negotiated terms of the relationship between the contractor and the union. You will find explanations about straight time, over-time and double-time. It explains the minimum hours paid / 2-4-8 working rules, lunch breaks, contractual holidays, per diem, travel pay, etc. Feel free to consult with a Business Agent for clarity on any language in this contract. (The term 'Mutual Agreement' refers to the contractor and the union, not the contractor and the member.)

Schedule A, (Wage Scale): Your Collective Bargaining Agreement contains the wages, deductions and fringe benefits charts, along with the effective dates on the 'Schedule A', (toward the back of the contract.) The union membership votes on the wage allocation as the deadline of the contract year approaches, so the printed contract says 'TBD'. You will get a notification from Local 528 once the allocation is approved and the Trust is notified of any changes to wages and benefits.

Employer Remittance Report: As a contractor you must submit the employee hours to the "Trust Office, WPAS". Welfare & Pension Administration Services is a third party administrator that has been hired to serve as the Trust Office for the benefit plans. Employer Remittance Reports must be submitted by the 15th of the month following the month in which the hours were worked. For example: John Smith worked 150 hours in January. The employer is required to report the hours and contributions to the Trust Office by February 15th. Even if you have no hours to report, you must submit the report to the Trust Office. For more information about this, contact the Trust at: 877.367.0528.

Market Recovery: Applying for Market Recovery funds from the union can offset wages and bring your bid down to better compete with non-signatory contractors. For more information about this program contact Business Agent Justin Palachuk at 206.743.1838.

Jurisdiction or Area of Coverage: The Cement Masons and Plasterers Agreements both cover the area covered by the contract defined by counties in the Section 2 of both agreements. Although Alaska is part of Local 528, they work under a different contract and you will need to become signatory in Alaska to use Local 528 workers in that state.

Traveling outside of Local 528 jurisdiction: It is required for Local 528 members to "check in" with other OPCMIA Local Unions when working in their jurisdiction. To see a map of Local 528's jurisdiction see the contractor resource page 12 in this packet or at opcmia528.org/signatory-area. Feel free to check in with Local 528 if you are working in an area and are not sure which jurisdiction you may be in.

Trust Office (WPAS)

Welfare & Pension Administration Services Inc. (WPAS), is a third-party administrator (TPA) specializing in multi-employer benefit plan administration and they handle the Trust Contributions for Local 528 members. The Trust Funds were established to provide medical, retirement, and 401(k) benefits for eligible members and their dependents.

Once you sign an agreement to be signatory, Local 528 provides the Trust Office with a copy of your executed contract, the CBA rates that apply to that agreement, your company's billing address and contact information. The Trust assigns you an account number and monthly billing / remittance reports will be issued via paper copy or digital remittance. Each time you work on PLA/CWA projects an additional account number will be provided, (PLA/CWA account number is job specific).

Your employees' hours worked, along with benefit contributions and deductions are sent to the Trust Office via on-line or mail in reporting. These are due on or before the 15th of the following month. Hours worked in June, for example, would be due by July 15th. The Trust has an electronic reporting platform, where you can set up an on-line portal and complete all of your reporting electronically through a secure platform.

If you would like to set up an Educational Review with the Trust, please contact F16control@wpas-inc.com to work with the employer billing department or call at 877.367.0528 option 3. You can also visit our website to view the E-remit demo at www.cementmasontrust.com/employer-resources

What if I had no employees in a month, do I still need to submit a report?

Yes, you are required to submit a report each month. If you had no employees, indicate that you had no employees and no hours on your monthly report. This will ensure your account is not considered delinquent.

Who is my point of contact at the Trust for additional information?

If you have additional questions related to reporting your hours and benefit contributions, please contact the employer billing department at the Trust Office at 877.367.0528 option 3.

Have a question? Email Local 528
Scan the QR code > > >



Trust Office (WPAS)

The Trust Administration Office is open weekdays between 9:00am and 5:00pm. Please call their dedicated staff for any assistance. For questions related to employer fringe benefit submission, please call at 877.367.0528 option 3. or email at F16control@wpas.com

Electronic Benefit Submission:

Use the following email to request an access link and login credentials to report fringe benefits online, (E-Remit): F16control@wpas.com

E-Remit Features Include:

- Automatic rate updates when changes occur to an employer agreement and/or a Collective Bargaining Agreement.
- The ability to file the report in real-time, combined with 24/7 access, allows employee fringe benefits to be updated in a more timely manner.
- The opportunity to remit payment via Automated Clearing House (ACH).

