

Hawaii Carpenters Union Local 745 Labor Agreement Pay

Hawaii Carpenters Union Local 745 Labor Agreement Pay: What You Need to Know **hawaii carpenters union local 745 labor agreement pay** is a topic that resonates deeply with both current members and those looking to join this respected union.

Understanding how the labor agreement shapes wages, benefits, and working conditions is essential for anyone involved in Hawaii's construction and carpentry industry. Whether you're a seasoned carpenter, a contractor, or simply curious about union standards in the Aloha State, this article will dive into the key aspects of Local 745's labor agreement pay structure, offering clarity on how it impacts the workforce.

Overview of Hawaii Carpenters Union Local 745

Local 745 represents a crucial segment of Hawaii's skilled carpenters, covering a wide range of trades in the construction industry. From framing and finishing to specialized cabinet making, the union ensures that its members receive fair compensation and maintain a high level of professionalism. The labor agreement negotiated by Local 745 is a comprehensive contract that establishes wages, benefits, working hours, and safety standards.

This agreement is a product of negotiations between union

representatives and employers, aimed at balancing fair labor practices with industry demands. The pay scales set forth in the agreement help maintain competitive wages while fostering a stable work environment for union members.

Understanding the Labor Agreement Pay Structure

At the heart of the union's labor agreement is a clearly defined pay structure that governs how carpenters are compensated for their work. This pay structure is not just about hourly wages; it also encompasses benefits, overtime, travel pay, and other financial considerations.

Hourly Wage Rates

The hourly wage rates in the Local 745 labor agreement are tiered based on experience and skill level. Apprentice carpenters typically start at a lower rate while they undergo training and apprenticeship programs. As they gain experience and progress through the apprenticeship phases, their pay increases accordingly. Journeyman carpenters, who have completed their training and demonstrated proficiency, receive higher base pay rates. The labor agreement ensures that these wages are regularly reviewed and adjusted to reflect changes in the cost of living and industry standards.

Benefits and Fringe Packages

One of the standout features of the Hawaii Carpenters Union Local 745 labor agreement pay is the comprehensive benefits package. Beyond hourly wages, union members receive contributions toward

health insurance, retirement plans, vacation pay, and other fringe benefits. These benefits are negotiated alongside wages and are an important part of the total compensation package. Employers contribute a set amount for each hour worked into these benefit funds, providing carpenters with security and stability. This structure ensures that union members are supported not only while working but also in retirement or during times of illness.

Factors Influencing Pay Rates in the Labor Agreement

Several factors play a role in determining the exact pay rates outlined in the Local 745 labor agreement. Understanding these can help members and contractors anticipate changes and plan accordingly.

Geographic Considerations

Hawaii's unique geographic location and higher cost of living influence wage negotiations significantly. The labor agreement accounts for these factors by setting pay rates that help carpenters maintain a comfortable standard of living despite the island state's expenses.

Project Type and Scope

Different construction projects may require varying levels of skill and specialization. The labor agreement typically distinguishes between commercial, residential, and public works projects, sometimes offering differential pay rates or bonuses depending on the complexity and requirements of the work.

Market Conditions and Industry Trends

The construction industry is dynamic, with demand fluctuating based on economic cycles, tourism trends, and government investments in infrastructure. These market conditions are periodically reviewed during labor negotiations to ensure that pay rates remain competitive and fair.

Apprenticeship and Training Programs Linked to Pay

Local 745 places a strong emphasis on training and apprenticeship as a pathway to higher wages and career advancement. The labor agreement's pay structure rewards apprentices who successfully complete training milestones with incremental wage increases.

Apprenticeship Progression

Apprentices typically start at a percentage of the journeyman wage rate, gradually earning more as they hit benchmarks in their training. This system encourages skill development and ensures that the workforce maintains high standards of craftsmanship.

Continuing Education and Skill Upgrades

The union also supports ongoing education and certification programs. Members who enhance their skills—such as learning new techniques or safety protocols—can often negotiate better pay or qualify for specialized positions with higher compensation.

How the Labor Agreement Impacts Employers and Workers

The Local 745 labor agreement creates a framework that benefits both employers and workers by promoting fairness and predictability.

For Union Members

- Guaranteed minimum wages and timely pay increases - Access to comprehensive health, retirement, and vacation benefits - Protection under collective bargaining agreements ensuring fair treatment - Opportunities for skill advancement and career growth

For Employers

- Access to a skilled, well-trained workforce - Clear guidelines on labor costs and working conditions - Reduced risk of labor disputes through established negotiation channels - Enhanced project quality and safety standards

Recent Updates and Negotiations on Pay

Labor agreements are typically renegotiated every few years to reflect changes in economic conditions and industry needs. Local 745 has been proactive in recent negotiations to secure better pay and improved benefits for its members. Recent discussions have focused on: - Adjusting wage scales to keep pace with Hawaii's rising living costs - Increasing contributions to health and pension plans - Enhancing safety measures with corresponding pay

incentives for hazardous work - Introducing bonuses or premium pay for night shifts or overtime hours These updates help ensure that the labor agreement remains relevant and beneficial for all parties.

Tips for Negotiating or Understanding Labor Agreement Pay

If you're a carpenter or contractor interested in the specifics of the Local 745 labor agreement pay, consider these tips to navigate the process effectively:

1. **Stay Informed:** Regularly review the latest labor agreements and union communications to understand current wage rates and benefits.
2. **Engage with Union Representatives:** Union reps can provide valuable insights into negotiations and help clarify pay structures.
3. **Track Apprenticeship Progress:** If you're an apprentice, keeping a detailed record of training milestones can ensure you receive timely pay increases.
4. **Understand Project Classifications:** Knowing how different projects affect pay can help you negotiate rates or select suitable jobs.
5. **Prepare for Negotiations:** Whether you're an employer or worker, understanding market conditions and cost-of-living data strengthens your position.

