

CITY OF HOMER  
INVITATION TO BID / BID DOCUMENTS

**Karen Hornaday Park Campground/Trail Improvements  
2014**



PREPARED BY:  
CITY OF HOMER – PUBLIC WORKS DEPARTMENT  
3575 HEATH STREET  
HOMER ALASKA 99603  
907-235-3170

**INVITATION TO BID**  
**By the City of Homer, Alaska, for the**

AUG - 8 2014

**Karen Hornaday Park Campground/Trail Improvements**

Sealed bids for the construction of the **Karen Hornaday Park Campground/Trail Improvements** project will be received at the office of the City Clerk, City Hall, City of Homer, 491 East Pioneer Avenue, Homer, Alaska, until **2:00 PM, Thursday, September 4, 2014** at which time they will be publicly opened and read. The time of receipt will be determined by the City Clerk's time stamp. Bids received after the time fixed for the receipt of the bids shall not be considered. **All bidders must submit a City of Homer Plan Holders Registration form to be on the Plan Holders List and to be considered responsive.** Plan holder registration forms, and Plans and Specifications are available on line at <http://www.cityofhomer-ak.gov/rfps>

The project is funded with a State Land and Water Conservation Fund Grant. The City's local bidders 5% preference requirements will apply; state prevailing wage rates will apply. The work includes, but is not limited to, the following:

Construction of approximately 500 Lf of 10' wide gravel trail, improvements to 4000 LF of gravel campground access roads, improvements to 20 campground sites, road and campsite drainage improvements, and winter seeding/erosion control.

Please direct all technical questions regarding this project to: Dan Nelsen, City of Homer, Public Works Department, 3575 Heath Street, Homer, Alaska, 99603, (907) 435-3141

A pre-bid conference will be held on at 2:00 PM, Thursday, **August 21, 2014** at Karen Hornaday Park to discuss the project and answer any questions bidders may have.

Plan holder registration forms, and Plans and Specifications are available online at <http://www.cityofhomer-ak.gov/rfps> **All bidders must submit a City of Homer Plan Holders Registration form to be on the Plan Holders List and to be considered responsive.** Hard copies can be obtained at the office of the City Clerk upon payment of \$75 per set (\$115 for overnight delivery). City of Homer Standard Construction Specifications 2011 Edition (containing general contract provisions) may be downloaded from the City's web site. All fees are non-refundable. The City of Homer reserves the right to accept or reject any or all bids, to waive irregularities or informalities in the bids, and to award the contract to the lowest responsive bidder.

DATED this 8th day of August, 2014.

**CITY OF HOMER**

  
Walt Wrede, City Manager

Homer Tribune - August 13 & August 20, 2014

Fiscal Note: 151-0777

Table of Contents  
**Karen Hornaday Park Campground/Trail Improvements**

Bid Advertisement

	Page(s)
I. Scope of Services	<i>IB-1</i>
II. General Bidding Requirements	<i>IB-1- IB-2</i>
III. Instruction to Bidders	<i>IB-2 - IB-5</i>
IV. Bid Schedule	
Part A	
Bid Schedule and Bid Summary (Bid Form)	<i>BS-1</i>
Bid Bond	<i>BS-2</i>
Part B	<i>AA-1</i>
1. Addenda Acknowledgement	<i>EEO-1-EEO-2</i>
2. EEO – 1 Certification	<i>OC1-OC2</i>
3. Equal Employment Opportunity Clause	
V. Proposed Contract Documents	<i>C-1 - C-6</i>
VI. Project Schedule	<i>S-1</i>
VII. Special Provisions	<i>SP1-SP7</i>
VIII. Appendices	
Local Bidders Preference	
IX. Submittals	<i>Q1-Q3</i>
X. State of Alaska Labor Rates	

# Karen Hornaday Park Campground/Trail Improvements

The City of Homer, Alaska is requesting bid proposals from qualified firms and individuals for the project described herein.

## I. Scope of Services

The proposed work is located within the Homer city limits and is illustrated on the plans entitled:

### **Karen Hornaday Park Campground/Trail Improvements**

The project consists of furnishing all labor, materials, equipment, tools, supervision and other facilities necessary for the performance of the work described herein and shown on the project drawings. The work includes but is not limited to the following:

**Construction of approximately 500 Lf of 10' wide gravel trail, improvements to 4000 LF of gravel campground access roads, improvements to 20 campground sites, road and camp site drainage improvements, and winter seeding/erosion control.**

## II. General Bidding Requirements

The work must be performed by a Contractor skilled and regularly engaged in the general class or type of work called for under the Contract. The bidder must have a current contractor's license issued by the State of Alaska. The license must apply to the work described in the Invitation to Bid.

The City of Homer Standard Construction Specifications, 2011 Edition, shall supplement the project plans. A copy of the Homer Standard Construction Specifications (S.C.S.) may be obtained at the Office of the City Clerk, 491 E. Pioneer Ave., Homer, Alaska 99603. The cost for S.C.S. is per set is \$50.00. Persons requesting the sets by mail must include an additional \$25.00 for shipping.

This project is covered by the State of Alaska, Laborer's and Mechanic's Minimum Rates of Pay, Title 36 Public Contracts, (AS 36.05 & 36.10) **Pamphlet 600 Issue 28, Effective April 1, 2014**. It is the responsibility of the bidder to determine the current rates of pay required and to submit the proper certified payrolls to the State Department of Labor.

Performance and Payment bonds in the amount of One Hundred Percent 100% of the bid amount are required.

Bids must be submitted on the Bid Form and will be received, until **2:00 PM, Thursday, September 4, 2014** at the Office of the City Clerk, 491 E. Pioneer Avenue, Homer, Alaska 99603. **A bid bond is required.** Cashier checks in an amount equal to five percent (5%) of the bid are acceptable. Surety bonds are acceptable.

The City of Homer has a two-part bid process, Part A and Part B. Each portion of the bid must be submitted in separate envelopes. At the bid opening, Part B is opened first and must be complete and regular or Part A will not be opened and the bid will be rejected.

Part A of the bid contains the Bid Form, the Bid Bond and the Power of Attorney (if needed). Part A must be submitted separately in an envelope marked Part A.

Part B of the bid contains the 1) Addenda Acknowledgment, 2) EEO-1 Certification, 3) Equal Employment Opportunity Clause. Part B must be submitted separately in an envelope marked Part B.

### III. Instruction to Bidders

The City of Homer reserves the right to accept or reject any or all proposals, to waive irregularities or informalities in the proposals, and to award the contract to the bidder that best meets the criteria stated below.

#### A. Qualification of Bidders

It is the intention of the City of Homer to award this contract to the lowest responsible, responsive Bidder who furnishes satisfactory evidence they have the requisite experience, ability and sufficient capital, facilities and plant to prosecute the work successfully (and properly) and to complete it within the time allowed in the Contract at the least cost to the City of Homer for dollars spent for value received.

If the signature on the Bid is by an agent, other than an Officer of a corporation or a member of a Co-partnership, a Power of Attorney must either be on file with the City Clerk prior to the Bid opening or submitted with the Bid in Part B.

#### B. Taxes

Attention is directed to the requirements of the General Conditions regarding the payment of taxes. All taxes that are lawfully assessed against Owner or Contractor in connection with the work shall be paid by the Contractor. The Bid prices shall include all such taxes.

The City of Homer is exempt from local sales taxes. The Contractor shall not include sales tax markup in his bid. However, in order to recoup sales tax the Contractor might pay at local vendors, the Contractor must secure a Tax Exempt card from the Kenai Peninsula Borough Tax Department.

### C. Familiarization With The Work

Before submitting a Bid, each prospective Bidder shall familiarize themselves with the work, labor conditions and all laws, regulations and other factors affecting performance of the work. The Contractor shall carefully correlate his observations with the requirements of the Contract Documents and otherwise satisfy himself of the expense and difficulties attending performance of the work. The submission of a Bid shall constitute an acknowledgement that the Bidder has thoroughly examined and is familiar with the Contract Documents and the provisions thereof. The failure or neglect of a Bidder to receive or examine any of the Bid Documents shall in no way relieve the bidder from any obligations with the respect to their Bid or to the Contract. Misinterpretation or a reputed lack of knowledge concerning the Bid will not serve as a basis for a claim for additional compensation.

#### 1. Site Conditions

Each Bidder shall visit the site of the Work and completely inform himself relative to construction hazards and procedures, the availability of lands, the character and quantity of surface and subsurface materials and utilities to be encountered, the arrangement and conditions of existing structures and facilities, the procedure necessary for maintenance of uninterrupted operations of existing facilities, the character of construction equipment and facilities needed for performance of the work, and facilities for transportation, handling and storage of materials and equipment. All such factors shall be properly investigated and considered in the preparation of the Bid.

### D. Interpretation of Bid Documents

All questions about the meaning or intent of the Contract Documents shall be submitted, in writing, to the Office of the Director of Public Works, 3575 Heath St. Homer Alaska, 99603. Replies will be issued by Addenda mailed or delivered to all parties recorded by the City Clerk's Office as having received the Bidding documents. The City of Homer will not be held responsible for questions received less than (7) days prior to the date of opening of Bids. Only questions answered by formal written Addenda will be binding. Oral and other interpretations or clarifications will be without legal effect. No questions will be answered the day of the bid due date.

The Bid shall contain an acknowledgement of receipt of all Addenda, the numbers of which shall be filled in on the Addendum Form, properly signed by the Bidder and placed in envelope B.

It shall be the Bidder's responsibility to inquire as to addenda issued. Failure to include the Addenda Form in envelope B shall result in the Bid being rejected as non-responsive.

E. Bid Bond Guarantee

Each Bid shall be accompanied by a Bid Bond duly completed on the suggested form provided by a guaranty company authorized to carry on business in the State of Alaska, along with a General Power of Attorney form, if applicable, for payment to the City in the sum of five percent (5%) of the total amount of the Bid. Failure to include the Bid Bond in envelope A of the Bid shall result in the Bid being rejected as non-responsive.

The amount payable to the City under the Bid Bond or the certified or cashier's check, as the case may be, shall be forfeited to the City in case of a failure or neglect of the Bidder to furnish, execute, and deliver to the City required Performance and Payment Bonds, Evidences of Insurance, necessary forms or material required by the Bid or failure to enter into, execute and deliver to the City the Contract on the form provided therefore, within ten (10) working days after receipt of "Notice of Intent to Award Contract" by the City that the Contract is ready for execution. The "Award of Contract" will be made upon the execution of the Contract by the Bidder and the City.

F. Return of Bid Guarantee

Within thirty (30) days after the Bids are opened, the City will return the Bid Guarantees accompanying the Bids, which are not to be considered in making the award. The bid Guarantees of the three (3) lowest responsive Bids will be held until the Contract has been fully executed after which time the Guarantees will be returned to the respective Bidders whose Bids the Guarantees accompanied.