Rate Changes:

The union hall will notify you when there are changes to the Schedule A. If contract negotiations go past the contract deadline, any new rates may be paid retroactively to the member by the employer, if agreed to by the AGC negotiating party.

401(k):

In addition to the Employer 401(k) contribution, an individual employee can opt-in for 401(k) wage deferral contributions when becoming a New Union Member, or during the Trust's annual open enrollment period. If your employee has made a deferral election, the dispatch record will reflect the members current deferral amount for you to update your payroll records. ALWAYS request a dispatch so you have the employees' most current contribution rate. If you need a copy of the employees election form for your files, please contact F16control@wpas.com and the Trust Office will provide. If you have questions related to the Dispatch please contact Jpalachuk@opcmia528.org.

PTO (Sick Pay):

Local 528, along with other craft unions, have negotiated the state requirement of PTO to be part of our standard wage package compensation. This will be paid out as stated in our Schedule A, CBA Article 9 and outlined in the PTO MOU. Members can access their PTO and vacation funds through Qualstar Credit Union account.

Do you need to report if no hours worked?

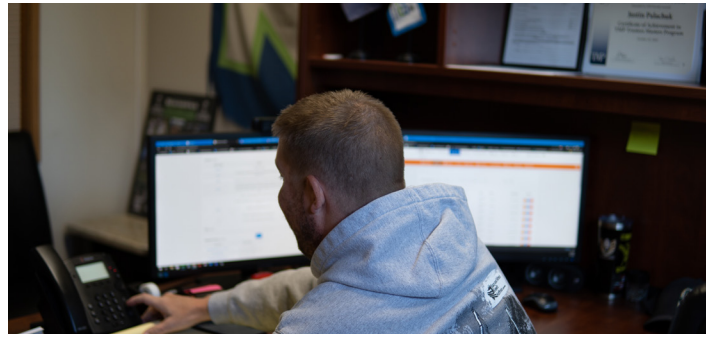
Yes, you are required to submit a report each month. If you had no employees, on your monthly report indicate that you had no employees and no hours. This will ensure your account is not considered delinquent.

Working out of Local 528's area?

This can affect Trust payments. Contact us if you plan to work outside our jurisdiction, (definition in this packet and in the CBA).

Dispatch

Local 528 prides itself on the diverse talent that our organization has to offer. These members become your employees when you become a signatory contractor. Our Dispatch pool is comprised of a range of industry craftworkers; from brand new apprentices to seasoned Journey Level workers.



Dispatcher Contact info:
jpalachuk@opcmia528.org
206.900.7822

How do I get a dispatch? Contact the dispatcher by email (jpalachuk@opcmia528.org) or by phone (206.900.7822) 48 hours in advance to put in a request for workers. The information that we need is:

1. The name of your company.
2. Name & phone number of the contact person for the worker.
3. Jobsite address.
4. Date and start time for worker, (start time shall be the start time for the jobsite.)
5. Number of Journey Level and/or Apprentice Level workers requested.
6. Special status of worker, (i.e. Preferred Entry, female, etc.)
7. Type of work, (flatwork, patching, Fireproofing (PL), etc.)
8. Are there drug testing requirements?
9. Does member need Direct Deposit docs?

Be prepared to have the worker fill out their new hire paperwork before they begin working. This and drug testing shall be paid for by the contractor. If a worker refuses to take a drug test, you are not obligated to pay them, and the refusal should be reported back to dispatch.

Call dispatch whenever you need our members on the job, even if you've missed the 48-hour requirement. We'll do our best to get workers out to your job.

What will you see on the dispatch? The dispatch sheet will provide you with the members name, status, pay scale, deductions, benefit contributions, 401(k) elective wage deferral (if applicable), contributions and other details specific to the worker. See Example in this packet on page 9.

