



**Operative Plasterer's & Cement  
Masons International Association  
Local Union #72 Eastern Washington**

**Information Guide**



# Local Union No. 72

## Operative Plasterers and Cement Masons

### International Association

Eastern Washington- 3223 N. Market St. Spokane WA 99207

Office- (509)326-0575 Cell- (509)939-9424

Central Washington- 2637 W. Albany Ave. Ste. B Kennewick, WA 99336

Office- (509)579-0099 Cell- (509)546-1472

Dear New Member,

I would like to congratulate you on becoming a new member of the OP&CMIA local 72. I look forward to working with you and your employer to keep a harmonious relationship between labor and management. You should have received a member information guide when you signed up, if you did not please come to my office or call me to have one mailed to you.

For every hour you work \$1.00 is deducted from your hourly wage. This money is sent to our third party administrator who then directs to Numerica Credit Union. We do this to help our members save for a rainy day. Also there are several benefits in belonging to a credit union such as; lower interest loans, credit cards, and savings in life / death and dismemberment policies. To Access your account you must complete an Account Card and make a photo copy of your Driver's License. Please Contact Numerica Credit Union to do so.

Your employer pays \$7.53 per hour for you to have Health, Dental, and Vision care. In order to qualify for this Benefit a member must work 300 hrs to activate their coverage and have 130 hrs per month in their "Bank" to have coverage for the following month. All hours worked in excess of 130 hrs will be left in the member's bank. A member can bank up to 11 months coverage of banked hours. That means you can be covered up to 11 months without hours being contributed in that period.

As a Professional Tradesman we understand that you will have numerous employers and quite possibly work in numerous states, that is why we have reciprocal pension/health plans within our union. Your employer pays \$8.54 per hour that you work for your retirement. Our Pension plan is a defined Benefit plan which means your benefit is based on the amount of hours paid into the pension plan. In order to qualify for benefits you have to have at least 6,000 hrs to be vested in our plan.

**Monthly dues are \$20.00 and are due at the first of each month. These are in addition to all hourly dues on your paycheck. If you would like to participate in direct withdraw. Please contact this office at 509-326-0575.**

Fraternally,

Mike Wright  
Business Manager  
OPCMIA Local 72





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**Local 72 Eastern Washington Dispatch Rules**

All active members of OP&CMIA Local 72 are bound by these work rules to be eligible for employment referral in order to obtain employment as outlined in RCW 50.20.100

1. Member must be in good standing with Local 72 as defined in article 16 of the International Constitution. This article states that any member not owing more than two months dues, per capita tax or assessments are considered a member in good standing.
2. Members must notify the Local 72 dispatcher at 509-326-0575 and request to be put on the out of work list. When your employment ends you must notify this hall of your separation in order to be put back on the referral list.
3. Members must be physically able to travel and perform work in the jurisdictional area of Local 72, which consists of all of Eastern Washington State.
4. Dispatch hours are from 6am to 5pm Monday through Friday. Weekend or off hour dispatches may occur if the need arises.
5. Members who accept dispatches must report to the said location at the said time. Failure to do so will result in a (violation 1) charge as outlined in article 26 of the International Constitution, which consists of Executive Board hearing with possible fines and or suspension. (Violation 2), you will be removed from the out of work list, fined, suspended or expelled.
6. Members must make every effort to accept dispatches. Failure to do so will be reported to the Employment Security Dept. This may affect your unemployment benefits.