G. Contract Time

The Contract Time is an essential part of the Contract and it will be necessary for each Bidder to satisfy the City of his ability to complete the work within the time set forth in the Bid form. Provisions for delays, liquidated damages, and extensions of time are set forth in the Standard Construction Specifications. Time is of the essence in this contract.

H. Bids

1. Preparation of Bids

Bids must be submitted on the forms provided by the city and completed in all respects as required by the Bid Documents. Bids shall include all information requested herein, and be manually signed by the Bidder or the Bidder's duly authorized representative, with the Bidder's address and phone number. If the signature is by an agent, other than an Officer of a Corporation, or a member of a Co-partnership, a Power of Attorney must be on file with the City Clerk prior to opening the Bid or submitted in envelope B of the Bid; otherwise, the Bid will be disregarded as irregular and unauthorized, and will be rejected as non-responsive. All Bids must be regular in every respect, and no alterations shall be made to the Bid form.

## 2. Bid Modifications

If erasures or changes appear on the forms, each must be initialed by the person signing the Bid. Oral or telephonic Bids will not be considered.

Bid modifications by facsimile or hand delivered, to Bids already submitted, will be considered if received prior to the time fixed in the Invitation to Bid. Facsimile or hand delivered modifications will only be considered if they are submitted as a complete **new** Part A (Bid schedule / Bid Bond) and shall be signed by a properly authorized agent, officer, or partner.

**Bids will be received at the City Clerk's Office located at 491 East Pioneer Avenue, Homer, Alaska 99603, until the time indicated on the Invitation to Bid.** Each Bid shall be submitted enclosed in a sealed, opaque envelope. The Bidder shall see that the Bid title and date of Bid opening is on the lower left-hand corner of the envelope. The City is not responsible for the premature opening of, or failure to open, a bid not properly addressed and identified. Promised overnight delivery from the Post office or private carriers usually is an inaccurate statement for Alaska and Homer Area.

No consideration will be given by the city to a claim of error unless such claim is made to the city in writing within two (2) hours after the time of Bid opening. Written verification and supporting evidence of the error shall be delivered to the City Clerk within 24 hours of the Bid Opening (not including Saturday, Sunday or legal holidays) to allow consideration of the claim for error. Supporting evidence shall be original documents, including cost breakdown sheets, supplier quotes and other documents used to compute the Bid.

It is the bidder's responsibility to see that Bids are deposited at the time and place set forth for the public opening of Bids. Bids not received by the time will not be accepted and will be returned to the Bidder in the sealed bid envelope.

### I. Local Bidders Preference

The City of Homer Local Bidder Preference does apply to this contract.



IV. BID SCHEDULE  
Part A

## BID SCHEDULE - Karen Hornaday Park Campground/Trail Improvements 2014

Bid Item Number	Bid Item Description	Unit and Quantity	Unit Price	Item Cost
01	Prepare Existing Campground Roads for Gravel Cap In Words \$ _____	Lump Sum	\$	\$
02	Excavation of Subgrade in Camping Spaces In Words \$ _____	84 CY	\$	\$
03	F & I Campground Roads/Camp Spaces Gravel Cap (4" thick, Type III) In Words \$ _____	1756 CY	\$	\$
04	F & I 24" - 30" Diameter Boulders In Words \$ _____	31 EA	\$	\$
05	Construct 10' Wide Gravel Trail In Words \$ _____	570 LF	\$	\$

**Total Project Cost =**

\$	
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Name of Bidding Firm \_\_\_\_\_

Address of Firm \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Authorized Signature \_\_\_\_\_

Printed Name of Signatory \_\_\_\_\_

Date of Bid \_\_\_\_\_

BID BOND

KNOW ALL MEN BY THESE PRESENTS, that \_\_\_\_\_

\_\_\_\_\_  
Hereinafter called the PRINCIPAL, and \_\_\_\_\_

a Corporation duly organized under the laws of the State of Alaska having its principal place of business at

\_\_\_\_\_  
In the State of Alaska, and authorized to do business in the State of Alaska, as SURETY, are held and firmly bound unto the City of Homer hereinafter called the OBLIGEE, in the penal

sum of \_\_\_\_\_ DOLLARS (\$ \_\_\_\_\_) for payment of which we bind ourselves, our heirs, executors, administrators, successors, and assigns, jointly and severally, firmly by these presents.

THE CONDITION OF THIS BOND IS SUCH THAT:

WHEREAS, the PRINCIPAL has herewith submitted his or its BID for \_\_\_\_\_

\_\_\_\_\_ said Bid, by reference thereto, being hereby made a part hereof.

NOW, THEREFORE, if the Bid submitted by the PRINCIPAL is accepted and the Contract awarded to the PRINCIPAL, and if the PRINCIPAL shall execute the proposed Contract and shall furnish such Performance and Payment Bond as required by the Contract Documents within the time fixed by the documents, then this obligation shall be void: if the PRINCIPAL shall fail to execute the proposed Contract and furnish the Bond, the SURETY hereby agrees to pay the OBLIGEE the penal sum as liquidated damages:

Signed and sealed this \_\_\_\_\_ Day of \_\_\_\_\_, 2014.

PRINCIPAL: \_\_\_\_\_

BY: \_\_\_\_\_

SURETY: \_\_\_\_\_

ATTORNEY-IN-FACT: \_\_\_\_\_

## Part B

# ADDENDA ACKNOWLEDGMENT

Project Name: **Karen Hornaday Park Campground/Trail Improvements**

I hereby acknowledge addenda numbers:

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Name of Firm: \_\_\_\_\_

Signature of Bidder: \_\_\_\_\_

Date: \_\_\_\_\_

This Acknowledgement must be included with Part B of the Bid or the Bid will be considered non-responsive.

City of Homer

Equal Employment Opportunity (EEO – 1) CERTIFICATION

The following Certification is required by the Equal Employment Opportunity Regulations of the Secretary of Labor (41 CFR 60-1.7 (b) (1) ) and must be submitted by BIDDERS and proposed SUBCONTRACTORS in connections with contracts and subcontracts which are subject to the Equal Opportunity Clause. Contracts and subcontracts which are exempt from the Equal Opportunity Clause are set forth in 41 CFR 60-1.5 (generally only contracts or subcontracts of \$10,000 or under are exempt.) Proposed PRIME CONTRACTORS and SUBCONTRACTORS who have participated in a previous contract or subcontract subject to the Executive Orders and have not filed the required reports, should note the 41 CFR 60-1.7 (b) (1) prevents the award of contracts and subcontracts unless such contractor submits a report covering the delinquent period or such other period as specified by the Federal Highway Administration; by the Director, Office of Federal Contract Compliance Programs, U.S. Department of Labor; or by the Equal Employment Opportunity Commission.

Currently, Standard Form 100 (EEO-1) is the only report required by the Executive Orders or their implementing regulations. The Employer Information Report EEO-1 (Standard Form 100) is not a voluntary survey. The filing of the report is in accordance with Standard Form 100 instructions and is required by Federal law. The applicable law is Section 709©, Title VII, Civil rights Act of 1964 and regulations issued by the Equal Opportunity Commission under that law are reprinted in Appendix (6). Under Section 710(b) of Title VII, the Commission may obtain an order from a United States District Court compelling a covered employer to file this report. Under Section 209 (a) of Executive Order 11246, the penalties for failure by a Federal contractor or subcontractor to comply may include termination of the Federal government contract and debarment from future Federal contracts.

It is the employer's responsibility to keep current on all EEO-1 filing requirements. All inquiries and requests for special procedures should be directed to: Office of Federal Contract Compliance Programs, Department of Labor, Federal Building/U.S. Court House, 701 C Street, Box 55, Anchorage, AK 99513. Blank reporting forms may be obtained from: The Joint Reporting committee, P.O. Box 2236, Norfolk, Virginia 23501 (804) 625-3734.

(CHECK APPLICABLE BLOCK) The BIDDER \_\_\_\_\_ or proposed SUBCONTRACTOR \_\_\_\_\_ hereby certifies:

1. Their firm has participated in a previous contract or subcontract subject to the Equal Opportunity Clause as required by Federal Executive Order 11246, Section 201 (301 F.R. 12319) YES\_\_\_\_\_ NO \_\_\_\_\_
  - A. Their firm has filed all reports due under the applicable filing requirement with the Joint Reporting Committee Opportunity Commission as stated in this certifications. YES\_\_\_\_\_ NO \_\_\_\_\_
2. Their firm has participated in a previous City of Homer construction contract or subcontract. YES\_\_\_\_\_ NO \_\_\_\_\_
  - A. Their firm has filed all the EEO reports due under applicable filing requirements of the city of Homer Department of Public Works. YES\_\_\_\_\_ NO \_\_\_\_\_

\_\_\_\_\_  
Signature of Authorized Representative of Company

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name of Company

\_\_\_\_\_  
Phone Number

\_\_\_\_\_  
Address of Company

\_\_\_\_\_  
Zip Code

PROJECT NAME - **Karen Hornaday Park Campground/Trail Improvements**

This certificate (2 pages) needs to be included with the Bid Documents Part B or the Bid will be considered non-responsive.

## EQUAL EMPLOYMENT OPPORTUNITY CLAUSE

During the performance of this contract, the contractor agrees to comply with OFCC Regulations 40 CFR 60.1.4 (1) through (7) as follows:

1. The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.
2. The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.
3. The contractor will send to each labor union or representative of workers with whom he has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under Section 202 of Executive Order 11246 of September 24, 1965 and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
4. The contractor will comply with all provisions of executive order 11246 of September 24, 1965 and of the rules, regulations, and relevant orders of the Secretary of Labor.
5. The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965 and by the rules, regulations, and orders of the secretary of labor, or pursuant thereto, and will permit access of his books, records, and accounts by the contracting agency and the secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
6. In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any such rules, regulations or orders, this contract may be canceled, terminated or suspended in whole or in part and the contractor may be declared ineligible for further government contracts in accordance with procedures authorized in executive order 11246 of September 24, 1965 and such other sanctions may be imposed and remedies invoked as provided in executive order 11246 of September 24, 1965 or by rule, regulation or order of the Secretary of Labor as otherwise provided by law.
7. The contractor will include the provisions of paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965 so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the contracting agency may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided, however that in the event the contractor



becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interest of the United States.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Title)

\_\_\_\_\_  
(Date)

This form (2 pages) must be included with the Bid, Part B, or the Bid will be considered non-responsive.

## V. Contract Documents

# CONTRACT

This Contract, made and entered into by and between the City of Homer, Alaska, a Municipal Corporation, hereinafter called the "City" and

---

Hereinafter called the "Contractor";

WITNESSETH:

The Contractor, in consideration of the sum to be paid him by the City and of the covenants and agreements herein contained, hereby agrees at his own cost and expense to do all the work and furnish all the materials, tools, labor and all appliances, machinery and appurtenances for City to the extent of the Bid made by the contractor, dated the \_\_\_\_\_ day of \_\_\_\_\_, 2014, all in full compliance with the Contract documents referred to herein as:

## **Karen Hornaday Park Campground/Trail Improvements**

- a) Invitation to Bid
- b) The signed copy of the Bid
- c) The Bid Bond
- d) The 2011 City of Homer Standard Construction Specifications
- e) All Addenda, totaling \_\_\_\_
- f) The drawings which consist of 1 total sheets entitled;

## **Karen Hornaday Park Campground/Trail Improvements**

Are hereby referred to and reference made a part of the Contract as fully and completely as if the same were fully set forth herein.