Wage Rate Premiums: In the Collective Bargaining Agreement, as part of the Schedule A, you will find the list of scopes for different classifications of work with a higher per hour value. Apprentices and Journey Level workers performing these scopes of work shall receive the listed increase per hour for doing work on that list.

Types Of Workers

Apprentices: Hiring an Apprentice is your opportunity to train someone in how you like to have things done. You can get a drug free, reliable, hard-working Apprentice and keep them employed and learning the craft. You will be able to request a specific percentage Apprentice when calling in to dispatch.

Apprenticeship Ratios: You can have up to a 1 to 1 ratio of Journey Level to Apprentice workers. Make sure to check the CBA for specifics, *Example: Schedule A, Section 7: "When four (4) Cement Masons are on the job, it shall be mandatory that an apprentice be used."*

Journey Level Workers: This level of worker can perform the work required at the highest level in most aspects of their trade.

Foreman, (When do I need one?): Refer to the associated CBA, *Example for Cement Masons: Article 19, Section 2(B): "Where there are three (3) or more Cement Masons employed on the job, one (1) shall be paid foreman's rate."*

Specialty Workers: Cement Masons CBA Appendix A, Section 7(A): "When the individual Employer has placed an order for employees requiring special skills or of special classifications, applicants possessing the qualifications of the job will be referred in the order in which their names appear on..... the out-of-work list."

Testers: Occasionally, dispatch will offer you a Tester. A Tester is not yet a union member but has come in to join the union with previous work experience. Typically our Business Agents recruit them and the Dispatcher sends them out to "test" their skill level. If you choose to hire a Tester, not only are they paid at the Journey Level rate, but you have the first opportunity to hire them onto your company. (You can try them out for 8 days before they need to join the union.) You can also offer them a job at an Apprentice level if you feel they have more to learn. This would be a "Direct Hire" into our Apprenticeship Program with a hiring commitment from your company.



Additional Dispatch Info

Direct Hire: If you have someone that you would like to hire as an Apprentice, we need to get (2) specific documents from you about this person. Contact a Business Agent for assistance with the 'Promote Letter' and the 'Evaluation form'. (They will also need to pass a drug test.) These are the requirements for entry into our Apprenticeship Program. You can also hire someone as a Journey Level worker. They just need to come down to the union hall to sign up as a member.

Preferred Entry Apprentices: Certain public works jobs can have a requirement to have a certain percentage of Preferred Entry Apprentices on the job. These are Apprentices who have completed a registered Pre-Apprenticeship (pre-construction) program such as ANEW, PACT or TRAC.

Priority Hire Zip Code: City of Seattle public works projects and King County have a requirement to have a certain percentage of Priority Hire Zip Code workers employed throughout their projects. These are workers who live in disadvantaged areas and are designated by a particular list of zip codes. These can be Apprentice or Journey Level workers.

PLA/CWA/Labor Harmony Projects: Projects working under these agreements have worker utilization requirements. For example: a certain percentage of the workers need to qualify as 'Preferred Entry' and a certain percentage of the workers need to be female. Our dispatcher can help you meet these requirements when you make a dispatch request for a qualified worker in any of these categories.

Penalty Pay: This applies when a worker is laid off and does not receive their last check in a timely manner. Refer to your CBA, Article 10, Sections 1, 3 and 5.

Overtime & Double-time: The details regarding OT and Double-time are listed in Article 17 of the CBA.

Minimum Hours Paid: Employees reporting for work and or starting a shift are owed a minimum amount hours paid. You can find this in our CBA, Article 18 Reporting and Minimum Hours Paid.

Mutual Agreement: Agreement between the Union and the Contractor (i.e. request to change normal shift hours).