Fraternally Yours,

Mike M Wright  
Business Manager  
OP&CMIA Local 72 WA



# Operative Plasterers and Cement Masons International Association

Area 3- 3223 N Market Street . Spokane, WA 99207 (509) 326-0575

Dispatch- bmwilliamslocal72@gmail.com

Area 2- 2637 W. Albany Ave. Ste. B Kennewick, WA 99336 (509)579-0099

Dispatch- rodgel478@yahoo.com

**Effective June 1, 2022**

**TO: All Signatory Employers**

**Effective 6-1-2022 through 5-31-2023 Increase of \$4.36 as follows:**

**Wages \$3.60, Pension \$0.70, WA App Training \$0.05, ITF \$0.01, H&W \$0.00**

Trade	Class	Wage GROSS	H&W Contractor paid	Pension Contractor paid	ITF Cont. Paid	WA. Apprentice Training Cont. Paid	Dues *MC	Vacation *MC	Rebound *MC
Cement Masons	Journeyman	\$36.04	\$7.53	\$8.54	\$0.07	\$0.65	(\$2.26)	(\$1.00)	(\$0.04)
Cement Masons 90% Apprentice	STEP 4 4801-6400 HRS	\$32.44	\$7.53	\$8.54	\$0.07	\$0.65	(\$2.03)	(\$1.00)	(\$0.04)
Cement Masons 80% Apprentice	STEP 3 3201-4800 HRS	\$28.83	\$7.53	\$8.54	\$0.07	\$0.65	(\$1.81)	(\$1.00)	(\$0.04)
Cement Masons 70% Apprentice	STEP 2 1601-3200 HRS	\$25.23	\$7.53	\$8.54	\$0.07	\$0.65	(\$1.58)	(\$1.00)	(\$0.04)
Cement Masons 60% Apprentice	STEP 1 0-1600 HRS	\$21.64	\$7.53	\$8.54	\$0.07	\$0.65	(\$1.36)	(\$1.00)	(\$0.04)

**Total Package JM: Wage- \$36.04, Fringe- \$16.79, Total- \$52.83**

**\* MC- Member Contributions**

**Dispatch Points: Pasco, Wenatchee, Spokane, Lewiston**

**Foreman: 7% above Journeyman Cement Mason**

**General Foreman: 12% above Journeyman Cement Mason**

**Zone 2: 45 Miles outside closest dispatch point add an additional \$3.00 per hour**



# UNION DUES

Dues are essential to any Union Organization. I have heard it a thousand times; “What do you use that money for?” It breaks down like this: Operating expenses such as occupancy, telephone, travel, administration fees, Accountants fees, Legal fees, Business Manager Salary and benefits, insurance, per-capita fees for several associations, marketing and advertising, office and union supplies, Market Recovery fund, donations to charitable organizations.

The union is a place where ordinary people do extraordinary things. And we have to have a financial base to expedite these extraordinary things. We are not here to become rich only to grow and represent the working members of our trades.

The dues structure is as follows:

Initiation fee: \$300.00 (one time fee)

International Recording fee: \$75.00 (one time fee)

Monthly membership dues: \$20.00 Journeyman Rate and \$10.00 Apprentice Rate (Due at the 1st of each month. It is the responsibility of the member to be current.)

Hourly check off dues: \$2.26 and at 90%,80%,70%, & 60% of the total for Apprentices(Payroll deducted)

If you have any further questions regarding our dues please do not hesitate to ask.

# UNION MEETINGS

We hold our union meetings on the 3rd Tuesday of every month at the Union Hall meeting room.

Our Executive Board meeting starts at 6:30pm and the general meeting begins at 7:30pm.

If you want to stay informed and have a voice in the issues & the operation of YOUR UNION, you need to attend the meetings. You may have the suggestion, idea or the answer that we are looking for. If you want questions answered the place to do that is the union meeting. Odds are if you have the questions others probably do as well.

All Apprentices are required to attend union meetings and that time will count toward there apprentice hours.

We invite you to come meet with us enjoy food and beverage. We also give away door prizes at every meeting!

# TRAINING

For every hour worked the contractor pays \$.66 cents into our training trust. In order to maintain a suitable number of trained and educated Plasterer's and Cement Masons it is essential that we continue to invest into this fund.

This money pays for our Apprenticeship Program and our Journeyman upgrade classes. Our training trust has been merged as one state training facility to get the best use from the money spent.

Apprentices are required to attend 144 hrs of training per year.

Journeyman upgrade classes are held periodically. You must contact the Union hall in order to receive information on these classes. We can arrange classes as the need arises. OSHA 10 hr safety training is one example of these types of classes.

## Washington Cement Masons Apprenticeship

**In person:** 6737 Corson Ave S, Seattle, WA 98108 **By mail:** PO Box 81044, Seattle, WA 98108

**By fax:** (206)762-0896 **Phone:** (206)762-9286 **Email:** [concretetraining@trowelout.org](mailto:concretetraining@trowelout.org)

Applications can also be downloaded at: [www.opcmialocal528.org](http://www.opcmialocal528.org) (Link to "Apprenticeship Forms")

# CREDIT UNION

For every hour you work \$1.40 is deducted from your net wage and sent to Numerica Credit Union located in Spokane WA and a branch in Kennewick, WA. We do this to help you save for that emergency, new toy or a vacation. Numerica Credit Union is networked with several other local & national credit unions and also offers a debit card for quick access to your account.