In consideration of the performance of the work as set forth in these Contract Documents, the city agrees to pay to the contractor the amounts specified bid in the Bid and to make such payments upon the Contractor's invoicing as approved by the City Engineer.

C O N T R A C T

CONTRACT COMPLETION TIME

The Contractor agrees to complete the project, in all respects no later than **October 31<sup>st</sup>, 2014**

CONTRACT AMOUNT

\_\_\_\_\_   
In Numbers

\_\_\_\_\_   
In Words

LIQUIDATED DAMAGES:

Liquidated damages in the amount of \$250.00 per day will apply to the Contractor's unexcused delay in the Completion of Construction. The liquidated damage amount specified herein shall only apply to damages and expenses the Owner may incur as a result of a delay in placing the facility into use and operation exclusive of third party damages or claims. The liquidated damage amount shall not cover any damages or expenses the Owner may incur as a result of the Contractor's unexcused delay in completing any portion of the entire Project, which delay results in whole or in part in delay, disruption, hindrance, interference, damages or expenses to any third party. The Contractor shall remain liable for the full amount of any such delay damages or expenses suffered by any third party without limitation by any liquidated damage provision set forth in the Contract.

IN WITNESS WHEREOF, we, the parties hereto, each herewith subscribe the same this \_ day of \_\_\_\_\_, 2014.

CITY OF HOMER

By: \_\_\_\_\_

Title: Walt Wrede, Homer City Manager

CONTRACTOR

\_\_\_\_\_  
(Contractor)

By: \_\_\_\_\_

Title: \_\_\_\_\_

PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS: That we \_\_\_\_\_  
(Name of Contractor)

\_\_\_\_\_ a \_\_\_\_\_  
(Corporation, Partnership, Individual)

hereinafter called "Principal" and \_\_\_\_\_  
(Surety)

of \_\_\_\_\_, State of \_\_\_\_\_

hereinafter called the "Surety" are held and firmly bound unto the City of Homer, hereinafter called "Owner," in the penal sum of \_\_\_\_\_ dollars (\$\_\_\_\_\_) in lawful money of the United States, for the payment of which sum well and truly to be made, we bind ourselves, our heirs, executors, administrators and successors, jointly and severally, firmly by these presents.

THE CONDITIONS OF THIS OBLIGATION are such that Whereas, the Principal has or is about to enter into a certain contract with the Owner, a copy of which is hereto attached and made a part hereof for the construction of:

NOW, THEREFORE, if the Principal shall well, truly and faithfully perform its duties, all the undertakings, covenants, terms, conditions, and agreements of said contract during the original term thereof, and any extensions thereof which may be granted by the Owner, with or without notice to the Surety, and if it shall satisfy all claims and demands incurred under such contract, and shall fully indemnify and save harmless the Owner from all costs and damages which it may suffer by reason of failure to do so, and shall reimburse and repay the Owner all outlay and expense which the Owner may incur in making good any default, then this obligations shall be void; otherwise to remain in full force and effect.

PROVIDED, FURTHER, that the said surety, for value received hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the contract or the work to be performed thereunder or the specifications accompanying the same shall in any wise affect it obligation on this bond, and it does hereby waive notice of any such change, extension of time, alteration or addition to the terms of the contract or to the work or to the specifications.

PROVIDED, FURTHER, that no final settlement between the Owner and the Principal shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

IN WITNESS WHEREOF, this instrument is executed in five (5) counterparts, each one of which shall be deemed and original, this the \_\_\_\_\_ day of \_\_\_\_\_, 2014.

ATTEST:

\_\_\_\_\_  
(Principal's Corporate Secretary)

\_\_\_\_\_  
(Principal)

Affix CORPORATE SEAL if applicable

\_\_\_\_\_  
(Address-Zip Code)

\_\_\_\_\_  
(Witness as to Principal)

\_\_\_\_\_  
(Address – Zip Code)

\_\_\_\_\_  
(Surety)

ATTEST:

By: \_\_\_\_\_  
(Attorney-in-Fact)

\_\_\_\_\_  
(Surety) Secretary

\_\_\_\_\_  
(Address-Zip Code)

(Affix SURETY'S SEAL)

\_\_\_\_\_  
(Witness as to Surety)

\_\_\_\_\_  
(Address-Zip Code)

Notes:

If Principal is Partnership, all partners must execute bond. The Attorney-in-Fact, who executes this bond on behalf of the surety, must attach a copy of his Power-of-Attorney as evidence of his authority.

PAYMENT BOND

KNOW ALL MEN BY THESE PRESENTS: That we \_\_\_\_\_  
(Name of Contractor)

\_\_\_\_\_ a \_\_\_\_\_  
(Corporation, Partnership, Individual)

hereinafter called "Principal" and \_\_\_\_\_  
(Surety)

of \_\_\_\_\_, State of \_\_\_\_\_

hereinafter called the "Surety" are held and firmly bound unto the City of Homer,

hereinafter called "Owner," in the penal sum of \_\_\_\_\_

dollars (\$\_\_\_\_\_) in lawful money of the United States, for the payment of which sum well and truly to be made, we bind ourselves, our heirs, executors, administrators and successors, jointly and severally, firmly by these presents.

THE CONDITIONS OF THIS OBLIGATIONS are such that Whereas, the Principal has or is about to enter into a certain contract with the Owner, a copy of which is hereto attached and made a part hereof for the construction of:

NOW, THEREFORE, if the Principal shall promptly make payment to all persons, firms, subcontractors and corporations furnishing material for, or performing labor in the prosecution of the work provided for in such contract, and any authorized extension or modification thereof, including all amounts due for material, lubricants, fuels, repairs on machinery, equipment and tools, consumed or used in connection with the construction of such work, and all insurance premiums on said work, and for all labor performed in such work, whether by subcontractor or otherwise, then this obligation shall be void: otherwise to remain in full for and effect.

PROVIDED, FURTHER, that the said Surety, for value received hereby stipulates and agrees that no change, extension of time, alteration or addition to the terms of the contract or the work to be performed thereunder or the specifications accompanying the same shall in any wise affect it obligation on this bond, and it does hereby waive notice of any such change, extension of time, alteration or addition to the terms of the contract or to the work or to the specifications.

PROVIDED, FURTHER, that no final settlement between the Owner and the Principal shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

IN WITNESS WHEREOF, this instrument is executed in five (5) counterparts, each one of which shall be deemed and original, this the \_\_\_\_\_ day of \_\_\_\_\_, 2014.

ATTEST:

\_\_\_\_\_  
(Principal's Corporate Secretary)

\_\_\_\_\_  
(Principal)

Affix CORPORATE SEAL if applicable

\_\_\_\_\_  
(Address-Zip Code)

\_\_\_\_\_  
(Witness as to Principal)

\_\_\_\_\_  
(Address-Zip Code)

\_\_\_\_\_  
(Surety)

ATTEST:

By: \_\_\_\_\_  
(Attorney-in-Fact)

\_\_\_\_\_  
(Surety) Secretary

\_\_\_\_\_  
(Address-Zip Code)

(Affix SURETY'S SEAL)

\_\_\_\_\_  
(Witness as to Surety)

\_\_\_\_\_  
(Address-Zip Code)

Notes:

If Principal is Partnership, all partners must execute bond. The Attorney-in-Fact, who executes this bond on behalf of the Surety, must attach a copy of his Power-of-Attorney as evidence of his authority.



# VI. Project Schedule

## **Karen Hornaday Park Campground/Trail Improvements**

No Later Than

Pre-Bid Conference.....	2:00 PM, Thursday, August 21, 2014
<b>Bids Due.....</b>	<b>until 2:00 PM, Thursday, September 4, 2014</b>
Notice of intent to Award.....	September 5 <sup>th</sup> , 2014
Pre-Construction meeting and Notice to Proceed.....	September 9 <sup>th</sup> , 2014
Start Construction.....	September 15 <sup>th</sup> , 2014
Substantial Completion.....	October 31 <sup>st</sup> , 2014

## VII. Special Provisions

# **SPECIAL PROVISIONS**

## **Karen Hornaday Park Campground/Trail Improvements**

### **General Conditions of the Contract**

The General Provisions of this contract shall be those of the City of Homer Standard Construction Specifications, 2011 Edition, Section 10. (These provisions are available on the City's website).

### **Construction Schedule** (based on contractor availability and weather)

Construction Notice to Proceed/Preconstruction Conference – September 9, 2014

Trail Construction Begins (first priority) – September 15, 2014

Campground closed – work begins – September 22, 2014

Project complete by – October 31, 2015

Contractor will be required to provide a project schedule at the Preconstruction Conference.

### **Applicable Prevailing Wage Rates**

Contractor is required to pay State of Alaska Department of Labor or Workforce Development Laborers' & Mechanics' Minimum Rates of Pay. Contractor is required to submit State of Alaska Department of Labor Certified Payrolls in accordance with the State Department of Labor requirements, including submittal of signed Statements of Compliance.

Questions regarding compliance with State Prevailing Wage requirements should be directed to:

Warren E. Petrusek  
Wage and Hour Investigator  
Wage and Hour Administration  
Anchorage Regional Office  
Telephone: 907-352-2558  
Fax: 907-352-4182  
Email: [warren.petrusek@alaska.gov](mailto:warren.petrusek@alaska.gov)

### **Insurance Requirements**

The Contractor shall provide the following types of insurance prior to starting work (see General Conditions - Article 6.18 – Insurance). All Insurance Certificates shall name "City of Homer, Alaska" and "The State of Alaska" as an additionally insured party. Contractor will also include a provision that the "Department of Transportation and Public Facilities" along with the "State of Alaska" not be liable for damages or claims from damages arising from any contractor's performance or activities in connection with work authorized by the projects Grant Agreement.

#### **1. Worker's Compensation**

#### **Minimum Limits**

Employer's Liability and Workers' Compensation as required by Alaska State Workers' Compensation Statutes.

Statutory  
(no less than \$100K per occurrence)

## SPECIAL PROVISIONS

### Karen Hornaday Park Campground/Trail Improvements

<b>2.</b>	<u>Comprehensive General Liability</u>	<u>Minimum Limits</u>
	Single Limit	\$1,000,000
	Aggregate	\$2,000,000
	<ul style="list-style-type: none"><li>• Bodily Injury &amp; Property Damage Liability</li><li>• Premises Operations</li><li>• Blanket Contractual</li><li>• Broad Form Property Damage</li><li>• Personal Injury</li><li>• Independent Contractors</li></ul>	

<b>3.</b>	<u>Comprehensive Automobile Liability</u>	<u>Minimum Limits</u>
	Bodily Injury and Property Damage, including All owned, hired and non-owned vehicles	\$1,000,000

#### **Anti-Discrimination Requirements**

The Contractor shall not discriminate on the basis of race, color, national origin or sex in the performance of this contract. Failure by the contractor to carry out these requirements is a material breach of this contract which may result in the termination of this contract or other legally available remedies.