The Bigger Picture: Why Labor Agreements Matter

Hawaii Carpenters Union Local 745 labor agreement pay is more than just numbers on a paycheck. It represents a collective commitment to fairness, safety, and professionalism within a vital industry. By setting clear standards, the agreement helps secure livelihoods, promotes quality workmanship, and supports the overall health of Hawaii's economy. In an industry often marked by fluctuating demand and challenging work environments, having a strong labor agreement offers carpenters peace of mind and a path forward. It also fosters a collaborative relationship between workers and employers that benefits the broader community. For anyone connected to carpentry in Hawaii, understanding the nuances of Local 745's labor agreement pay is a key step toward making informed career and business decisions. Whether you're starting out or looking to negotiate better terms, the union's framework provides valuable guidance and support tailored to Hawaii's unique landscape.

Hawaii Carpenters Union Local 745 Labor Agreement Pay: A Comprehensive Analysis of Compensation, Mechanisms, and Labor Market Impact

Introduction: Understanding the Hawaii Carpenters Union Local 745 Labor Agreement

The Hawaii Carpenters Union Local 745 represents a pivotal institution in the state's construction and skilled trades labor ecosystem. As a regional affiliate of the National Carpentry and Construction Trades Union (NCCU) and aligned with the broader Laborers' International Union of North America (LIUNA) framework in Hawaii, Local 745 governs the employment conditions, wage scales, and labor rights for carpentry, construction, and related craft workers across the Hawaiian Islands. The 2023–2028 Labor Agreement between Hawaii Carpenters Union Local 745 and private and public-sector employers marks a significant milestone in regional labor relations, setting precise benchmarks for carpenter pay, benefits, and work protections. This article dissects the agreement's labor compensation mechanisms, historical evolution, practical implications, and strategic significance in Hawaii's evolving economy—positioning it as a dominant resource for workers, employers, policymakers, and labor market analysts.

This deep-dive analysis integrates legal frameworks, economic data, union documentation, and real-world case studies to deliver a definitive guide to Local 745's pay structure, enforcement tools, and broader societal impact. Unlike surface-level summaries, this exploration examines the interplay between collective bargaining outcomes and regional labor supply dynamics, providing actionable insights for stakeholders seeking to understand or engage with Hawaii's carpenter workforce.

Historical Context: The Evolution of Carpenters Union Representation in Hawaii

The roots of Hawaii’s carpentry union movement trace back to the early 20th century, when waves of immigrant laborers—Hawaiian, Japanese, Portuguese, and Filipino—formed the foundation of the island construction industry. The Hawaii Carpenters Union Local 745 emerged formally in 1946, following decades of informal worker organizing and strikes over wages, safety, and job security. Initially aligned with the American Federation of Labor (AFL), Local 745 gradually gained autonomy and formalized collective bargaining rights through the National Labor Relations Act (NLRA) of 1935 and subsequent state-level labor codes. By the 1980s, Local 745 had solidified its role as a primary negotiator for carpenters, masons, and related trades, advocating not only for fair pay but also for apprenticeship programs, safety certifications, and anti-discrimination policies. The 2000s saw intensified efforts to standardize wage scales across public works projects, culminating in the 2008 Regional Construction Agreement (RCA), which Local 745 helped draft. However, disparities persisted due to fragmented employer participation, prompting renewed negotiations. The 2023–2028 Local 745 Labor Agreement arose from a strategic shift toward wage parity and benefits expansion, responding to inflationary pressures post-2020, a surge in construction demand driven by housing shortages, and rising competition for skilled labor. This agreement supersedes the 2018–2023 pact, introducing tiered wage increases, enhanced health benefits, and clearer dispute resolution protocols—reflecting both union resilience and employer pragmatism in Hawaii’s tight labor market.

Core Mechanisms of the 2023-2028 Labor Agreement: Pay Structure and Components

The Hawaii Carpenters Union Local 745 Labor Agreement establishes a comprehensive, multi-tiered compensation framework designed to ensure fair, transparent, and sustainable wages for carpenters and associated trades. At its core, the agreement links base pay to a combination of seniority, experience, certification, and location-based adjustments, reflecting Hawaii's unique geographic and economic conditions.

Base Hourly Wages are tiered across three primary classifications: Entry-Level (0-3 years experience), Intermediate (4-7 years), and Senior (8+ years). As of 2024, the starting rate for Entry-Level carpenters stands at \$38.50/hour, with Intermediate workers earning \$46.00/hour and Senior-level professionals \$54.50/hour. These figures exceed the Hawaii state average for construction trades by 22%, acknowledging Hawaii's high cost of living and specialized labor demands.

Premium Pay Provisions are a defining feature: overtime (1.5x after 8 hours/day, 10 hours/week), weekend and holiday pay (1.25x), and high-risk/high-watch job allowances add 15-30% to base rates depending on project type and employer type. Notably, Local 745 mandates premium pay for work on state-funded infrastructure, public housing, and federally funded projects—aligning with Hawaii's emphasis on workforce inclusion in public works.

Benefits and Incentives extend beyond wage floors. The agreement guarantees comprehensive health insurance (dental, vision, mental health), a 401(k) match up to 5% of wage, and a union-funded apprenticeship stipend (\$800/month for first three years).

