

District 1&2 (King, Snohomish, Island, San Juan, Skagit and Whatcom County)

Current Wage Package (2017-2018)	3-Year Agreement 2018-2021	Combined Total Package	Combined Total Increase
\$41.29	Wage	<b>\$48.77</b>	<b>\$7.48</b>
\$7.60	Health and Welfare	<b>\$8.57</b>	<b>\$0.97</b>
\$10.90	Pension	<b>\$13.15</b>	<b>\$2.25</b>
\$0.70	Apprentice	<b>\$0.70</b>	<b>\$0.00</b>
\$0.00	Natl. Apprentice	<b>\$0.05</b>	<b>\$0.05</b>
\$60.49	<b>Total Package</b>	<b>\$71.24</b>	<b>\$10.75</b>
<b>17.77%</b>	<i>Combined Increase to total Package Over 3-Years</i>		

Year 1	2018-2019	Proposed Package	Proposed Increase
<b>5.41%</b>	Wage	<b>\$43.79</b>	<b>\$2.50</b>
	Health and Welfare	<b>\$7.82</b>	<b>\$0.22</b>
	Pension	<b>\$11.40</b>	<b>\$0.50</b>
	Apprentice	<b>\$0.70</b>	<b>\$0.00</b>
	Natl. Apprentice	<b>\$0.05</b>	<b>\$0.05</b>
	<b>Total Package</b>	<b>\$63.76</b>	<b>\$3.27</b>

Year 2	2019-2020	Proposed Package	Proposed Increase
<b>5.57%</b>	Wage	<b>\$46.09</b>	<b>\$2.30</b>
	Health and Welfare	<b>\$8.07</b>	<b>\$0.25</b>
	Pension	<b>\$12.40</b>	<b>\$1.00</b>
	Apprentice	<b>\$0.70</b>	<b>\$0.00</b>
	Natl. Apprentice	<b>\$0.05</b>	<b>\$0.00</b>
	<b>Total Package</b>	<b>\$67.31</b>	<b>\$3.55</b>

Year 3	2020-2021	Proposed Package	Proposed Increase
<b>5.84%</b>	Wage	<b>\$48.77</b>	<b>\$2.68</b>
	Health and Welfare	<b>\$8.57</b>	<b>\$0.50</b>
	Pension	<b>\$13.15</b>	<b>\$0.75</b>
	Apprentice	<b>\$0.70</b>	<b>\$0.00</b>
	Natl. Apprentice	<b>\$0.05</b>	<b>\$0.00</b>
	<b>Total Package</b>	<b>\$71.24</b>	<b>\$3.93</b>

District 3&4 (Counties include Clallum, Jefferson, Mason, Grays Harbor Kitsap, Kittitas, and that portion of Okanogan, Chelan, Douglas, and Yakima lying west of the 120<sup>th</sup> Meridian)

Current Wage Package (2017-2018)	3-Year Agreement 2018-2021	Combined Total Package	Combined Total Increase
\$41.29	Wage	\$47.70	\$6.41
\$7.60	Health and Welfare	\$8.57	\$0.97
\$10.90	Pension	\$13.15	\$2.25
\$0.70	Apprentice	\$0.70	\$0.00
\$0.00	Natl. Apprentice	\$0.05	\$0.05
\$60.49	Total Package	\$70.17	\$9.68
<b>16.00%</b>	<i>Combined Increase to total Package Over 3-Years</i>		

Year 1	2018-2019	Proposed Package	Proposed Increase
<b>5.41%</b>	Wage	\$43.79	\$2.50
	Health and Welfare	\$7.82	\$0.22
	Pension	\$11.40	\$0.50
	Apprentice	\$0.70	\$0.00
	Natl. Apprentice	\$0.05	\$0.05
	Total Package	\$63.76	\$3.27

Year 2	2019-2020	Proposed Package	Proposed Increase
<b>4.78%</b>	Wage	\$45.59	\$1.80
	Health and Welfare	\$8.07	\$0.25
	Pension	\$12.40	\$1.00
	Apprentice	\$0.70	\$0.00
	Natl. Apprentice	\$0.05	\$0.00
	Total Package	\$66.81	\$3.05

Year 3	2020-2021	Proposed Package	Proposed Increase
<b>5.03%</b>	Wage	\$47.70	\$2.11
	Health and Welfare	\$8.57	\$0.50
	Pension	\$13.15	\$0.75
	Apprentice	\$0.70	\$0.00
	Natl. Apprentice	\$0.05	\$0.00
	Total Package	\$70.17	\$3.36

<b>Districts 1&amp;2</b>		King, Snohomish, Island, San Juan, Skagit and Whatcom Counties				
<b>Wage x Group</b>	<b>Current Wage</b>	<b>2018-19</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>\$ Change</b>	
1AAA	\$ 43.13	\$ 45.73	\$ 48.14	\$ 50.94	\$ 7.81	
1AA	\$ 42.52	\$ 45.09	\$ 47.46	\$ 50.22	\$ 7.70	
1A	\$ 41.90	\$ 44.44	\$ 46.78	\$ 49.50	\$ 7.60	
1	\$ 41.29	\$ 43.79	\$ 46.09	\$ 48.77	\$ 7.48	
2	\$ 40.76	\$ 43.23	\$ 45.50	\$ 48.15	\$ 7.39	
3	\$ 40.29	\$ 42.74	\$ 44.98	\$ 47.60	\$ 7.31	
4	\$ 37.70	\$ 40.01	\$ 42.10	\$ 44.55	\$ 6.85	

<b>Districts 2&amp;3</b>		Clallam, Jefferson, Mason, Grays Harbor, Kitsap, Kittitas Counties and portions of Okanogan, Chelan, Douglas and Yakima Counties west of the 120th meridian				
<b>Wage x Group</b>	<b>Current Wage</b>	<b>2018-19</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>\$ Change</b>	
1AAA	\$ 43.13	\$ 45.73	\$ 47.62	\$ 49.83	\$ 6.70	
1AA	\$ 42.52	\$ 45.09	\$ 46.95	\$ 49.13	\$ 6.61	
1A	\$ 41.90	\$ 44.44	\$ 46.27	\$ 48.41	\$ 6.51	
1	\$ 41.29	\$ 43.79	\$ 45.59	\$ 47.70	\$ 6.41	
2	\$ 40.76	\$ 43.23	\$ 45.00	\$ 47.08	\$ 6.32	
3	\$ 40.29	\$ 42.74	\$ 44.49	\$ 46.55	\$ 6.26	
4	\$ 37.70	\$ 40.01	\$ 41.63	\$ 43.54	\$ 5.84	

<b>Fringe Benefit Type</b>	<b>Current Year</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>Net change</b>
Health and Welfare	\$ 7.60	\$ 7.82	\$ 8.07	\$ 8.57	\$ 0.97
Pension	\$ 10.90	\$ 11.40	\$ 12.40	\$ 13.15	\$ 2.25
App and Training	\$ 0.70	\$ 0.70	\$ 0.70	\$ 0.70	\$ -
National Training	\$ -	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
Fringe package only	\$ 19.20	\$ 19.97	\$ 21.22	\$ 22.47	\$ 3.27
Fringe inc. for allocation		\$ 0.77	\$ 1.25	\$ 1.25	