#### **Access to Records and Project**

The City and the State of Alaska shall have full access and the right to examine, excerpt, and copy any documents generated by the Contractor that relate to this project. Additionally, the City and the Department shall have unhindered access to the project site and all work performed in connection with this project.

#### **Violation and Breach of Contract**

Administrative, contractual, or legal remedies in instances where the Contractor violates or breaches contract terms or either party terminates for cause or convenience are contained in the General Conditions of the City of Homer Standard Construction Specifications 2011 which provide for such procedures, sanctions and penalties as may be appropriate. See Section 5.30, 5.31., 5.32, and 5.34 of the General Conditions and liquidated damages amount in the contract.

#### **Compliance with Equal Employment Opportunity Provisions of Executive Order 11246**

Contractor shall be in compliance with Executive Order 11246 of September 24, 1965, entitled "Equal Employment Opportunity," as amended by Executive Order 11375 of October 13, 1967, and as supplemented in Department of Labor regulations (41 CFR Chapter 60).

## **SPECIAL PROVISIONS**

### **Karen Hornaday Park Campground/Trail Improvements**

#### **Access to Records**

Contractor shall provide access by the any of their duly authorized representatives of the City of Homer or the State of Alaska to any books, documents, papers, and records of the contractor which are directly pertinent to that specific contract for the purpose of making audit, examination, excerpts, and transcriptions. Contractor shall retain all required records for three years after final payment and all other pending matters are closed.

#### **Contractor Provided Materials/Work**

The Contractor is responsible for providing all materials, equipment and labor required to complete the work as specified herein, as shown on the plans and specifications, or as directed by the Engineer.

#### **Coordination of Work with Ongoing Activities**

Work may take place during normal business hours if Contractor maintain safe job site.

Contractor shall coordinate with the City of Homer Public Works Department to minimize conflict with park users and pedestrian/vehicular traffic. The Contractor shall be responsible for limiting access to the trail improvement job site, including if necessary the installation of barricades and caution/danger tape along the perimeter of the work area and around any material storage areas if necessary. The City will close the campground prior to the start of campground improvement work. The public will not have access to the campground during construction of campground improvements.

#### **Scope of Work**

##### **BID ITEM #01 - Prepare Existing Campground Roads for Gravel Cap**

*Description of Work* - This work consists of grading of the campground roads and camping space pads, as necessary, to prepare surface for capping. This work includes smoothing surface and removing any vegetation/sod on the surface of the roads and pads.

*Materials* – No materials required for this work.

*Construction* – Grading shall be limited to smoothing the surface to allow for uniform capping material thickness and removal of any vegetation on the road surface. All vegetation removed shall be disposed of off-site.

*Measurement and Payment* – This work will be paid for lump sum and be full compensation for providing all labor and equipment required to complete the work under this bid item as shown on the plans, as described in the specification, and as directed by the Engineer.

## **SPECIAL PROVISIONS**

### **Karen Hornaday Park Campground/Trail Improvements**

#### **BID ITEM #02 - Excavation of Subgrade in Camping Spaces**

*Description of Work* - This work consists of excavating poor subgrade material from under portions of three camping spaces, disposal off-site, and the installation of a geotextile fabric (approximately 2000 SF) on the bottom of the excavated areas. The size of each camping space is shown on the spreadsheet included at the end of this section.

*Materials* – Geotextile fabric shall be woven.

*Construction* – Excavate areas as directed by the engineer to a depth of 18". Dispose of material off-site.

*Measurement and Payment* – This work will be paid for per cubic yard (measured by neat lines) and be full compensation for providing all labor and equipment required to complete the work under this bid item as shown on the plans, as described in the specification, and as directed by the Engineer.

Jobsite will be kept in a clean and orderly fashion throughout the course of the project.

#### **BID ITEM #03 - F & I Campground Roads/Camp Spaces Gravel Cap (4" thick, Type III)**

*Description of Work* - This work consists of furnishing and installing a 4" thick gravel cap on the campground roads and on the camping space pads. This work also consists of backfilling excavation completed under bid item #2. Quantities have been estimated as shown on spreadsheet (included at the back of this section). The size of each camping space is shown on the spreadsheet included at the end of this section.

*Materials* – Gravel shall be Type III.

*Construction* – Grade finished road and camping space surfaces to finished grade (min. 5% cross slope on all roads) and compact to 90% maximum density. Compaction effort – steel wheel rolled.

*Measurement and Payment* – This work will be paid for per cubic yard (measured by truck count or scale) and be full compensation for providing all labor, materials and equipment required to complete the work under this bid item as shown on the plans, as described in the specification, and as directed by the Engineer.

#### **BID ITEM #04 - F & I 24"- 30" Diameter Boulders**

*Description of Work* - This work consists of furnishing and installing a boulder at the end of each of 31 camping space pads.

*Materials* – Boulders shall be a minimum of 24" - 30" in diameter.

*Construction* – Place boulders as directed by the Engineer.

## **SPECIAL PROVISIONS**

### **Karen Hornaday Park Campground/Trail Improvements**

*Measurement and Payment* – This work will be paid for per each boulder placed and be full compensation for providing all labor, materials and equipment required to complete the work under this bid item, as shown on the plans as described in the specification, and as directed by the Engineer.

#### **BID ITEM #05 - Construct 10' Wide Gravel Trail**

*Description of Work* - This work consists of providing all necessary labor, equipment and materials to complete excavation, placement of geotextile fabric, backfill and compaction for the new trail (see plans) and typical sections at end of this Special Conditions section.

*Materials* – Geotextile fabric shall be woven. Gravel shall be Type III

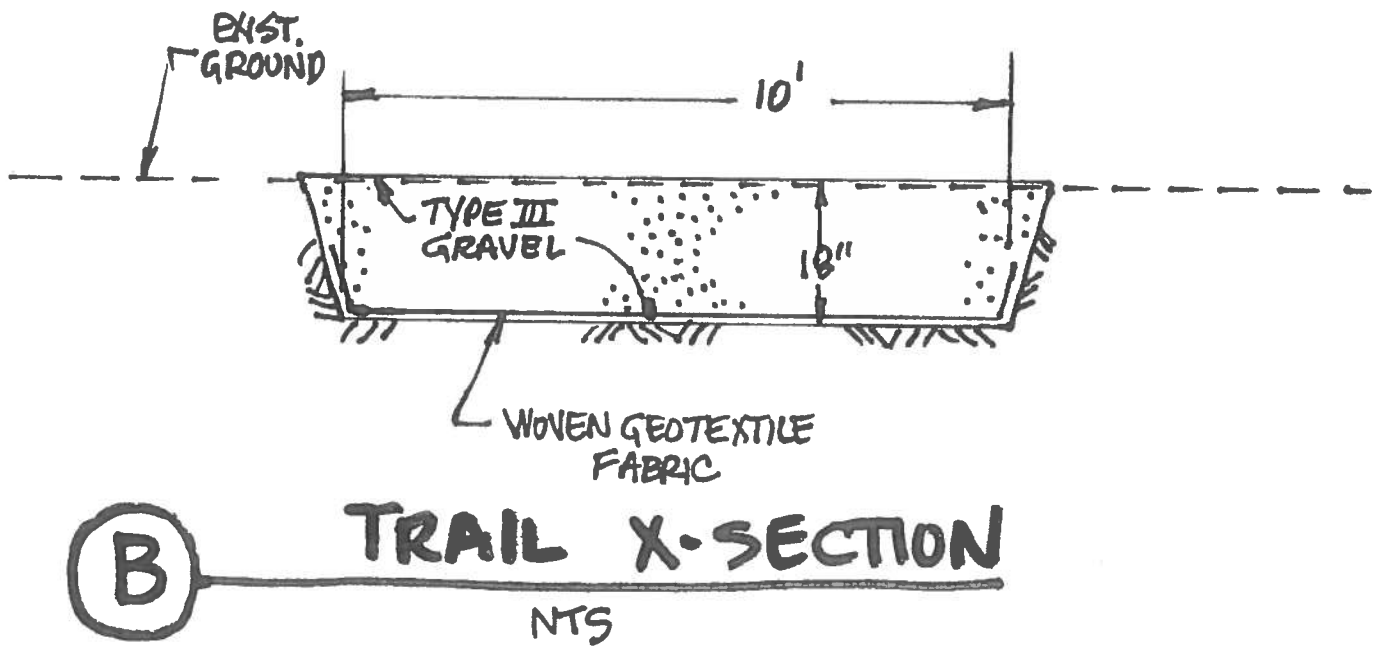
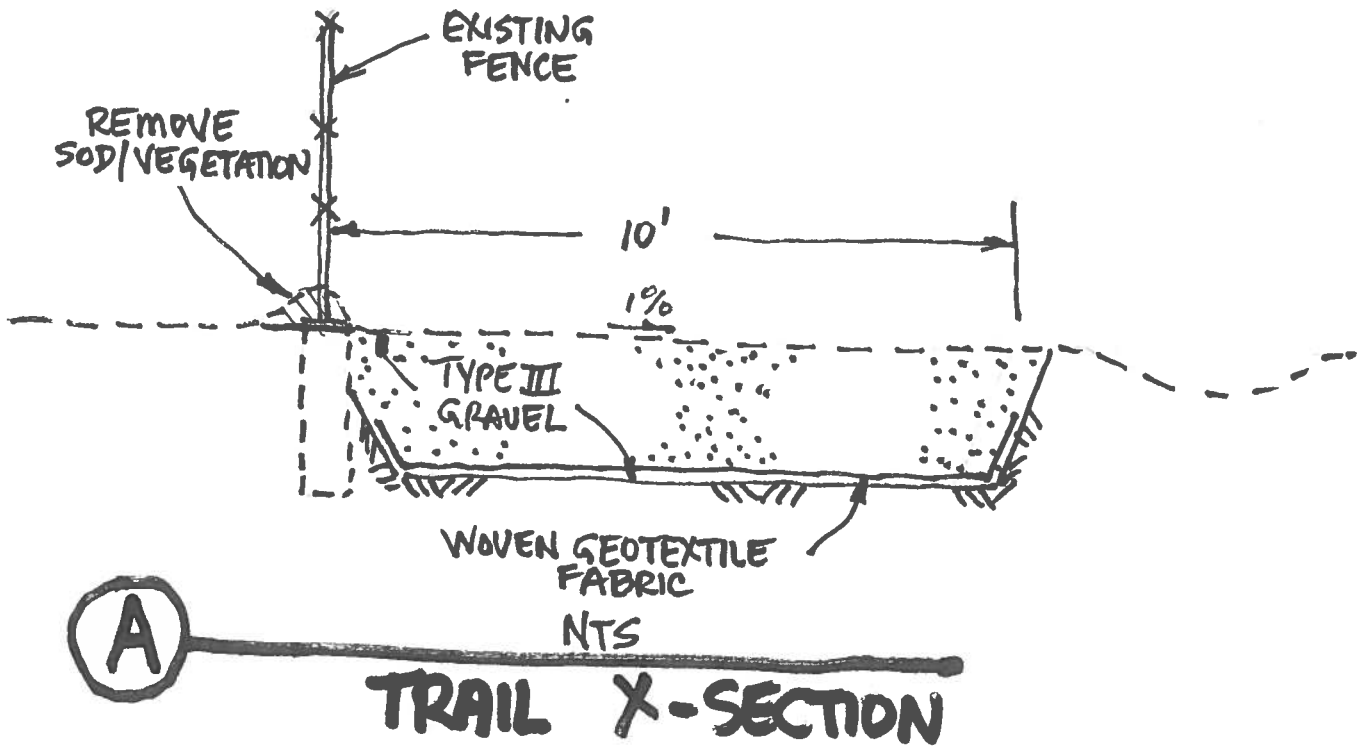
*Construction* – Excavated material will be disposed of off-site. Furnish and install woven geotechnical fabric. Backfill trail excavation with Type III gravel. Grade finished trail surface to finished grade and compact to 90% maximum density. Compaction effort - walk behind or steel wheel rolled.