Your membership with Numerica Credit Union will allow you access to competitive borrowing rates, flexible CD rates, home, auto, boat, RV, & toy (atv/motorcycle ect.) loans with fixed rates, life, home, renters, accidental death & auto insurance.

**Check out the website:** [www.numericacu.com](http://www.numericacu.com)

**For Member Services Email:** [NCUMemberService@numericacu.com](mailto:NCUMemberService@numericacu.com)

**Phone: Toll Free:** (800) 433-1837 **Spokane:** (509) 535-7613 **Tri-Cities:** (509) 734-6900 **Fax:** (509) 343-8177

**Mailing Address:** P.O. Box 4000 Spokane Valley, WA 99037

### **Kennewick:**

3115 W Kennewick Ave.  
8551 W Gage Blvd. Suite E  
4898 W Hildebrand Blvd. Suite 120

### **Spokane:**

502 W Riverside Ave.  
1916 W Francis Ave. (Five Mile Shopping Plaza)  
303 E Lyons Ave. (Lyons & Lidgerwood)

### **Locations Also In:**

Airway Heights, WA

Coeur d'Alene, ID

Hayden, ID

### **Richland:**

3045 Duportail St.  
**Wenatchee:**  
812 N Wenatchee Ave.

2202 E 29<sup>th</sup> Ave.  
4911 S Regal St.  
405 E. Farwell Rd.

### **Pasco:**

4820 N Road 68 (Inside Wal-Mart)  
1817 W. Sylvester St.

### **Spokane Valley:**

722 N. Sullivan Rd.  
10618 E Sprague Ave. (Inside Rosauer's)  
4909 E Sprague

Post Falls, ID

# HEALTH & WELFARE

Our Health and welfare Plan consists of general health insurance, dental insurance, vision benefits, prescription benefits & life insurance.

For every hour you work the contractor pays \$7.53 to our trust. This money goes into your own “dollar bank” which can be used to gain coverage. To initially become eligible, you must accumulate \$1,958 of contributions in your dollar bank to qualify for these benefits. You must have at least \$979 (approx. 130 hours) in your “bank” to maintain benefits. All contributions made by your employer on your behalf in excess of the \$979, or 130 hours, will be saved in a “bank” to supplement future months that your work less than 130 hours. Our benefits are provided through the Cement Masons and Plasterers Trust. Once you meet the initial eligibility requirements set by the health trust, you will receive a summary of your health benefits from the Trust Office.

We offer two plans regarding the dental insurance. Plan A uses our HMO provider Willamette Dental. Plan B users may seek consultation from a dentist of their own choice.

Vision plan offers a fixed amount of money per calendar year. An explanation of all these benefits will be mailed to you when you are eligible.

Prescription plan will be mailed to you when you become eligible.

Basic Life Insurance is part of the plan. You do not have to pay extra for this benefit.

The plan accepts your entire immediate family in their current condition.

**For more information regarding health benefits, visit:**

[www.cementmasonstrust.com](http://www.cementmasonstrust.com) or call the Cement Masons and Plasterers Trust Office at (877)367-0528.

# PENSION PLAN

The pension plan is a defined benefit plan.

It takes 6,000 employer contributed hours without a break in service to become vested in the Washington-Idaho Cement Masons-Employers Retirement Trust\* for those who become a participant after June 1, 1993.

Normal retirement age is 65

Early retirement, at a reduced amount, is allowed at ages 60-65.

Special early retirement, at a reduced amount, is allowed at age 58-60 if the member has at least 30,000 hours reported to the Plan.

Retirement benefits are calculated based on the employer contributions. The total amount of the contributions are multiplied by a factor to determine a monthly benefit amount for the member's lifetime. The factor for contributions made June 1, 2004 or after is 2%.

When you send in an application for retirement, you will be sent an explanation of benefits. This will list the monthly amounts and the various methods which you can receive your pension. All pensions are for our member's lifetime but there are options to leave all or a percentage of the benefit for a spouse's lifetime. The member would look over the explanation of benefits and determine which option works best for them. This is taxable income.