Dispatch Sample



Dispatch Report

CONTRACTOR
ADDRESS
PHONE

Shift Date: Jul-01-2024

Time: 07:00 AM

Job Site Address:

Job Site Contact:

Dispatched Members:

| Name | Dispatch Status | EEO Status | Gender | Zipcode | Dispatch Date | 401k Contribution * |
|------------------|-----------------|----------------------------|--------|---------|---------------|---------------------|
| John Doe | CM JM | W - White | Male | | Jul-01-2024 | \$0.00 |
| Jane Doe | CM APPR 60% | B - Black/African American | Female | | Jul-01-2024 | \$0.00 |
| Jim Doe | CM JM | W - Hispanic/Latino | Male | | Jul-01-2024 | \$0.00 |
| Caucasian Female | CM JM | W - White | Female | | Jul-01-2024 | \$2.00 |

Local 528 is not legally allowed to verify any social security number.
Only employers can legally verify an individuals social security number.
*401k Contribution, Additional Elected Employee Deduction.

| | | | |
|----------------------------------|----------|--------------------------------|---------------|
| Apprentice 60% | \$32.50* | Benefit Contribution Breakdown | ----- |
| Apprentice 65% | \$35.20* | Health Welfare | \$8.29 |
| Apprentice 70% | \$37.91* | Pension Fund | \$7.98 |
| Apprentice 80% | \$43.33* | DC/ 401k | \$4.00 |
| Apprentice 90% | \$48.74* | Apprenticeship Trust | \$1.00 |
| Apprentice 95% | \$51.45* | PTO/Paid Sick Leave | 2.5% of wage* |
| CM Journeyman 100% | \$54.16* | ----- | ----- |
| ----- | ----- | Employee Deductions | ----- |
| Benefit Package | \$21.27* | Vacation Fund | \$2.00 |
| Total Package | \$76.78 | Employee 401k Contribution | Per Employee |
| ----- | ----- | Union Programs | \$0.70 |
| CM Foreman 10% over JM | \$59.58* | Working Dues Assessments | \$2.30 |
| CM General Foreman 15% over JM | \$62.28* | Building Fund | \$0.40 |
| CM Tester JM scale | \$54.16* | International Training | \$0.07 |
| CM Group 2 - an additional \$.50 | \$54.66* | Internal Organizing Fund | \$0.10 |
| ----- | ----- | Scholarship Fund | \$0.01 |
| ----- | ----- | ----- | ----- |
| ----- | ----- | Total Employee Deductions | \$5.58 |

Notes:

*2.5 % PTO/Paid Sick Leave of employee base hourly wage

Other:

Apprenticeship



The Apprenticeship is overseen by a Joint Apprenticeship Committee made up of employer and employee representatives who shape the needs of our training program. Our Apprentices are encouraged to be assertive and obtain employment independently. As a signatory contractor, they may be reaching out to you for an employment opportunity.

Apprentices receive up to 4-years of supplemental training at the training center. The Apprentice is notified that they are expected to attend class 4-times out of the year, for 1 week each quarter. Any Apprentices working for you should notify you in advance about this obligation for them to attend class. As an approved training agent, you must release them to attend class and you may not fire them because of their required attendance in the program. They can be kicked out of the program and removed from your job for not following the rules of the Apprenticeship Program.

Apprentices are also required to fill out and turn in monthly progress reports. This tracks the hours and scopes of work that they are working in and requires input and a signature from their Foreman.

Our job is to turn out good Journey Workers who are productive for you and can teach the Apprentices that follow.



Cement Masons Apprenticeship
6737 Corson Ave. S. D116 – (PO Box 81044)
Seattle, WA 98108
P: 206.762.9286
Email: m.raymond@trowelout.org
F: 206.762.0896



Resources

Are you a DBE/MBE/WMBE?

- **DBE:** Disadvantaged Business Enterprise, (Business must be at least 51% 'owned' and 'controlled' by one or more 'socially' and 'economically' disadvantaged individuals).
- **MBE:** Minority Business Enterprise, (Business must be owned by a minority group AND have at least 51% ownership and operate and control the daily operations).
- **WBE:** Women Business Enterprise, (Business must be 51% owned and operated by one or more women).

Projects funded with taxpayer money can frequently require that the general contractor hire a certain amount of DBE/WMBE's for that job. Getting this certification can give you an advantage over other contractors. Certification Office of Minority and Women's Business Enterprises; omwbe.wa.gov

Upgrade Classes and Certifications: Local 528 members have the opportunity to get different certifications and take upgrade classes through the Apprenticeship. OSHA 30, Scaffolding, CPR/First Aid, MEWP and Mentorship Matters are required by all Apprentices and if there is space available, Journey Level Workers can attend. More information about this is available by contacting the Apprenticeship. Certification for classes like Pervious Concrete and others are scheduled on an as-needed basis.