Jobsite will be kept in a clean and orderly fashion throughout the course of the project.

*Measurement and Payment* – This work will be paid for per linear foot of completed trail and be full compensation for providing all labor, materials and equipment required to complete the work under this bid item as shown on the plans, as described in the specification, and as directed by the Engineer.

#### **Project Safety Requirements**

The General Contractor will be responsible for safe work practices at all times during this project. The City of Homer will maintain and enforce the most current issue of OSHA standards.





# Karen Hornaday Park - Access Road Topping & Campground Space Gravel Pad Improvements

Space #	4" Gravel Pad Topping		Excavation Required		
	width (ft)	length (ft)	depth (ft)	width (ft)	length (ft)
Cmpgrd Access Roads	18	6200			
1		See plan - Appendix A			
2		See plan - Appendix A			
3	14	40			
4	14	40			
5	14	40			
6	14	40			
7	14	40			
SST Access		See plan - Appendix A			
8	20	60			
9	20	60			
10	14	30	1.5	16	10
11	14	20			
12	14	20			
Restroom Access	15	25	1.5	25	15
13	14	40			
14	14	40			
15	14	40			
16	14	30			
17	14	40			
18	14	80			
19	14	30			
20	14	20			
21	14	40			
22	14	30			
23	14	30			
24	14	80			
25	14	40	1.5	16	30
26	14	40			
27	14	40			
28	14	40			
29	14	20			
30	14	30			
31	14	40			

excavation (cy)	Quantities			total gravel (cy)
	exc. backfill (cy)	topping gravel (cy)		
27.2	27.2	13	1376.4	1376.4
		43.2		43.2
		6.9		6.9
		6.9		6.9
		6.9		6.9
		6.9		6.9
		9.9		9.9
		25.9		25.9
		14.8		14.8
		14.8		14.8
8.9	8.9	5.2		14.1
		3.5		3.5
		3.5		3.5
20.8	20.8	4.6		25.5
		6.9		6.9
		6.9		6.9
		6.9		6.9
		5.2		5.2
		6.9		6.9
		13.8		13.8
		5.2		5.2
		3.5		3.5
		6.9		6.9
		5.2		5.2
		5.2		5.2
		13.8		13.8
26.7	26.7	6.9		33.6
		6.9		6.9
		6.9		6.9
		6.9		6.9
		3.5		3.5
		5.2		5.2
		6.9		6.9
<b>83.6</b>	<b>83.6</b>	<b>1671.8</b>		<b>1755.4</b>

## VIII. Appendices

## Local Bidder Preference

A local bidder preference shall be incorporated into the award of this contract based on the following criteria:

- A Bidder who maintains and operates a business within the boundaries of the City of Homer shall be considered the lower Bidder where its offer is:
  1. Not more than five percent (5%) higher than the lowest non-local bid up to five hundred thousand dollars (\$0 - \$500,000) or;
  2. Not more than five percent (5%) higher than the lowest non-local bid on the first five hundred thousand dollars (\$500,000) and two and ½ percent (2.5%) higher than the lowest non-local bid on an amount greater than five hundred thousand dollars (\$500,000) to one million dollars (\$1,000,000). There will be no additional local bidder preference percentage for bid amounts exceeding one million dollars (\$1,000,000).
- A Bidder shall be deemed a Local Bidder who:
  1. Holds a current Alaska Business License to provide the services requested by this contract; and
  2. Submits a bid under the name appearing on the firm's current Alaska Business License; and
  3. Has maintained a place of business within the boundaries of the City of Homer for a period of at least six (6) months immediately preceding the date of the Bid and intends to permanently maintain such place of business in the future; and
  4. Is not delinquent in the payment of any taxes, charges, or assessments owed to the City of Homer on account of that business.

The City Manager may require such documentation or verification by the person or firm claim.

## **IX. Submittals**

(Due within two (2) days after bid)

CONTRACTOR'S QUESTIONNAIRE  
NOTICE TO CONTRACTORS

Prior to Award, this questionnaire shall be completely filled out for the project upon which a bid is submitted.

A. FINANCIAL

1. Have you ever failed to complete a contract on account of insufficient resources? \_\_\_\_\_  
\_\_\_\_\_
  
2. Have you made sufficient arrangements to finance the work? \_\_\_\_\_  
If so, with whom and for what amount? \_\_\_\_\_  
\_\_\_\_\_  
If so, with what company? \_\_\_\_\_

B. EQUIPMENT

1. Set forth below the equipment which you have available for the work which you propose to do. This equipment should be listed in detail (General statements will not be accepted).

<u>NO.</u>	<u>ITEMS</u>	<u>TYPE</u>	<u>SIZE/CAPACITY</u>	<u>PRESENT VALUE</u>

2. Do you thoroughly understand that in case the contract is awarded to you, you may be required to use any or all of the equipment listed on the work covered by this contract?  
\_\_\_\_\_
  
3. Do you propose to purchase any equipment for use on this project should contract be awarded to you? If so, state type, quantity and approximate cost.  
\_\_\_\_\_
  
4. Do you propose to rent any equipment for this work? \_\_\_\_\_  
If so, state type, quantity, and reason for renting. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. Have you made contracts or received firm offers for all necessary materials with the prices used in preparing your proposal? \_\_\_\_\_

6. Do you intend to plan to subcontract any of the work? \_\_\_\_\_  
If so, what types or portions of the work. \_\_\_\_\_

Approximate value \$ \_\_\_\_\_ Percent of total bid \_\_\_\_\_

C. EXPERIENCE

1. How many years has your organization been in business as a general contractor under your present business name? \_\_\_\_\_

2. How many years experience in construction work has your organization had:

a) as a General Contractor \_\_\_\_\_.

b) as a Subcontractor \_\_\_\_\_.

3. List previous contracts you have completed of a similar nature to this proposed contract:

a) \_\_\_\_\_

b) \_\_\_\_\_

c) \_\_\_\_\_

d) \_\_\_\_\_

e) \_\_\_\_\_

4. List projects which you currently have under contract or expect to have under contract during the life of this contract:

a) \_\_\_\_\_

b) \_\_\_\_\_

c) \_\_\_\_\_

Use additional sheets as necessary.

5. List your staff you plan to use on this project and the position they will fill for this project (include managerial and clerical personnel that will provide support services).

STAFF MEMBER

POSITION

---

---

---

---

---

Signature: \_\_\_\_\_

Title: \_\_\_\_\_

JOINT VENTURE

1. Joint Venture Agreement
2. A statement signed by authorized person of each party to the joint venture.
3. Each party to the joint venture shall comply with the requirements for corporations, partnerships or individuals, as applicable.

PARTNERSHIP

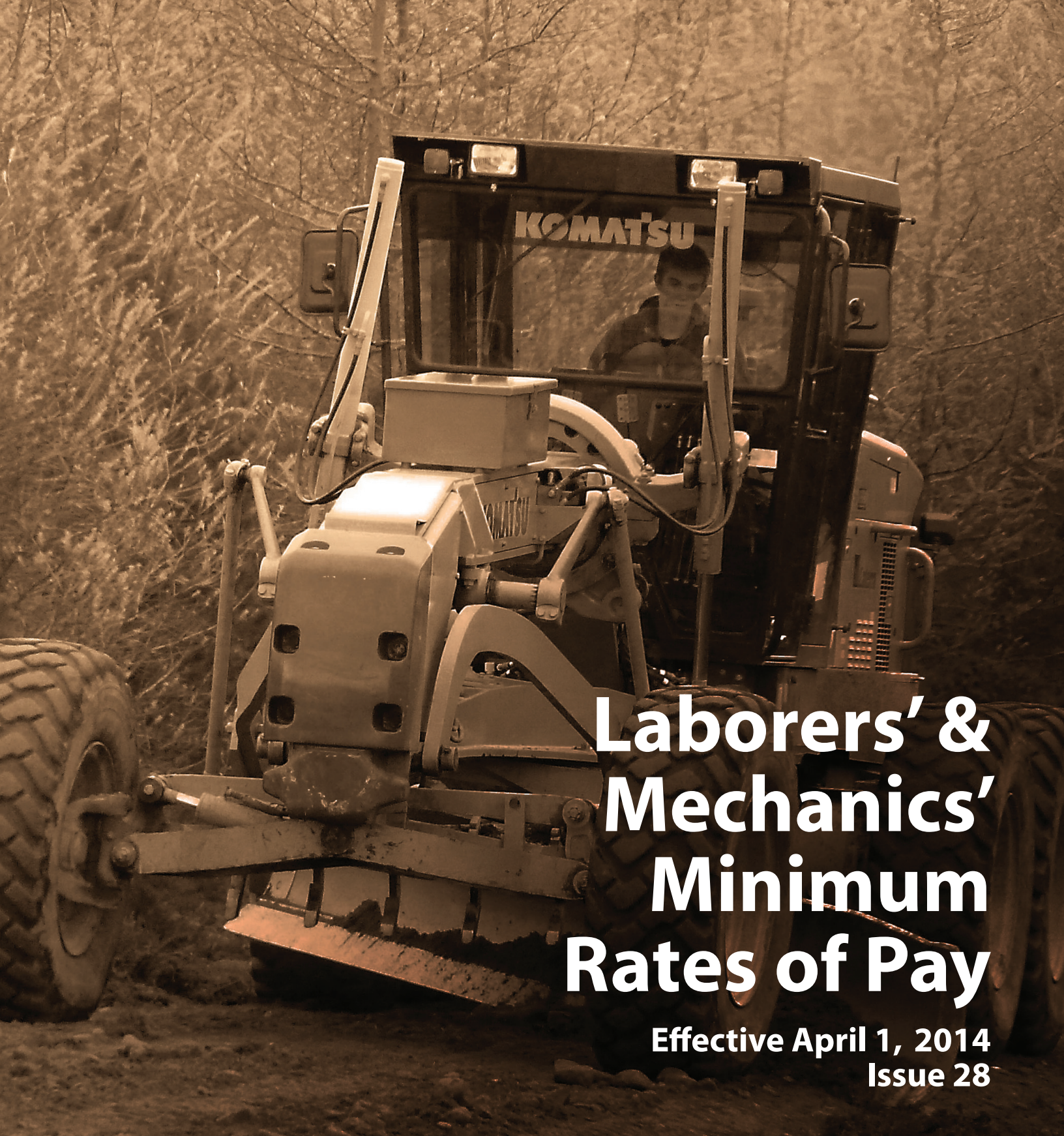
1. Partnership Agreement
2. Statement signed by all partners granting authority to the partner signing the Bid.