\*Contact Information Attached on Separate Page



# WA-ID Cement Masons-Employers Retirement Trust

Physical Address: 7525 SE 24th Street, Suite 200, Mercer Island, WA 98040 • Mailing Address: PO Box 34203, Seattle, WA 98124  
 Phone: (206) 441-7574 or (800) 732-1121 • Fax: (206) 505-9727

Administered by  
 Welfare & Pension Administration Service, Inc.

<b>Administration Department</b>			
<b>Title / Department</b>	<b>Name</b>	<b>Email</b>	<b>Ext.</b>
Account Executive	Rose Pelletier	<a href="mailto:rpelletier@wpas-inc.com">rpelletier@wpas-inc.com</a>	3921
Account Executive	Cory Edwards	<a href="mailto:cedwards@wpas-inc.com">cedwards@wpas-inc.com</a>	3926
Administrative Assistant	Sarah Wyatt	<a href="mailto:swyatt@wpas-inc.com">swyatt@wpas-inc.com</a>	3918
<b>Control/Eligibility Departments</b>			
		<b>Email</b>	<b>Ext.</b>
<b>Employer Billing Inquiries</b>	Trainee		
Supervisor	Jeremy Rivas	<a href="mailto:jrivas@wpas-inc.com">jrivas@wpas-inc.com</a>	3336
Backup Supervisor	Georgy Dimof	<a href="mailto:gdimof@wpas-inc.com">gdimof@wpas-inc.com</a>	3320
Department Manager	Michelle Hill	<a href="mailto:mhill@wpas-inc.com">mhill@wpas-inc.com</a>	3306
<b>Pension Department</b>			
		<b>Email</b>	<b>Ext.</b>
<b>Pension</b>	Melinda Stokes	<a href="mailto:mstokes@wpas-inc.com">mstokes@wpas-inc.com</a>	3210
Backup	Cindy Ray	<a href="mailto:cindyray@wpas-inc.com">cindyray@wpas-inc.com</a>	3201
Supervisor	Cindy Ray	<a href="mailto:cindyray@wpas-inc.com">cindyray@wpas-inc.com</a>	3201
Department Manager	Melinda Stokes	<a href="mailto:mstokes@wpas-inc.com">mstokes@wpas-inc.com</a>	3210
<b>Member Services Department</b>			
<b>Eligibility-Claim Forms/Booklet Requests</b>	<a href="mailto:eligibility@wpas-inc.com">eligibility@wpas-inc.com</a>	Hours: 8:00 a.m. – 5:00 p.m.	Option 4
<b>Claims Department</b>			
		<b>Email</b>	<b>Ext.</b>
<b>Medical/Vision</b>	Penny Wells-Knight	<a href="mailto:penelope@wpas-inc.com">penelope@wpas-inc.com</a>	3549
Medical Backup	Group Line	Hours: 8:00 a.m. – 5:00 p. m.	Option 1
<b>Dental</b>	Gordon Wall	<a href="mailto:gwall@wpas-inc.com">gwall@wpas-inc.com</a>	3524
Dental Backup	Group Line	Hours: 8:00 a.m. – 5:00 p.m.	Option 1
<b>Time Loss</b>	Penny Wells-Knight	<a href="mailto:penelope@wpas-inc.com">penelope@wpas-inc.com</a>	3549
Supervisor	Jacqui DuBeau	<a href="mailto:jacquid@wpas-inc.com">jacquid@wpas-inc.com</a>	3520
Department Assistant Manager	Jamie Hooper	<a href="mailto:jhooper@wpas-inc.com">jhooper@wpas-inc.com</a>	3502
Department Manager	Heidi Campbell	<a href="mailto:hcampbell@wpas-inc.com">hcampbell@wpas-inc.com</a>	3500



**Operative Plasterers & Cement Masons  
International Association  
Local 72 Eastern Washington**

## **Code Of Conduct**

*"Promoting Pride in Craftsmanship and Customer Satisfaction"*

### **Introduction**

The purpose of the Operative Plasterers' and Cement Masons' Code of Conduct is to stimulate our members pride in craftsmanship and customer satisfaction.

Fostering membership pride in our plasterers, cement masons, and shop hands is key to our survival. To achieve this goal our Local Union Officers must implement this Code of Conduct immediately, uphold it strictly, and apply it consistently. The result will be to increase our members self worth, bolster quality craftsmanship, improve working conditions, leverage higher wages and benefits, and create increasing work opportunities for our members. It will also benefit our contractors by increasing their productivity, ensuring timely job completions, keeping projects within (or under) budget, and providing them with reliable, quality craftsmanship.

