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635 Boise, ID
661 Sylmar, CA
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805 Camarillo, CA
808 Idaho Falls, ID
909 Ontario, CA
951 Riverside, CA
971 Reno, NV
1136 Kettle Falls, WA
1243 Fairbanks, AK
1281 Anchorage, AK
1319 New Mexico
1607 Millwrights
1912 Arizona
1977 Las Vegas, NV
2520 Pile Drivers & Divers, AK
2761 McCleary, WA
2851 La Grande, OR
2949 Roseburg, OR

August 29, 2024

SENT VIA USPS AND EMAIL

klgerwin@lanl.gov

Triad National Security LLC
Attn: Karen L. Gerwin, Labor Relations
P.O. Box 1663, MSP903
Los Alamos, NM 87545

**RE: Triad National Security, LLC (LANL) Master Labor Agreement – Appendix “F” /
MOU Blended Wage Increase – October 7, 2024**

Dear Employer:

Please be advised effective October 7, 2024, there will be a one dollar and fifty-four cent (\$1.54) increase under the 2022-2027 Triad National Security, LLC (LANL) Master Labor Agreement. The allocation will be as follows:

\$1.53 Taxable Wages (\$0.50 to Vacation)
\$0.01 National Training

Per the Union Bylaws, four cents (\$0.04) of the wage increase will be applied to Supplemental Dues (which is deducted from the hourly wage). The supplemental dues on Retention Incentive Productive Hours will increase to \$1.48 per hour. For your convenience, a new wage sheet is attached. If your payroll department would like a copy emailed, please contact Polly Stroot at pstroot@wscarpenters.org.

Thank you,

Fabian Sandez
Regional Manager

FS/ps

cc: *Sent via email*
Stephen Araiza
Chris Hidalgo
Rosendo Najar
Polly Stroot
Main File

Enc (1)

**Western States Regional Council of Carpenters
2022-2027 Triad National Security, LLC Master Labor Agreement
Los Alamos National Laboratory (LANL) - Construction (Davis Bacon) and Maintenance Carpenters
NEW MEXICO**

Rates Effective: October 7, 2024 - October 5, 2025

Trust Fund Remittances:
Chris Hidalgo, 213.739.9488
chidalgo@carpenterssw.org

Full Package Benefits:	Pension	5.25
	Health & Welfare	8.25
	Apprenticeship (.53 Appr + .15 Nat Training)	0.68
	TOTAL EMPLOYER CONTRIBUTION	\$14.18
	Deductions from gross wages:	
	Vacation	2.50
	Supplemental Dues	1.22 **
	Carpenters/Contractors Cooperation Committee	0.03
	Total Benefits Remitted to Trust	\$17.93

Labor Agreement Holidays:
New Year's Day
Martin Luther King's Birthday
Presidents' Day
Memorial Day
Independence Day
Labor Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day

****The supplemental dues on Retention Incentive Productive Hours will be \$1.42 per hour.**

		Total Taxable Wages	Productive Hour Retention Incentive Pay	Productive Hour Retention Incentive Total Taxable Wages	Pension	Health & Welfare	Appren	National Training	TOTAL PACKAGE	PRODUCTIVE HOUR RETENTION INCENTIVE TOTAL PACKAGE
Area General Foreman (30% above Journeyman)		48.61	6.00	54.61	5.25	8.25	0.53	0.15	\$62.79	\$68.79
General Foreman (25% above Journeyman)		46.74	6.00	52.74	5.25	8.25	0.53	0.15	\$60.92	\$66.92
Foreman/Working Foreman (15% above Journeyman)		43.00	6.00	49.00	5.25	8.25	0.53	0.15	\$57.18	\$63.18
Journeyman, Carpenter Locksmith, Material Lister		37.39	6.00	43.39	5.25	8.25	0.53	0.15	\$51.57	\$57.57
*Base Rate (Used to Calc Appren)		34.89								
92% Apprentice	8th Period	34.60	6.00	40.60	5.25	8.25	0.53	0.15	\$48.78	\$54.78
85% Apprentice	7th Period	32.16	6.00	38.16	5.25	8.25	0.53	0.15	\$46.34	\$52.34
80% Apprentice	6th Period	30.41	6.00	36.41	5.25	8.25	0.53	0.15	\$44.59	\$50.59
70% Apprentice	5th Period	26.92	6.00	32.92	5.25	8.25	0.53	0.15	\$41.10	\$47.10
65% Apprentice	4th Period	25.18	6.00	31.18	5.25	8.25	0.53	0.15	\$39.36	\$45.36
60% Apprentice	3rd Period	23.43	6.00	29.43	5.25	8.25	0.53	0.15	\$37.61	\$43.61
55% Apprentice	2nd Period	21.69	6.00	27.69	5.25	8.25	0.53	0.15	\$35.87	\$41.87
50% Apprentice	1st Period	17.45	6.00	23.45	-	8.25	0.53	0.15	\$26.38	\$32.38

*The base rate excludes the \$2.50 vacation pay deduction. Apprenticeship rates are calculated on this rate and then \$2.50 is added back (with the exclusion of 1st Period apprentices that do not receive the \$2.50 added back).

1st Period Apprentices receive Health & Welfare after completion of a 90-day probation period.

Should the applicable Davis-Bacon prevailing wage rate rise above the blended rate, the Davis Bacon prevailing wage rate will be paid.

Per MOU, Article XII MOU effective September 30, 2021 - Swing Shift and Graveyard Shift changed from 10% to 20% and expires June 30, 2027.

See Article XXIV, Section 2 regarding 10% safety premium language.

See Article XXIV, Section 3 regarding \$2.00 premium paid on all productive hours for obtaining and maintaining welder certifications.

Effective July 1, 2022, a \$6 per productive hour retention incentive was implemented. The current supplemental dues on Retention Incentive Productive Hours is \$1.42 per hour.

FOR OFFICE USE BELOW

Rate Class:
NMLANS NM Triad LANL PLA

Increases:
October 6, 2025 TBD
October 5, 2026 TBD

Agreement runs through June 30, 2027