CORPORATIONS

1. Articles of Incorporation – most recent.
2. By-Laws – most recent.
3. Resolution of the Board of Directors granting the authority to the officer signing on behalf of the corporation.

## X. State of Alaska Labor Rates





# Laborers' & Mechanics' Minimum Rates of Pay

Effective April 1, 2014  
Issue 28

**Title 36. Public Contracts  
AS 36.05 & AS 36.10  
Wage & Hour Administration  
Pamphlet No. 600**



**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**



THE STATE  
of **ALASKA**  
GOVERNOR SEAN PARNELL

**Department of Labor and  
Workforce Development**

Office of the Commissioner

Post Office Box 111149  
Juneau, Alaska 99811  
Main: 907.465.2700  
fax: 907.465-2784

April 1, 2014

**TO ALL CONTRACTING AGENCIES:**

At the Alaska Department of Labor and Workforce Development, our goal is putting Alaskans to work. This pamphlet is designed to help contractors awarded public construction contracts understand the most significant laws of the State of Alaska pertaining to prevailing wage and resident hire requirements.

This pamphlet identifies current prevailing wage rates and resident hire classifications for public construction contracts (any construction projects awarded by the State of Alaska or its political subdivisions, such as local governments and certain non-profit organizations).

Because these rates may change, this publication is printed in the spring and fall of every year, so please be sure you are using the appropriate rates. The rates published in this edition become effective April 1, 2014.

All projects with a final bid date of April 11, 2014, or later, must pay the prevailing wage rates contained in this pamphlet. As the law now provides, these rates will remain stable during the life of a contract or for 24 calendar months, whichever is shorter. **The date the prime contract is awarded is the date from which the 24 months will be counted.** Upon expiration of the initial 24-month period, the latest wage rates issued by the department shall become effective for a subsequent 24-month period or until the original contract is completed, whichever occurs first. This process shall be repeated until the original contract is completed.

The term "original contract", as used herein, means the signed contract that resulted from the original bid and any amendments, including changes of work scope, additions, extensions, change orders, and other instruments agreed to by the parties that have not been subject to subsequent open bid procedures.

If a higher federal rate is required due to partial federal funding or other federal participation, the higher rate must be paid.

For additional copies of this pamphlet, contact the nearest office of the Division of Labor Standards and Safety, Wage and Hour office or visit the Internet site at:

<http://labor.state.ak.us/lss/pamp600.htm>

For questions regarding prevailing wage or resident hire requirements, please contact the nearest Wage and Hour office. These offices are listed on Page xi.

Sincerely,

A handwritten signature in cursive script that reads "Dianne Blumer".  
Dianne Blumer  
Commissioner

# Table of Contents

## Excerpts from Alaska Law

Sec. 36.05.005. Applicability.....	iii
Sec. 36.05.010. Wage rates on public construction. ....	iii
Sec. 36.05.040. Filing schedule of employees, wages paid and other information .....	iii
Sec. 36.05.045. Notice of work and completion; withholding of payment .....	iii
Sec. 36.05.060. Penalty for violation of this chapter .....	iv
Sec. 36.05.070. Wage rates in specifications and contracts for public works .....	iv
Sec. 36.05.080. Failure to pay agreed wages.....	iv
Sec. 36.05.090. Payment of wages from withheld payments and listing contractors who violate contracts ....	iv
Sec. 36.05.900. Definition.. ..	v

## Additional Information

Laborer Classification Clarification.....	v
Accommodations and Per Diem .....	v
Apprentice Hiring Requirements .....	vi
Apprentice Rates.....	vi
Fringe Benefit Plans.....	vii
Special Prevailing Wage Rate Determination.....	vii
Request for Notice of Proposed Change of Labor Standards Regulations .....	viii
Alaska Hire Employment Preference.....	ix
Debarment List .....	xi

<b>Wage Rates .....</b>	<b>Pages 1-23</b>
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**Note to Readers: The statutes and administrative regulations listed in this publication were taken from the official codes, as of the effective date of the publication. However, there may be errors or omissions that have not been identified and changes that occurred after the publication was printed.** This publication is intended as an informational guide only and is not intended to serve as a precise statement of the statutes and regulations of the State of Alaska. To be certain of the current laws and regulations, please refer to the official codes.

## EXCERPTS FROM ALASKA LAW

*(The following statute (36.05.005) applies to projects bid on or after October 20, 2011)*

### **Sec. 36.05.005. Applicability.**

This chapter applies only to a public construction contract that exceeds \$25,000.

### **Sec. 36.05.010. Wage rates on public construction.**

A contractor or subcontractor who performs work on a public construction contract in the state shall pay not less than the current prevailing rate of wages for work of a similar nature in the region in which the work is done. The current prevailing rate of wages is that contained in the latest determination of prevailing rate of wages issued by the Department of Labor and Workforce Development at least 10 days before the final date for submission of bids for the contract. The rate shall remain in effect for the life of the contract or for 24 calendar months, whichever is shorter. At the end of the initial 24-month period, if new wage determinations have been issued by the department, the latest wage determination shall become effective for the next 24-month period or until the contract is completed, whichever occurs first. This process shall be repeated until the contract is completed.

### **Sec. 36.05.040. Filing schedule of employees, wages paid, and other information.**

All contractors or subcontractors who perform work on a public construction contract for the state or for a political subdivision of the state shall, before the Friday of every second week, file with the Department of Labor and Workforce Development a sworn affidavit for the previous reporting period, setting out in detail the number of persons employed, wages paid, job classification of each employee, hours worked each day and week, and other information on a form provided by the Department of Labor and Workforce Development.

### **Sec. 36.05.045. Notice of work and completion; withholding of payment.**

- (a) Before commencing work on a public construction contract, the person entering into the contract with a contracting agency shall designate a primary contractor for purposes of this section. Before work commences, the primary contractor shall file a notice of work with the Department of Labor and Workforce Development. The notice of work must list work to be performed under the public construction contract by each contractor who will perform any portion of work on the contract and the contract price being paid to each contractor. The primary contractor shall pay all filing fees for each contractor performing work on the contract, including a filing fee based on the contract price being paid for work performed by the primary contractor's employees. The filing fee payable shall be the sum of all fees calculated for each contractor. The filing fee shall be one percent of each contractor's contract price. The total filing fee payable by the primary contractor under this subsection may not exceed \$5,000. In this subsection, "contractor" means an employer who is using employees to perform work on the public construction contract under the contract or a subcontract.
- (b) Upon completion of all work on the public construction contract, the primary contractor shall file with the Department of Labor and Workforce Development a notice of completion together with payment of any additional filing fees owed due to increased contract amounts. Within 30 days after the department's receipt of the primary contractor's notice of completion, the department shall inform the contracting agency of the amount, if any, to be withheld from the final payment.
- (c) A contracting agency
  - (1) may release final payment of a public construction contract to the extent that the agency has received verification from the Department of Labor and Workforce Development that
    - (A) the primary contractor has complied with (a) and (b) of this section;
    - (B) the Department of Labor and Workforce Development is not conducting an investigation under this title; and
    - (C) the Department of Labor and Workforce Development has not issued a notice of a violation of this chapter to the primary contractor or any other contractors working on the public construction contract; and

- (2) shall withhold from the final payment an amount sufficient to pay the department's estimate of what may be needed to compensate the employees of any contractors under investigation on this construction contract, and any unpaid filing fees.
- (d) The notice and filing fee required under (a) of this section may be filed after work has begun if
  - (1) The public construction contract is for work undertaken in immediate response to an emergency; and
  - (2) The notice and fees are filed not later than 14 days after the work has begun.
- (e) A false statement made on a notice required by this section is punishable under AS 11.56.210.

**Sec. 36.05.060. Penalty for violation of this chapter.**

A contractor who violates this chapter is guilty of a misdemeanor and upon conviction is punishable by a fine of not less than \$100 nor more than \$1,000, or by imprisonment for not less than 10 days nor more than 90 days, or by both. Each day a violation exists constitutes a separate offense.

**Sec. 36.05.070. Wage rates in specifications and contracts for public works.**

- (a) The advertised specifications for a public construction contract that requires or involves the employment of mechanics, laborers, or field surveyors must contain a provision stating the minimum wages to be paid various classes of laborers, mechanics, or field surveyors and that the rate of wages shall be adjusted to the wage rate under AS 36.05.010.
- (b) Repealed by §17 ch 142 SLA 1972.
- (c) A public construction contract under (a) of this section must contain provisions that
  - (1) the contractor or subcontractors of the contractor shall pay all employees unconditionally and not less than once a week;
  - (2) wages may not be less than those stated in the advertised specifications, regardless of the contractual relationship between the contractor or subcontractors and laborers, mechanics, or field surveyors;
  - (3) the scale of wages to be paid shall be posted by the contractor in a prominent and easily accessible place at the site of the work;
  - (4) the state or a political subdivision shall withhold so much of the accrued payments as is necessary to pay to laborers, mechanics, or field surveyors employed by the contractor or subcontractors the difference between
    - (A) the rates of wages required by the contract to be paid laborers, mechanics, or field surveyors on the work; and
    - (B) the rates of wages in fact received by laborers, mechanics, or field surveyors.

**Sec. 36.05.080. Failure to pay agreed wages.**

Every contract within the scope of AS 36.05.070 shall contain a provision that if it is found that a laborer, mechanic, or field surveyor employed by the contractor or subcontractor has been or is being paid a rate of wages less than the rate of wages required by the contract to be paid, the state or its political subdivision may, by written notice to the contractor, terminate the contractor's right to proceed with the work or the part of the work for which there is a failure to pay the required wages and to prosecute the work to completion by contract or otherwise, and the contractor and the contractor's sureties are liable to the state or its political subdivision for excess costs for completing the work.

