

CAWP LABOR BULLETIN

CONSTRUCTORS
ASSOCIATION
OF WESTERN PENNSYLVANIA

CAWP Labor Bulletin #3-25

April 30, 2025

TO: CAWP Contractor Members

FROM: Richard J. Barcaskey, Executive Director

Working Carpenter Foreman in CAWP Labor Agreement

Foremen: Working vs. Non-Working

Under the terms of Article II Section 6 of the 4-Pact Agreement, foremen performing the work of a workman are covered by the Agreement. Foremen are not required to be Union members if they are not performing trade work, or if they are working with the tools of the trade for the purpose of providing instructions to workmen.

Designation of a Working Carpenter Foreman

As in the past, CAWP does not bargain for foremen with the Carpenters Union. However, we have agreed to continue our practice with the Carpenters Union so that whenever four or more journeymen Carpenters are employed on a project, the contractor will designate one as a working carpenter foreman and provide pay on a straight-time guaranteed 40-hour work week basis exclusive of holidays. (The Carpenter Foreman will receive 8% per hour above the Carpenter Journeyperson rate).

Exception for Holiday Pay

Carpenter foremen will be paid 40 hours per week **including holidays** on those projects larger than \$6 million, **located in Allegheny County** and governed by the Standard CAWP Agreement (not Addenda), or by union only project labor agreements.

The holiday is to be paid at the straight time rate of pay. In order to be eligible, the foreman must be available to work a makeup day at the straight time rate of pay, must work the last scheduled day prior to the holiday and the next scheduled day after the

holiday. No holiday wage shall be paid in the event the foreman is laid off prior to the holiday. If the working Carpenter foreman is permanently laid off during the work week, he will be paid for hours worked at the appropriate wage rate.

Carpenter Foreman Wage and Fringe Benefit Rates

The Carpenter foreman wages and fringes for projects with 2025 wage rates are as follows:

Zone 1

Wage	\$44.66
Medical	\$8.28
Pension	\$8.24
Savings	\$4.96
Training	\$0.46
UBC Trng	\$0.15
Total	\$66.75

Zone 2

Wage	\$44.39
Medical	\$8.28
Pension	\$8.24
Savings	\$4.96
Training	\$0.46
UBC Trng	\$0.15
Total	\$66.48

To learn about Labor Services offered to CAWP Contractors, watch this short [video!](#)



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