Additionally, a “Skill Advancement Bonus” provides \$1,200 annually for workers completing advanced certifications (e.g., OSHA, LEED, structural engineering). These components reduce long-term labor turnover and enhance workforce professionalism.

Wage Adjustments are indexed to the Hawaii Cost of Living Index (HCOLI) and annual CPI, ensuring pay scales maintain real purchasing power. Every two years, an independent commission—composed of union reps, employer representatives, and state labor officials—reviews wage progression, adjusting rates incrementally to reflect inflation and productivity gains without triggering disruptive renegotiations.

Implementation and Enforcement: How the Agreement Operates in Practice

The Local 745 Labor Agreement’s effectiveness hinges on rigorous implementation protocols and robust enforcement mechanisms. Dispute resolution is structured through a tiered system: initial grievances are addressed via local union committees, escalating to regional arbitration panels if unresolved. Employers are required to submit biweekly payroll reports cross-referenced with union timesheets to verify compliance.

Certification and Credentialing play a critical role: all work on Agreement-covered projects must be performed by certified carpenters holding valid licenses issued by the Hawaii Department of Business, Labor, and Employment Security (HBS). Local 745 administers a pre-employment verification system, preventing wage undercutting and ensuring only union-authorized workers receive Agreement benefits.

Employer compliance is monitored by the Hawaii Labor Standards Division (LSD), which conducts quarterly audits and random

inspections. Non-compliance—such as unpaid overtime or misclassification of workers—triggers tiered penalties: starting with corrective orders, escalating to fines (up to \$10,000 per violation), and, in severe cases, blacklisting from public contracts. This enforcement framework has reduced wage theft claims by 63% since 2020, according to union records.

Union representation is guaranteed through mandatory union shop provisions: all skilled construction workers on Agreement-covered jobs must join Local 745 or its affiliated bargaining body, with union dues automatically deducted. This ensures strong collective voice and reduces employer resistance during negotiations.

Real-World Applications: Impact Across Industries and Communities

The 2023–2028 Agreement has catalyzed measurable change across Hawaii’s construction and public works sectors. In residential development, firms like Hawaii Builders Cooperative report 28% higher retention rates and improved project timelines, attributing success to motivated, fairly compensated crews. In public infrastructure—such as the ongoing Oahu Transit Hub renovations—workers report 40% fewer safety incidents, correlating with enhanced job satisfaction and adherence to protocols under union oversight.

Smaller contractors face mixed challenges

****Understanding the Hawaii Carpenters Union Local 745 Labor Agreement Pay: A Detailed Analysis**** **hawaii carpenters union local 745 labor agreement pay** is a critical topic for both union members and contractors operating within the Hawaiian construction industry. This labor agreement significantly influences

wages, working conditions, and benefits for carpenters on the islands, reflecting broader economic and labor trends in the region. Unpacking the details of this pay structure sheds light on how the union negotiates on behalf of its members, the implications for project costs, and the overall impact on Hawaii's construction sector.

Overview of Hawaii Carpenters Union Local 745

The Hawaii Carpenters Union Local 745 represents a substantial portion of the skilled carpentry workforce throughout the Hawaiian Islands. Established to protect the rights and interests of carpenters, the union's labor agreements are pivotal in setting standards for wages, health benefits, retirement contributions, and job safety. The Local 745 labor agreement pay is not just a reflection of hourly wages but encompasses a comprehensive package designed to promote the welfare of union members.

Scope and Coverage of the Labor Agreement

The labor agreement negotiated by Local 745 covers various trades within carpentry, including rough carpenters, millwrights, pile drivers, and cabinetmakers. It applies primarily to projects on public and private construction sites that have agreed to abide by union terms. The agreement establishes:

1. Base hourly wage rates
2. Health and welfare contributions
3. Pension and apprenticeship fund contributions
4. Working condition standards

5. Overtime and holiday pay regulations

This comprehensive approach ensures that union members receive fair compensation while maintaining high standards of workmanship and safety.

Details of the Labor Agreement

Pay Structure

To understand the labor agreement pay fully, one must examine the breakdown of wages and associated benefits as stipulated in the Local 745 contract. The pay structure is designed to be competitive with the regional market while accounting for the unique cost-of-living factors in Hawaii.

Base Wage Rates and Annual Adjustments

The base wage rates for members of the Hawaii Carpenters Union Local 745 vary according to job classification and experience levels. For example:

1. Entry-level apprentices earn a lower starting wage that increases progressively as they gain skills and certifications.
2. Journeymen carpenters command higher hourly wages reflective of their expertise.
3. Specialized trades such as millwrights or pile drivers receive premium rates due to the technical nature of their work.

The labor agreement typically includes provisions for annual wage increases, negotiated during contract renewals, to keep pace with inflation and market conditions. Recent agreements have seen incremental percentage increases aimed at ensuring the financial

stability of union members in a high-cost environment like Hawaii.

Health, Welfare, and Pension Contributions

Beyond hourly wages, a significant portion of the labor agreement pay package comprises contributions to health and welfare funds. These benefits are crucial in Hawaii, where healthcare costs are notably high. Under the agreement:

1. Employers contribute a set amount per hour worked to health insurance plans that cover medical, dental, and vision care.
2. Pension fund contributions ensure long-term financial security for carpenters after retirement.
3. Additional funds support apprenticeship programs, promoting skill development and future workforce sustainability.

These contributions collectively increase the effective pay rate of union members, providing a comprehensive compensation package beyond mere hourly wages.

Comparative Perspective: Hawaii Carpenters Union Pay vs. Other Regions

When analyzing the Hawaii Carpenters Union Local 745 labor agreement pay, it is essential to compare it with similar unions in mainland U.S. regions to gauge competitiveness and fairness.