**Sec. 36.05.090. Payment of wages from withheld payments and listing contractors who violate contracts.**

- (a) The state disbursing officer in the case of a state public construction contract and the local fiscal officer in the case of a political subdivision public construction contract shall pay directly to laborers, mechanics, or field surveyors from accrued payments withheld under the terms of the contract the wages due laborers, mechanics, or field surveyors under AS 36.05.070.
- (b) The state disbursing officer or the local fiscal officer shall distribute to all departments of the state government and to all political subdivisions of the state a list giving the names of persons who have disregarded their obligations to employees. A person appearing on this list and a firm, corporation,

partnership, or association in which the person has an interest may not work as a contractor or subcontractor on a public construction contract for the state or a political subdivision of the state until three years after the date of publication of the list. If the accrued payments withheld under the contract are insufficient to reimburse all the laborers, mechanics, or field surveyors with respect to whom there has been a failure to pay the wages required under AS 36.05.070, the laborers, mechanics, or field surveyors have the right of action or intervention or both against the contractor and the contractor's sureties conferred by law upon persons furnishing labor or materials, and in the proceedings it is not a defense that the laborers, mechanics, or field surveyors accepted or agreed to accept less than the required rate of wages or voluntarily made refunds.

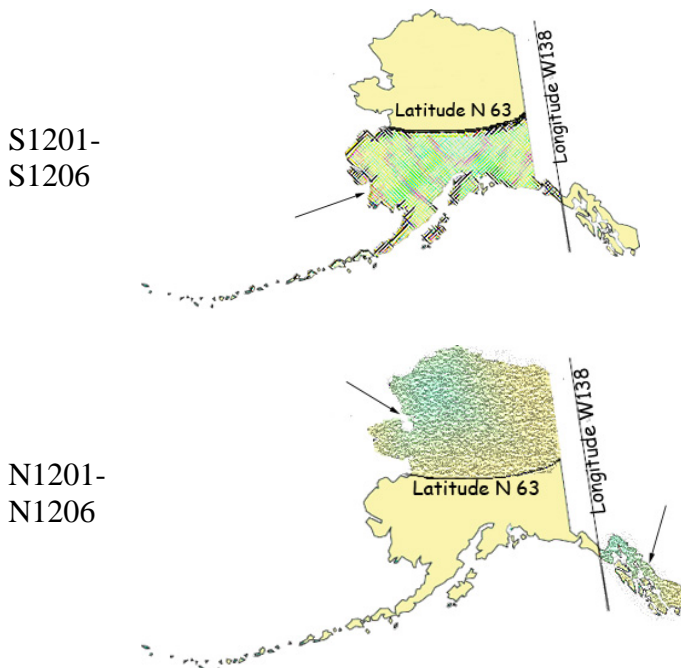
**Sec. 36.05.900. Definition.**

In this chapter, "contracting agency" means the state or a political subdivision of the state that has entered into a public construction contract with a contractor.

**ADDITIONAL INFORMATION**

**LABORER CLASSIFICATION CLARIFICATION**

The laborer rates categorized in class code S1201-S1206 apply in one area of Alaska; the area that is south of N63 latitude and west of W138 Longitude. The laborer rates categorized in class code N1201-N1206 apply in two areas of Alaska; the Alaska areas north of N63 latitude and east of W138 longitude. The following graphic representations should assist with clarifying the applicable wage rate categories:



**ACCOMMODATIONS AND PER DIEM**

The Alaska Department of Labor and Workforce Development has adopted a per diem requirement for blocklayers, bricklayers, carpenters, dredgemen, heat & frost insulators/asbestos workers, ironworkers, laborers, operative plasterers & cement masons, painters, piledrivers, power equipment operators, roofers, surveyors, truck

drivers/surveyors, and tunnel workers. This per diem rate creates an allowable alternative to providing board and lodging under the following conditions:

**Employer-Provided Camp or Suitable Accommodations**

Unless otherwise approved by the Commissioner, the employer shall ensure that a worker who is employed on a project that is 65 road miles or more from the international airport in either Fairbanks, Juneau or Anchorage or is inaccessible by road in a 2-wheel drive vehicle and who is not a domiciled resident of the locality of the project shall receive meals and lodging. Lodging shall be in accordance with all applicable state and federal laws. In cases where the project site is not road accessible, but the employee can reasonably get to the project worksite from their permanent residence within one hour, the Commissioner may waive these requirements for that employee upon a written request from the employer.

The term “domiciled resident” means a person living within 65 road miles of the project, or in the case of a highway project, the mid-point of the project, for at least 12 consecutive months prior to the award of the project. However, if the employer or person provides sufficient evidence to convince the department that a person has established a permanent residence and an intent to remain indefinitely within the distance to be considered a “domiciled resident,” the employer shall not be required to provide meals and lodging or pay per diem.

Where the employer provides or furnishes board, lodging or any other facility, the cost or amount thereof shall not be considered or included as part of the required prevailing wage basic hourly rate and cannot be applied to meet other fringe benefit requirements. The taxability of employer provided board and lodging shall be determined by the appropriate taxation enforcement authority.

**Per Diem**

Employers are encouraged to use commercial facilities and lodges; however, when such facilities are not available, per diem in lieu of meals and lodging must be paid at the basic rate of \$75.00 per day, or part thereof, the worker is employed on the project. Per diem shall not be allowed on highway projects west of Livengood on the Elliott Highway, at Mile 0 of the Dalton Highway to the North Slope of Alaska, north of Mile 20 on the Taylor Highway, east of Chicken, Alaska, on the Top of the World Highway and south of Tetlin Junction to the Alaska-Canada border.

The above-listed standards for room and board and per diem only apply to the crafts as identified in Pamphlet 600, *Laborers’ and Mechanics’ Minimum Rates of Pay*. Other crafts working on public construction projects shall be provided room and board at remote sites based on the department’s existing policy guidelines. In the event that a contractor provides lodging facilities, but no meals, the department will accept payment of \$36 per day for meals to meet the per diem requirements.

**APPRENTICE HIRING REQUIREMENTS**

On July 24, 2005, Administrative Order No. 226 established a 15 percent goal for hiring apprentices in certain job categories on highway, airport, harbor, dam, tunnel, utility or dredging projects awarded by the Alaska Department of Transportation and Public Facilities that exceed \$2.5 million. This Order will apply to all projects in the referenced categories that are advertised after September 1, 2005. On these projects, the hours worked by apprentices will be compared to the hours worked by journeyman level workers to determine if the 15 percent goal has been met. This on-the-job training goal is critical to ensure that the Alaska work force is prepared for the future. For additional details, contact the nearest Wage and Hour office at the address listed on Page xi of this publication. Administrative Order No. 226 may be viewed in its entirety on the Internet at <http://www.gov.state.ak.us/admin-orders/226.html> or call any Wage and Hour office to receive a copy.

### **APPRENTICE RATES**

Apprentice rates at less than the minimum prevailing rates may be paid to apprentices according to an apprentice program which has been registered and approved by the Commissioner of the Alaska Department of Labor and Workforce Development in writing or according to a bona fide apprenticeship program registered with the U.S. Department of Labor, Office of Apprenticeship. **Any employee listed on a payroll at an apprentice wage rate who is not registered as above shall be paid the journeyman prevailing minimum wage in that work classification.** Wage rates are based on prevailing crew makeup practices in Alaska and apply to work performed regardless of either the quality of the work performed by the employee or the titles or classifications which may be assigned to individual employees.

### **FRINGE BENEFIT PLANS**

Contractors/subcontractors may compensate fringe benefits to their employees in any one of three methods. The fringe benefits may be paid into a union trust fund, into an approved benefit plan, or paid directly on the paycheck as gross wages.

Where fringe benefits are paid into approved plans, funds, or programs including union trust funds, the payments must be contributed at least monthly. If contractors submit their own payroll forms and are paying fringe benefits into approved plans, funds, or programs, the employer's certification must include, in addition to those requirements of 8 AAC 30.020(c), a statement that fringe benefit payments have been or will be paid at least monthly. Contractors who pay fringe benefits to a plan must ensure the plan is one approved by the Internal Revenue Service and that the plan meets the requirements of 8 AAC 30.025 (eff. 3/2/08) in order for payments to be credited toward the prevailing wage obligation.

### **SPECIAL PREVAILING WAGE RATE DETERMINATION**

Special prevailing wage rate determinations may be requested for special projects or a special worker classification if the work to be performed does not conform to traditional public construction for which a prevailing wage rate has been established under 8 AAC 30.050(a) of this section. Requests for special wage rate determinations must be in writing and filed with the Commissioner at least 30 days before the award of the contract. An applicant for a special wage rate determination shall have the responsibility to support the necessity for the special rate. An application for a special wage rate determination filed under this section must contain:

- (1) a specification of the contract or project on which the special rates will apply and a description of the work to be performed;
- (2) a brief narrative explaining why special wage rates are necessary;
- (3) the job class or classes involved;
- (4) the special wage rates the applicant is requesting, including survey or other relevant wage data to support the requested rates;
- (5) the approximate number of employees who would be affected; and
- (6) any other information which might be helpful in determining if special wage rates are appropriate.

Requests made pursuant to the above should be addressed to:

Director  
Alaska Department of Labor and Workforce Development  
Labor Standards & Safety Division  
Wage and Hour Administration  
P.O. Box 111149  
Juneau, AK 99811-1149

-or-

Email: anchorage.lss-wh@alaska.gov



**LABOR STANDARDS REGULATIONS  
NOTICE REQUEST**

If you would like to receive *notices of proposed changes to regulations* for Wage and Hour or Mechanical Inspection, please indicate below the programs for which you are interested in receiving such notices, print your name and email or mailing address in the space provided, and send this page to:

Alaska Department of Labor and Workforce Development  
Labor Standards & Safety Division  
Wage and Hour Administration  
1251 Muldoon Road, Suite 113  
Anchorage, AK 99504-2098  
Email: anchorage.lss-wh@alaska.gov

**For *REGULATIONS* information relating to any of the following:**

- Wage and Hour Title 23 Employment Practices
- Wage and Hour Title 36 Public Works
- Employment Agencies
- Child Labor
- Employment Preference (Local Hire)
- Plumbing Code
- Electrical Code
- Boiler/Pressure Vessel Construction Code
- Elevator Code
- Certificates of Fitness
- Recreational Devices

**Request any of the following *PUBLICATIONS* by checking below:**

- |  |   |
|--|---|
| <input type="checkbox"/> Wage and Hour Title 23 Employment Practices | <input type="checkbox"/> Public Construction Pamphlet   |
| <input type="checkbox"/> Minimum Wage & Overtime Poster              | <input type="checkbox"/> Public Construction Wage Rates |
| <input type="checkbox"/> Child Labor Poster                          | <input type="checkbox"/> Child Labor Pamphlet           |

***PLEASE NOTE: DUE TO INCREASED MAILING AND PRINTING COSTS, ONLY ONE OF EACH PUBLICATION REQUESTED WILL BE MAILED TO YOU. IF YOU WISH TO RECEIVE ADDITIONAL COPIES OR SUBSEQUENT PUBLICATIONS, PLEASE CONTACT OUR OFFICE AT (907) 269-4900.***

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Email Address: \_\_\_\_\_

**EMPLOYMENT PREFERENCE INFORMATION**  
**(EFFECTIVE August 16, 2013)**

By authority of AS 36.10.150 and 8 AAC 30.064, the Commissioner of Labor and Workforce Development has determined the 15 boroughs and census areas listed below to be Zones of Underemployment. A Zone of Underemployment requires that Alaska residents who are eligible under AS 36.10.140 be given a minimum of 90 percent employment preference on public works contracts throughout the state in certain job classifications. This hiring preference applies on a project-by-project, craft-by-craft or occupational basis and must be met each workweek by each contractor/subcontractor.