To be successful, the Code of Conduct must have the full support of the Local Union at all levels. Officers must wholeheartedly dedicate themselves to this task by "setting the standard" and acting as role models for the membership.

Any member found in violation of the Code will be subject to the disciplinary procedures of the International and Local's Constitution which includes, but is not limited to, charges being filed and the possibility of a fine, suspension,

and/or expulsion. While charges may be brought at any time a three strike policy shall be in effect. This means that any member who has three written complaints filed by Employers shall face disciplinary charges and after a hearing may be fined, suspended or expelled.

## **Responsibilities under the Code**

Both the union and contractor have responsibilities under the Code. For the Code to be mutually beneficial, both parties must take their respective duties seriously, and communicate with the other party constructively and on a consistent basis.

## **Local Union Responsibilities**

The Business Manager and Business Agents are responsible for communicating the OPCMIA Code of Conduct to all members, and ensuring they are fully compliant.

To achieve the goals of the Code, the Business Manager and Business Agents shall ensure that:

Members shall apply their knowledge, skills, and experience diligently on the job.

Members shall make every effort to upgrade their skills on a regular basis.

Members, especially those with extensive experience in the trade, shall convey their knowledge and skills of cement masonry and plastering to their colleagues to strengthen the overall value of the OPCMIA's workmanship as well as encourage teamwork.

Members meet their responsibility to their fellow workmates and contractors by arriving on time fit for work.

Members strictly adhere to break times and lunch periods allowed in their contract(s) and agreement(s).

Members bring the necessary tools as established on the tool list, and ensure they are in proper working order prior to arriving on the job.

Members abide by the zero tolerance policy for substance abuse.

Members perform consistently productive work, keep idle time to a minimum, and make every effort to eliminate unnecessary disruptions on the job.

Members respect the property of the customer, and are fully aware that graffiti and other forms of destruction are not tolerated.

Members respect their union, their contractors, and their clients by not wearing clothing or buttons with offensive words or symbols.

The Business Manager and Business Agents, in cooperation with Employers on the jobsite, will approach members who demonstrate bad work habits, advise them of their responsibilities as union members, and provide guidance and direction.

In addition, the Business Manager and Business Agents shall ensure that:

Slowdowns and other methods utilized to extend jobs or give rise to overtime are not tolerated.  
Outside activities that cast the OPCMIA or its local unions in a negative light are not tolerated.  
Inappropriate behavior, harassment, or discrimination exercised towards another member or person, or group of members or persons, are not tolerated.  
Members are meeting their contractual obligations to utilize the proper safety equipment and methods.  
Members are not leaving the jobsite during their work periods without the prior approval of their superior(s).  
No member is soliciting funds on any project or job without prior approval.  
Cell phones are not used on the project site, except during official lunch and break periods.  
Merchandise is not sold on the job site without the prior approval of the Business Manager.

## **Contractor's Responsibilities**

Our signatory contractors have a responsibility to manage their jobs as well as our members who work on their jobs. This task will be made easier by adhering to their responsibilities under the Code, including:

Addressing ineffective superintendents, general foremen, and foremen.  
Ensuring proper job layout to minimize downtime.  
Ensuring the proper storage of contractor as well as employee tools.  
Ensuring the appropriate number of employees are on the jobsite to perform the work efficiently, economically, and safely.  
Providing the necessary leadership and training skills for jobsite leaders to eliminate problems.  
Ensuring that the proper types and quantities of tools and materials are available on the site to facilitate speedy progress.  
Ensuring that jobsite leaders take responsibility for mistakes created by management and rectify them expeditiously.  
Eliminating unsafe working conditions and ensuring that the proper safety training, equipment, and methods are used.  
It shall be the employer's responsibility whenever a member has violated the Code of Conduct to report such violations immediately by providing the responsible Local Union with a letter detailing the alleged violation(s) and the circumstances surrounding.

## **Dispute Resolution Mechanism**

Both the OPCMIA Local Unions and the signatory contractors have obligations respecting the resolution of disputes. In the early stages of a dispute, our Local Unions must actively facilitate dialogue between its members and the contractors. Similarly, contractors should promptly address any and all problems and issues of concern as they arise. If these initial remedial actions of the Local Union and contractor fail to resolve the matter, the parties will pursue their respective remedies under the collective agreement(s).