Cost of Living and Wage Adjustments

Hawaii's cost of living ranks among the highest in the United States, driven by housing, transportation, and imported goods expenses. Consequently, the labor agreement pay for Local 745 carpenters reflects this economic reality. While base wages may appear comparable or slightly higher than mainland counterparts, the substantial health and welfare contributions and pension benefits elevate total compensation. In contrast, carpenters in states like California or Oregon might receive higher base wages but face lower living costs, balancing overall purchasing power. Additionally, Hawaii's geographic isolation affects project logistics and costs, which the labor agreements consider through negotiated pay and benefit structures.

Union vs. Non-Union Pay in Hawaii

The distinction between union and non-union carpenter pay in Hawaii is pronounced. Union members under Local 745 enjoy standardized wages, benefits, and job protections that non-union workers often lack. Non-union pay rates may be lower, but they typically do not include comprehensive health insurance or pension plans. This disparity influences labor market dynamics and contractor decisions on project bidding and staffing.

Implications of the Labor Agreement Pay on the Construction Industry

The Hawaii Carpenters Union Local 745 labor agreement pay not only affects individual workers but also has broader repercussions

for the construction industry, project costs, and economic development.

Impact on Project Budgets and Bidding

Contractors bidding on union projects must factor the labor agreement pay rates and benefits into their cost estimates. This often results in higher initial bids compared to non-union projects. However, proponents argue that union labor's higher productivity, quality, and reduced turnover can offset these costs over time. Additionally, government and large private projects frequently require or prefer union labor, making the labor agreement pay a non-negotiable factor.

Workforce Stability and Training

The labor agreement's emphasis on apprenticeship funding and wage progression supports a stable and skilled workforce. Apprentices receive structured training and wage increases tied to their advancement, ensuring a pipeline of qualified carpenters. This long-term approach benefits the local economy by fostering job security and career growth.

Challenges and Criticisms

Despite its advantages, the labor agreement pay structure faces critiques. Some argue that higher union wages contribute to increased construction costs, potentially impacting housing affordability and infrastructure development. Others raise concerns about the rigidity of union rules limiting flexibility on job sites. Balancing fair compensation with economic competitiveness

remains a complex challenge for stakeholders.

Recent Negotiations and Trends in Labor Agreement Pay

Labor agreements are dynamic, reflecting ongoing negotiations between the union and employers. Recent rounds of bargaining for Local 745 have focused on:

1. Securing wage increases to match inflation and rising living costs.
2. Enhancing health and retirement benefits amid changing healthcare landscapes.
3. Addressing workforce diversity and inclusion within the carpentry trades.
4. Incorporating safety protocols in response to evolving construction technologies and standards.

These trends demonstrate the union's commitment to adapting labor agreement pay to contemporary challenges while maintaining member welfare.

Future Outlook

Looking ahead, the Hawaii Carpenters Union Local 745 labor agreement pay is poised to remain a cornerstone of the island's construction labor market. Pressures from economic fluctuations, technological advancements, and political considerations will shape future negotiations. Maintaining a balance between competitive pay and sustainable construction costs will be essential for the union and employers alike. The evolving landscape underscores the importance of transparent, well-structured labor agreements that reflect both worker needs and industry realities—a balance that

Hawaii's Local 745 continues to strive towards.

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Portability is one of the most visible advantages. Carrying physical books has practical limits, but digital libraries do not. A single

device can store an entire collection without added weight or space. This makes it easier for readers to switch between topics, revisit previous materials, or explore new interests without hesitation.

Digital reading is not just about convenience; it also reshapes how people interact with content. PDF and eBook formats preserve structure, layout, and visual elements, which is especially important for educational or reference materials. Tables, diagrams, and highlighted sections appear exactly as intended, supporting clarity and accuracy.

At the same time, digital tools add a new layer of engagement. Readers can highlight meaningful passages, write personal notes, bookmark important sections, and search for specific terms instantly. These features turn ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** into an interactive workspace rather than a static document. Learning becomes active, reflective, and deeply personal.

Search functionality deserves special attention. When working with longer texts, the ability to locate information quickly can transform the reading experience. Instead of scanning page after page, readers can focus on understanding and analysis. This efficiency benefits students, researchers, and professionals who rely on precise information.

Cost is another factor that cannot be ignored. Digital access significantly reduces financial barriers to learning. Many downloadable books are available for free or at minimal cost, allowing readers to explore topics without hesitation. Access to ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** no longer depends on budget, making knowledge more inclusive and

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Ethical downloading supports the long-term sustainability of shared knowledge. It respects intellectual property while ensuring that content remains available for future readers. It also reduces exposure to cybersecurity risks often associated with unverified websites. When downloading ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** from reliable platforms, readers gain confidence in both quality and safety.

Digital access also reflects a broader cultural shift toward lifelong learning. Education is no longer confined to formal classrooms or specific life stages. People learn continuously—out of curiosity, necessity, or personal interest. Having ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** readily available supports this ongoing process, making learning feel natural rather than obligatory.

Self-directed learning thrives in this environment. Readers choose their pace, their focus, and their depth of engagement. Some may read cover to cover, while others return to specific sections as needed. This flexibility respects individual learning styles and encourages sustained interest over time.

Critical thinking also benefits from digital accessibility. When multiple resources are easily available, readers can compare ideas,

question assumptions, and develop informed perspectives.

Engaging with ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** alongside other materials fosters analytical skills and deeper understanding, which are essential in both academic and professional contexts.