Contractor Directory: As one of our Signatory Contractors, you will be included in our Contractor Directory and listed under the different scopes of work that your company performs. The agents distribute this book to our existing Signatory Contractors and Open Shop Contractors to promote your business. We ask that you provide a letter on company letterhead with your scopes of work and procurement contact info, if you choose to be listed in the directory, you can use our fill form on the bottom of our signatory resources webpage; opcmia528.org/signatory.

Jurisdiction

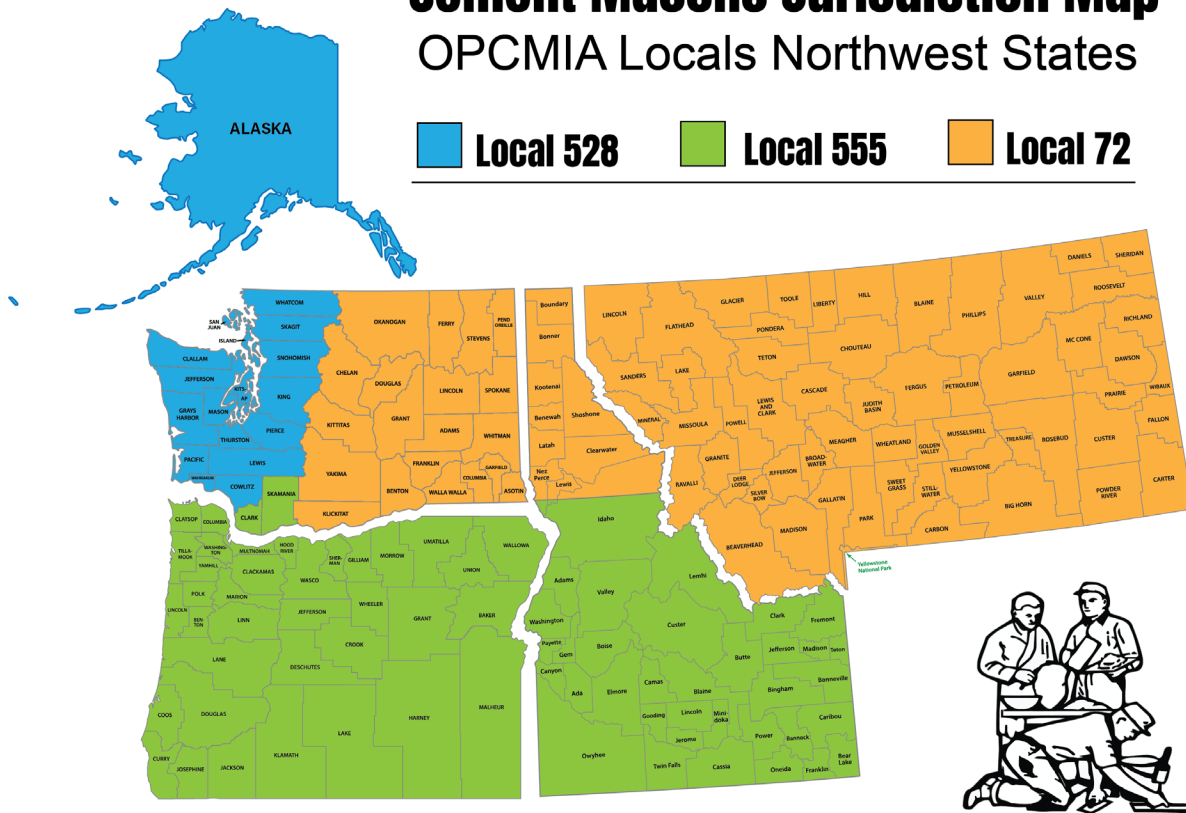
PL Article 2: Scope of the Agreement

2.03 The geographical area covered by this Agreement is as follows: This Agreement is effective in all of the territorial jurisdiction of the Union. The territorial jurisdiction of Local No. 528 at the present time includes: Chelan, Clallam, Douglas, West half of Ferry, Grays Harbor, Island, Jefferson, King, Kitsap, Klickitat, Lewis, Mason, Okanogan, Pacific, Pierce, San Juan, Skagit, Snohomish, Thurston, Whatcom and Yakima. In the event the territorial jurisdiction of the Union is enlarged during the life of this Agreement, such new territory will automatically be included under the terms of this Agreement. The Union shall notify all Employers of any change of territorial jurisdiction and present Agreement in force in any annexed territories shall prevail until expiration of these Agreements and such notification to Employers shall be in writing.