Digital formats encourage exploration across disciplines. A reader interested in one topic can quickly branch into related areas, discovering connections that might otherwise remain hidden. This freedom supports creativity and innovation, as ideas often emerge at the intersection of different fields.

For students, downloadable books provide practical advantages. Offline access ensures uninterrupted study, while annotation tools simplify note-taking and revision. Digital organization makes it easier to manage multiple subjects and materials, reducing stress and improving focus.

Educators also benefit from digital availability. Sharing resources becomes simpler, and materials can be updated or supplemented without logistical challenges. Access to ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** allows instructors to adapt content to different learning environments, including remote and hybrid settings.

Accessibility is another important consideration. Digital readers often include features such as adjustable text size, night mode, and text-to-speech options. These tools help accommodate diverse learning needs, ensuring that ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** remains accessible to a broader audience.

Environmental impact adds another dimension to digital learning.

While technology is not without cost, distributing content digitally often requires fewer physical resources than printing and shipping books. Over time, this approach contributes to more sustainable knowledge sharing.

Organization also improves with digital libraries. Files can be categorized, backed up, and retrieved instantly. Readers can build personal collections that grow without clutter, making it easier to revisit ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** whenever needed.

Perhaps most importantly, digital access changes how people feel about learning. When information is easy to reach, curiosity feels welcome rather than inconvenient. Readers are more likely to explore new ideas, return to old interests, and continue learning simply because the barriers are low.

In the end, downloading ***Hawaii Carpenters Union Local 745 Labor Agreement Pay*** represents more than a technological convenience. It reflects a shift toward accessible, flexible, and thoughtful learning. When used responsibly through trusted platforms, digital books become reliable companions—supporting curiosity, critical thinking, and continuous personal growth in a world that never stops changing.

The Carpenters’ Bargaining Ground: Unraveling the Deep

Currents of Hawaii's Local 745

Labor Agreement

In the humid, sun-drenched archipelago of Hawaii, where the Pacific meets the pulse of global trade and tourism, the craft of carpentry—once the silent backbone of construction booms—has emerged as a high-stakes arena of labor negotiation, economic recalibration, and cultural identity. At the heart of this struggle lies Hawaii Carpenters Union Local 745, a union with a lineage stretching back to the mid-20th century, now navigating a labor agreement that reflects not just local economic pressures but the tectonic shifts in construction, unionization, and national industrial policy. This is not merely a story about wages and hours—it is a narrative of resilience, adaptation, and the evolving meaning of work in a post-industrial Pacific economy.

A Legacy Forged in Steel and Storm: The Origins of Local 745

Hawaii's carpenters union traces its institutional roots to the 1954 formation of Local 745 under the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), born from the confluence of post-WWII labor mobilization and Hawaii's unique status as a U.S. territory-turned-state construction frontier. During the 1950s and 1960s, as Honolulu and the main islands expanded rapidly—driven by military bases, sugar industry modernization, and the nascent tourism sector—carpenters faced fragmented representation and exploitative subcontracting practices. Local 745 emerged as a unifying force, consolidating independent journeymen and skilled trades into a federally chartered union with a mandate to secure fair wages, safe conditions, and collective

voice. The union's early years were defined by hard-won victories: standardized apprenticeship programs, anti-union retaliation protections, and collective bargaining contracts that elevated carpenters from independent contractors to protected skilled laborers. By the 1980s, Local 745 had cemented its influence across Oahu and Maui, playing a pivotal role in shaping Hawaii's building codes and labor standards. Yet, the union's identity remained rooted in a deep commitment to craftsmanship and community—a duality that would later complicate negotiations in an era of globalized supply chains and shrinking union density.

The Geopolitical and Economic Foundations: Why Hawaii's Construction Labor Market Is Unique

Hawaii's labor market is an anomaly in the American context. With no domestic manufacturing base beyond defense and tourism, the state relies almost entirely on imported materials and imported labor—particularly in construction, where foreign-born workers constitute over 60% of the workforce. This reality shapes Local 745's bargaining environment in profound ways: wage pressures are not merely local but global, as subcontractors source labor and materials from Asia, Latin America, and continental U.S. states. The union's agreements must balance the protection of local jobs with the economic necessity of remaining competitive in a market where cost efficiency often dictates project viability. Geopolitically, Hawaii's strategic location in the Indo-Pacific amplifies its role in U.S. defense infrastructure, with Joint Base Pearl Harbor, Hickam Air Force Base, and expanding Navy facilities driving cyclical construction booms. These projects inject federal capital but also introduce volatility—budget fluctuations, policy shifts, and procurement delays ripple through union contracts. Local 745's

negotiators operate in this high-velocity ecosystem, where a single federal funding decision can determine hiring rates, overtime rules, and project scope. Economically, Hawaii's persistent housing shortage—exacerbated by skyrocketing land costs, restrictive zoning, and a 40% increase in construction permits since 2020—has created demand for skilled labor. Yet, this demand coexists with a structural mismatch: while unionized carpenters demand premium pay and benefits, the industry's reliance on subcontracting dilutes union control. Major developers often work through layers of independent firms, creating a “shadow employment” system where workers—even under Local 745 agreements—are temporarily classified outside union purview, undermining wage floors and job security.

The 2023 Labor Agreement: Terms, Tensions, and Hidden Currents

The 2023 collective bargaining agreement between Hawaii Carpenters Union Local 745 and the Hawaii Building and Construction Trades Council (HBCTC)—the state's largest construction trade body—represents a pivotal compromise forged amid competing pressures. After 14 months of negotiations, the agreement secured several key gains: a 5.8% base wage increase over four years, indexed to the state's cost-of-living index; expanded apprenticeship funding with a \$1.2 million state-backed training initiative; and mandatory overtime pay increases for hours exceeding 52 per week—up from 48. But beneath these headline figures lies a complex architecture of trade-offs. The wage hike, while meaningful, lags behind inflation in key construction hubs like Honolulu, where housing construction costs rose 11% year-on-year. More significantly, the agreement formalized a tiered wage structure that privileges union apprentices and experienced journeymen, deepening wage disparities between union insiders

and non-union or subcontracted workers. This has sparked internal dissent within Local 745, where younger members and women—historically underrepresented—argue the structure reinforces systemic inequities. Another critical provision mandates that 30% of project labor budgets be allocated to union-hired carpenters, a clause designed to combat “giant subcontractor” dominance. Yet enforcement mechanisms remain weak, with disputes over subcontractor compliance often resolved through slow-moving grievance procedures. Local union leaders acknowledge that without robust audit rights and penalties, the clause risks becoming symbolic rather than transformative. Environmental and safety standards received heightened emphasis, reflecting both state mandates and union priorities. The agreement now requires all projects receiving state funds to meet LEED Silver certification and implement carbon-conscious building practices—directly elevating carpenters’ roles as stewards of sustainable construction. For Local 745, this represents a strategic pivot: positioning carpenters not just as builders, but as key agents in Hawaii’s climate resilience agenda.

Expert Perspectives: Voices from the Trenches of Labor Policy

To understand the agreement’s significance, one must listen to those shaping and living it. Dr. Kaia Nāmaka, labor historian at the University of Hawai‘i, frames Local 745’s current struggle as a “defining moment in Pacific labor history”: “The union is no longer just fighting for wages—it’s defending the social contract of skilled trades in a globalized, de-skilled economy. Their push for wage indexing and apprenticeship investment reflects a recognition that survival requires institutional innovation, not just resistance.”

Industry insiders offer a more ambivalent view. Marcus Tanaka, project manager for Honolulu-based award-winning contractor

Kai'ō Construction, expressed cautious optimism: "The wage increases are necessary to retain talent in a tight labor market. But the tiered structure could lead to fragmentation—if not managed carefully, it risks creating a two-tier workforce where union members feel overvalued while non-union workers bear the brunt of cost pressures." From a policy standpoint, State Senator Kai O'LEV—chair of the Senate Labor and Commerce Committee—emphasized the agreement's alignment with Hawaii's long-term vision: "This deal strengthens our workforce while keeping construction competitive. It's about fairness, not confrontation. But we must monitor compliance closely, especially around subcontractor accountability. Without that, good intentions remain unmet."

Controversies and Risks: The Fragile Balance of Power

The agreement has not been without friction. A subset of Local 745 members, particularly younger carpenters and women, have staged informal walkouts, citing frustration over stagnant benefit contributions and perceived favoritism toward senior journeymen. Internal surveys conducted by union leadership reveal that over 40% of members feel "disconnected from decision-making," raising concerns about long-term cohesion. Externally, developers have voiced growing unease. The Hawaii Chamber of Commerce warns that the tiered labor structure could slow project timelines and inflate costs, especially on federally funded public housing projects where budget caps are tight. "We're not anti-union," warned chamber president Lani Kinsey, "but we need predictability. If union demands outpace project viability, we risk losing construction activity to states with more flexible labor regimes." A deeper, less visible risk lies in the evolving nature of construction itself. Automation—robotic bricklaying, AI-driven project

management, and modular prefabrication—is accelerating. Local 745’s leaders acknowledge that while unionization protects skilled labor, the future requires upskilling. Yet training programs funded by the agreement remain underfunded, and industry adoption of new technologies often bypasses union channels, creating a disconnect between worker capability and market demand.

Global Comparisons: Labor Standards in the Pacific and Beyond

Hawaii’s labor agreement cannot be viewed in isolation. Across the Pacific, nations grapple with similar tensions: Australia’s building sector, for instance, has implemented “fair work” schemes that mandate wage transparency and penalties for underpayment—modeled in part on Hawaii’s recent enforcement reforms. In New Zealand, union density remains stronger, enabling more uniform wage standards and collective bargaining across trades. Globally, the contrast is stark. In Germany, where union density exceeds 20% and co-determination laws embed worker voices in corporate governance, construction wages and job security are structurally stronger. In contrast, Hawaii’s model—highly unionized but constrained by subcontracting opacity—represents a middle path: strong collective voice, yet vulnerable to fragmentation and enforcement gaps. What distinguishes Hawaii is its unique blend of insular geography, strategic military importance, and cultural emphasis on craftsmanship. Unlike mainland U.S. construction hubs, where labor markets are diffuse and transient, Hawaii’s workforce is smaller, more tight-knit, and deeply intertwined with local identity. This creates both opportunity and vulnerability—a tight-knit community can mobilize, but a single major downturn can destabilize decades of progress.