CM Article 2: Scope of the Agreement

SECTION 1. This Agreement shall cover all construction work in the following counties in the State of Washington: Clallam, Cowlitz, Grays Harbor, Island, Jefferson, King, Kitsap, Lewis, Mason, Pacific, Pierce, San Juan, Skagit, Snohomish, Thurston, Wahkiakum and Whatcom. The eastern boundary shall be a straight north and south line passing one (1) mile west of Easton. If, during the term of this Agreement, the Union's territorial jurisdiction is enlarged by the Cement Masons International Union, this Agreement shall be applicable to such enlarged jurisdiction and shall supersede the terms of any other agreement in such enlarged jurisdiction to which the Employer and a Cement Mason local are parties.

Cement Masons Jurisdiction Map OPCMIA Locals Northwest States



OPERATIVE CEMENT MASONS & PLASTERERS INTERNATIONAL ASSOCIATION, DOING BUSINESS SINCE 1864

Local 528 Members MUST CHECK IN with the other locals when traveling to their Jurisdiction. Not doing so could lead to a loss of benefit contributions to the home local.

Our Members should contact the Union Hall to find out if a reciprocity agreement exists between Local 528 and the Local Union in the area you are traveling to. Should your company be requesting our member to travel out of our jurisdiction, then the member may be required to obtain a Travel or Transfer Card. What is the difference between the two? Travel cards are issued to workers who are working outside of our jurisdiction temporarily. Transfer cards are issued to members who are re-locating to other areas of the country. Apprentices need to work with the Apprenticeship to get approval to have their program transferred to another jurisdiction if they are seeking a transfer.

Learn more opcmia528.org/signatory-area

Contacts

Local 528 Cement Masons and Plasterers

OFFICE PHONE

206.441.9386

LOCATION

6362 6th Ave S.
Seattle, WA 98108

HOURS

M-Fr 7a-3p
Sa-Su closed



Website

Business Manager / Financial Secretary

Eric Coffelt

Phone:

206.441.9386

Email:

ecoffelt@opcmia528.org



Scan to Download Contact

Apprenticeship Coordinator

Mike Raymond

Phone:

206.714.0676

Email:

m.raymond@trowelout.org



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Associated General Contractors (AGC)

Seattle Area District

Phone:

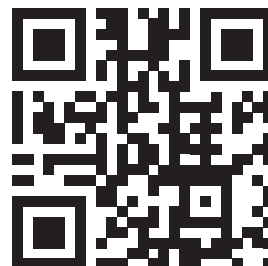
206.284.0061

Fax:

206.285.4546

Email:

info@agcwa.com



Website

Additional Contacts

Local 528 Cement Masons and Plasterers - Alaska

Business Agent: Nick Scott

PHONE

907-351-0151

LOCATION

701 S. Knik-Goose Bay RD, Suite D
Wasilla, AK 99654

HOURS

M-Fr 6:30a-2:30p

Sa-Su closed

WEBSITE - OPCMIA528.ORG/Alaska

Local 72 Cement Masons and Plasterers - Eastern WA - Northern Idaho - Montana

OFFICE PHONE

509-326-0575

LOCATION

3223 N. Market St.
Spokane, WA 99207

HOURS

M-Fr 8:30a-4:30p

Sa-Su closed

WEBSITE - OPCMIA72.ORG

Local 555 Cement Masons - Vancouver, WA - Oregon - Southern Idaho

OFFICE PHONE

503-232-9341

LOCATION

12812 NE Marx St.
Portland, OR 97230

HOURS

M-Fr 8:30a-4:30p

Sa-Su closed

WEBSITE - CEMENTMASONS555.ORG

Operative Plasterers and Cement Masons International Association (OPCMIA)

OFFICE PHONE

301-623-1000

WEBSITE - OPCMIA.ORG