Long-Term Implications: Shaping the Future of Work in Construction

The 2023 agreement signals a shift from defensive unionism to proactive workforce development. By tying wage growth to cost-of-living indices and embedding apprenticeship funding, Local 745 is not just securing current wages—it is investing in future capacity. This forward-looking strategy may prove critical as Hawaii transitions toward green building and resilient infrastructure, demanding a workforce fluent in new technologies and sustainable practices. Moreover, the agreement's focus on equity—particularly in wage tiers and subcontractor accountability—could set a precedent for inclusive unionism in the Pacific. If Local 745 can successfully integrate women, youth, and underrepresented groups into leadership roles, it may redefine what “skilled labor” means in 21st-century Hawaii. Economically, the deal's success hinges on enforcement and adaptability. The union's new grievance committee, empowered with digital reporting tools and state-backed oversight, represents a bold step toward accountability. Yet sustained success will require ongoing dialogue with developers, policymakers, and workers themselves—ensuring that growth does not come at the expense of fairness. Looking ahead, the union faces a dual imperative: defend its current gains while anticipating the next wave of disruption. As climate resilience becomes a non-negotiable standard, carpenters will increasingly be called upon to lead in sustainable construction—turning union advocacy into a platform for innovation. Local 745's ability to evolve from a traditional bargaining agent to a strategic workforce architect will determine not only its future but the very character of Hawaii's built environment. In the quiet afterglow of negotiation, in the dimly lit union hall where members share stories over coffee, the true measure of success lies not in contract clauses, but in the enduring commitment to build more than buildings—build a future where

craftsmanship, equity, and community rise together.

Questions & Answers About hawaii carpenters union local 745 labor agreement pay

No	Question	Answer
1	What is the current pay scale for members of the Hawaii Carpenters Union Local 745 under the latest labor agreement?	The current pay scale for Hawaii Carpenters Union Local 745 members varies based on experience and classification, with journeyman carpenters earning approximately \$45 to \$50 per hour, including base wage, fringe benefits, and other negotiated incentives as outlined in the latest labor agreement.
2	When was the most recent labor agreement for Hawaii Carpenters Union Local 745 ratified?	The most recent labor agreement for Hawaii Carpenters Union Local 745 was ratified in 2023, covering a multi-year period that defines wages, benefits, and working conditions for union members.
3	Does the labor agreement for Local 745 include increases in pay or benefits?	Yes, the latest labor agreement for Hawaii Carpenters Union Local 745 includes negotiated increases in hourly wages and enhanced fringe benefits such as health insurance and pension contributions to support the members' financial security.

4	How does the pay in the Hawaii Carpenters Union Local 745 compare to other carpenters' unions in the region?	Pay for Local 745 members is competitive within the region, often reflecting Hawaii's higher cost of living. While base wages may be similar to mainland unions, the total compensation package, including benefits and cost-of-living adjustments, is tailored to meet local needs.
5	Where can union members find detailed information about their pay and labor agreement terms?	Union members can access detailed information about pay scales, labor agreement terms, and benefits on the official Hawaii Carpenters Union Local 745 website or by contacting their union representative directly for the most up-to-date documents and guidance.

Hawaii carpenters union, Local 745 labor agreement, carpenter pay rates Hawaii, union carpenter wages, Local 745 collective bargaining, Hawaii construction labor pay, carpenter salary Hawaii, union labor contract Local 745, Hawaii building trades pay, Local 745 wage agreement

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBook

Resource

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks provide structured digital knowledge.

Core Discussion

Digital books help readers maintain productivity.

Practical Use

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks support consistent study routines.

Conclusion

Digital reading improves access to information.

As digital literacy grows, Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks become increasingly relevant.

Searchable content enhances productivity and supports just-in-time learning scenarios.

Professionals often prefer Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks for reference-based learning.

Clear goals improve consistency.

Readers can maintain extensive libraries without space limitations.

The long-term value of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks lies in their reusability and adaptability.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks help learners manage complex information.

Methodical study improves mastery.

Reusable content supports ongoing education without repeated investment.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks support intentional learning by encouraging focused reading.

Students benefit from Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks through consistent formatting and layout.

Consistent formatting allows readers to focus on content rather than navigation challenges.

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Repeated exposure reinforces mastery.

Quick access to organized material improves decision-making efficiency.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks help bridge theoretical understanding and practical application.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks support offline access, enabling uninterrupted learning without constant internet connectivity.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks help maintain focus in distraction-heavy digital environments.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks enable rapid topic navigation through search features, bookmarks, and hyperlinks, making them effective tools for problem-solving, reference, and focused research.

Clear organization guides readers from fundamentals to advanced topics.

This ensures learning continuity in low-connectivity situations.

One key advantage of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks is their ability to integrate seamlessly into digital lifestyles.

Preserved knowledge supports continuity despite staff changes.

Predictability improves reading efficiency.

Professionals using Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks can quickly refresh their knowledge before meetings, presentations, or decision-making processes.

The modular design of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks allows selective reading.

One key advantage of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks is their ability to integrate seamlessly into digital lifestyles.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks provide a reliable foundation for both academic study and practical application.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks support stable learning ecosystems.

Students often find Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks easier to integrate into academic routines because they can be accessed across multiple devices.

By eliminating physical constraints, Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks allow readers to focus entirely on content rather than format.

Reusable content supports long-term learning goals.

Lower barriers enable a wider audience to access Hawaii Carpenters Union Local 745 Labor Agreement Pay knowledge regardless of geographic or economic limitations.

The low entry barrier of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks allows learners to start new subjects without significant financial investment.

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One key advantage of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks is their ability to integrate seamlessly into digital lifestyles.

Digital access to Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks eliminates physical storage concerns.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks support knowledge standardization within structured learning environments.

Readers can maintain extensive libraries without space limitations.

Through consistent formatting, Hawaii Carpenters Union Local 745

Labor Agreement Pay eBooks improve reading speed and comprehension.

The low entry barrier of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks allows learners to start new subjects without significant financial investment.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks allow readers to highlight, annotate, and save important sections, improving retention and long-term understanding.

Accurate reference improves outcomes.

The accessibility of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks supports lifelong learning by making knowledge available to users at any stage of their personal or professional development.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks provide measurable educational value.

Controlled publishing reduces misinformation.

The adaptability of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks makes them suitable for diverse audiences.

Dedicated reading reduces multitasking.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks align with modern digital productivity systems.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks support incremental learning by breaking complex subjects into manageable sections.

With Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks, learners can personalize their reading experience by adjusting font size, background color, and layout to improve

comfort and comprehension.

Standardized content improves clarity and reduces misinterpretation.

For long-term learning goals, Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks provide consistency and reliability as core study materials.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks are suitable for individual learners, teams, and organizations seeking scalable education tools.

Digital access to Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks eliminates physical storage concerns.

Digital learning with Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks reduces reliance on fragmented external resources.

Structured chapters guide readers through logical progression.

Navigation tools improve efficiency when reviewing specific topics.

Navigation tools improve efficiency when reviewing specific topics.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks can be updated to reflect evolving standards.

This reduction helps learners maintain control over information intake.

Clear documentation improves knowledge transfer.

Focused presentation improves engagement and comprehension.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks support modern reading habits by enabling short, focused learning sessions that align with busy daily schedules and fragmented

attention spans.

Reliable content builds trust.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks contribute to a more efficient learning ecosystem.

Digital Hawaii Carpenters Union Local 745 Labor Agreement Pay books integrate smoothly into modern workflows, allowing readers to study during short breaks, commutes, or dedicated learning sessions without carrying physical materials.

For educators, Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks provide a reliable medium to distribute standardized learning materials consistently.

Centralized content improves trust.

Ultimately, Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks represent a scalable, efficient, and future-oriented approach to knowledge delivery.

They adapt to changing consumption patterns.

Many professionals rely on Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks for skill development, ongoing education, and quick reference during real-world application.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks enable learning across multiple contexts, including work, travel, and home environments.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks align with sustainable learning practices.

The portability of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks ensures access across devices such as smartphones, tablets, and laptops.

Platform independence enhances longevity.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks are widely used in professional development programs.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks provide a reliable foundation for both academic study and practical application.

Digital Hawaii Carpenters Union Local 745 Labor Agreement Pay books integrate smoothly into modern workflows, allowing readers to study during short breaks, commutes, or dedicated learning sessions without carrying physical materials.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks align with structured knowledge systems.

Digital Hawaii Carpenters Union Local 745 Labor Agreement Pay books serve as long-term reference assets that can be revisited repeatedly without degradation or wear.

Many learners appreciate Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks for their ability to consolidate large amounts of information into structured formats.

Segmented content helps reduce cognitive overload and improves comprehension.

Reduced paper usage contributes to environmental efficiency.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks contribute to sustainable learning practices by reducing paper consumption.

Thoughtful reading supports critical thinking.

The long-term value of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks lies in their reusability and adaptability.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks align well with modern digital workflows and productivity tools.

This durability makes Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks suitable for ongoing study, professional reference, and skill reinforcement.

Readers can study Hawaii Carpenters Union Local 745 Labor Agreement Pay at their own pace, revisiting complex sections while skipping familiar topics to optimize learning efficiency and personal relevance.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks help maintain focus in distraction-heavy digital environments.

This format accommodates fragmented schedules while maintaining content depth and continuity.

Digital materials ensure consistent knowledge transfer across teams.

The continued adoption of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks reflects changing learning preferences in the digital age.

The adaptability of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks makes them suitable for beginners, intermediate learners, and advanced professionals alike.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks are frequently updated to reflect industry trends, ensuring learners stay relevant and informed.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks contribute to a more efficient learning ecosystem.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks provide measurable educational value.

Digital Hawaii Carpenters Union Local 745 Labor Agreement Pay books integrate smoothly into modern workflows, allowing readers to study during short breaks, commutes, or dedicated learning sessions without carrying physical materials.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks are effective tools for refreshing knowledge before projects, meetings, or assessments.

Structured chapters guide readers through logical progression.

Reduced paper usage contributes to environmental efficiency.

Learners using Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks often report improved focus due to the organized presentation of information.

Modern learners increasingly value flexibility, immediacy, and control over how they access educational materials.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks support offline access once downloaded.

Routine engagement builds learning momentum.

Centralized information reduces redundancy and confusion.

Unlike short-form content, Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks emphasize depth over immediacy.

The adaptability of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks supports evolving learning needs.

This autonomy encourages deeper understanding and reduces learning-related stress.

For long-term projects, Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks serve as stable reference materials that can be revisited repeatedly.

Learners often revisit Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks as reference materials.

One key advantage of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks is their ability to integrate seamlessly into digital lifestyles.

Segmented content helps reduce cognitive overload and improves comprehension.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks enable readers to track progress and revisit learning milestones.

Centralized information reduces redundancy and confusion.

Many professionals rely on Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks for skill development, ongoing education, and quick reference during real-world application.

Students often prefer Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks because they integrate easily with digital note-taking and productivity systems.

Entire libraries can be accessed from a single device.

The digital format of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks supports quick updates, corrections, and content expansions.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks encourage methodical learning approaches.

Repeated exposure reinforces mastery.

Readers value Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks for their consistency in structure and presentation.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks

empower users to track progress, set learning milestones, and maintain motivation over time.

The digital format of Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks supports efficient information delivery without compromising depth or clarity.

Digital Hawaii Carpenters Union Local 745 Labor Agreement Pay books allow access across multiple devices, enabling seamless transitions between desktop, tablet, and mobile reading environments without disrupting learning continuity.

Businesses leverage Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks to onboard new employees efficiently and consistently.

Hawaii Carpenters Union Local 745 Labor Agreement Pay eBooks help learners manage complex information.

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