For additional information about the Alaska resident hire requirements, contact the nearest Wage and Hour Office in Anchorage at (907) 269-4900, in Fairbanks at (907) 451-2886 or in Juneau at (907) 465-4248.

The following classifications qualify for a minimum of 90 percent Alaska resident hire preference:

Aleutians East Borough: Plumbers and Pipefitters

Aleutians West Borough: Painters

Bethel Census Area: Culinary Workers, Foremen and Supervisors, Mechanics, Painters, Surveyors, Tug Boat Workers

Denali Borough: Carpenters

Dillingham Census Area: Carpenters, Culinary Workers, Electricians, Equipment Operators, Foremen and Supervisors, Laborers, Mechanics, Truck Drivers, Tug Boat Workers

Hoonah-Angoon Census Area: Carpenters, Culinary Workers, Electricians, Equipment Operators, Foremen and Supervisors, Laborers, Mechanics, Painters, Truck Drivers

Nome Census Area: Carpenters, Culinary Workers, Electricians, Equipment Operators, Foremen and Supervisors, Laborers, Mechanics, Surveyors, Truck Drivers, Tug Boat Workers, Welders

Northwest Arctic Borough: Carpenters, Culinary Workers, Electricians, Equipment Operators, Foremen and Supervisors, Plumbers and Pipefitters, Surveyors, Truck Drivers, Tug Boat Workers, Welders

Petersburg Borough: Culinary Workers, Engineers and Architects, Foremen and Supervisors, Laborers

Prince of Wales-Hyder Census Area: Carpenters, Culinary Workers, Electricians, Equipment Operators, Foremen and Supervisors, Laborers, Mechanics, Surveyors, Truck Drivers, Welders

Skagway: None

Southeast Fairbanks Census Area: Carpenters, Culinary Workers, Equipment Operators, Laborers, Painters, Truck Drivers

Wade Hampton Census Area: Carpenters, Electricians, Engineers and Architects, Mechanics, Roofers

Yakutat: None

Yukon-Koyukuk Census Area: Culinary Workers, Electricians, Foremen and Supervisors, Painters, Plumbers and Pipefitters, Surveyors, Truck Drivers, Tug Boat Workers, Welders

This determination is effective August 16, 2013, and remains in effect until June 30, 2015.

The first person on a certified payroll in any classification is called the "first worker" and is not required to be an Alaskan resident. However, once the contractor adds any more workers in the classification, then all workers in the classification are counted, and the 90 percent is applied to compute the number of required Alaskans to be in compliance. To compute the number of Alaskan residents required in a workweek in a particular classification, multiply the number of workers in the classification by 90 percent. The result is then rounded down to the nearest whole number to determine the number of Alaskans that must be employed.

If a worker works in more than one classification during a week, the classification in which they spent the most time would be counted for employment preference purposes. If the time is split evenly between two classifications, the worker is counted in both classifications.

If you have difficulty meeting the 90 percent requirement, an approved waiver must be obtained before a non-Alaskan resident is hired who would put the contractor/subcontractor out of compliance (8 AAC 30.081 (e) (f)). The waiver process requires proof of an intensive search for qualified Alaskan workers. To apply for a waiver, contact the nearest Wage and Hour Office for instructions.

Here is an example to apply the 90 percent requirement to four carpenter workers. Multiply four workers by 90% and drop the fraction ( $.90 \times 4 = 3.6 - .6 = 3$ ). The remaining number is the number of Alaskan resident carpenters required to be in compliance in that particular classification for that week.

The penalties for being out of compliance are serious. AS 36.10.100 (a) states "A contractor who violates a provision of this chapter shall have deducted from amounts due to the contractor under the contract the prevailing wages which should have been paid to a displaced resident, and these amounts shall be retained by the contracting agency." If a contractor/subcontractor is found to be out of compliance, penalties accumulate until they come into compliance.

If you have difficulty determining whether a worker is an Alaska resident, you should contact the nearest Wage and Hour Office. Contact Wage and Hour in Anchorage at (907) 269-4900, in Fairbanks at (907) 451-2886, or in Juneau at (907) 465-4842.

**Alaska Department of Labor and Workforce Development  
Labor Standards & Safety Division  
Wage and Hour Administration**

Web site: <http://labor.state.ak.us/lss/pamp600.htm>

**Anchorage**

1251 Muldoon Road, Suite 113  
Anchorage, Alaska 99504-2098  
Phone: (907) 269-4900

Email:  
anchorage.lss-wh@alaska.gov

**Juneau**

1111 W. 8<sup>th</sup> Street, Suite 302  
Juneau, Alaska 99801  
Phone: (907) 465-4842

Email:  
juneau.lss-wh@alaska.gov

**Fairbanks**

Regional State Office Building  
675 7<sup>th</sup> Ave., Station J-1  
Fairbanks, Alaska 99701-4593  
Phone: (907) 451-2886

Email:  
fairbanks.lss@alaska.gov

**DEBARMENT LIST**

**AS 36.05.090(b)** states that “the state disbursing officer or the local fiscal officer shall distribute to all departments of the state government and to all political subdivisions of the state a list giving the names of persons who have disregarded their obligations to employees.”

A person appearing on the following debarment list and a firm, corporation, partnership, or association in which the person has an interest may not work as a contractor or subcontractor on a public construction contract for the state or a political subdivision of the state for three years from the date of debarment.

Company Name

Date of Debarment

Debarment Expires

No companies are currently debarred.

# Laborers' & Mechanics' Minimum Rates of Pay

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
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## Boilermakers

						VAC	SAF	
<b>A0101</b>	Boilermaker (journeyman)	44.01	8.57	15.34	0.75	3.00	0.34	72.01

## Bricklayers & Blocklayers

\*\*See note on last page if remote site

						L&M		
<b>A0201</b>	Blocklayer	39.03	9.53	8.50	0.55	0.15	0.28	58.04
	Bricklayer							
	Marble or Stone Mason							
	Refractory Worker (Firebrick, Plastic, Castable, and Gunitite Refractory Applications)							
	Terrazzo Worker							
	Tile Setter							

						L&M		
<b>A0202</b>	Tuck Pointer Caulker Cleaner (PCC)	39.03	9.53	8.50	0.55	0.15	0.28	58.04

						L&M		
<b>A0203</b>	Marble & Tile Finisher Terrazzo Finisher	33.27	9.53	8.50	0.55	0.15	0.28	52.28

						L&M		
<b>A0204</b>	Torginal Applicator	37.14	9.53	8.50	0.55	0.15	0.28	56.15

## Carpenters, Statewide

\*\*See note on last page if remote site

						L&M	SAF	
<b>A0301</b>	Carpenter (journeyman) Lather/Drywall/Acoustical	36.59	9.78	12.11	0.70	0.10	0.15	59.43

## Cement Masons, Region I (North of N63 latitude)

\*\*See note on last page if remote site

						L&M		
<b>N0401</b>	Group I, including: Application of Sealing Compound Application of Underlayment Building, General Cement Mason (journeyman) Concrete Concrete Paving Curb & Gutter, Sidewalk Curing of All Concrete Grouting & Caulking of Tilt-Up Panels	35.69	7.24	11.80	0.85	0.10		55.68

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
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**Cement Masons, Region I (North of N63 latitude)**

\*\*See note on last page if remote site

							L&M	
<b>N0401</b>	Group I, including:	35.69	7.24	11.80	0.85	0.10		55.68
	Grouting of All Plates							
	Patching Concrete							
	Screed Pin Setter							
	Spackling/Skim Coating							
<b>N0402</b>	Group II, including:	35.69	7.24	11.80	0.85	0.10		55.68
	Form Setter							
<b>N0403</b>	Group III, including:	35.69	7.24	11.80	0.85	0.10		55.68
	Concrete Saw (self-powered)							
	Curb & Gutter Machine							
	Floor Grinder							
	Pneumatic Power Tools							
	Power Chipping & Bushing							
	Sand Blasting Architectural Finish							
	Screed & Rodding Machine Operator							
	Troweling Machine Operator							
<b>N0404</b>	Group IV, including:	35.69	7.24	11.80	0.85	0.10		55.68
	Application of All Composition Mastic							
	Application of All Epoxy Material							
	Application of All Plastic Material							
	Finish Colored Concrete							
	Gunite Nozzleman							
	Hand Powered Grinder							
	Tunnel Worker							
<b>N0405</b>	Group V, including:	35.94	7.24	11.80	0.85	0.10		55.93
	Plasterer							

**Cement Masons, Region II (South of N63 latitude)**

\*\*See note on last page if remote site

							L&M	
<b>S0401</b>	Group I, including:	35.44	7.24	11.80	0.85	0.10		55.43
	Application of Sealing Compound							
	Application of Underlayment							
	Building, General							
	Cement Mason (journeyman)							
	Concrete							
	Concrete Paving							
	Curb & Gutter, Sidewalk							
	Curing of All Concrete							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
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**Cement Masons, Region II (South of N63 latitude)**

\*\*See note on last page if remote site

						<b>L&amp;M</b>	
<b>S0401</b>	Group I, including:	35.44	7.24	11.80	0.85	0.10	55.43
	Grouting & Caulking of Tilt-Up Panels						
	Grouting of All Plates						
	Patching Concrete						
	Screed Pin Setter						
	Spackling/Skim Coating						
						<b>L&amp;M</b>	
<b>S0402</b>	Group II, including:	35.44	7.24	11.80	0.85	0.10	55.43
	Form Setter						
						<b>L&amp;M</b>	
<b>S0403</b>	Group III, including:	35.44	7.24	11.80	0.85	0.10	55.43
	Concrete Saw (self-powered)						
	Curb & Gutter Machine						
	Floor Grinder						
	Pneumatic Power Tools						
	Power Chipping & Bushing						
	Sand Blasting Architectural Finish						
	Screed & Rodding Machine Operator						
	Troweling Machine Operator						
						<b>L&amp;M</b>	
<b>S0404</b>	Group IV, including:	35.44	7.24	11.80	0.85	0.10	55.43
	Application of All Composition Mastic						
	Application of All Epoxy Material						
	Application of All Plastic Material						
	Finish Colored Concrete						
	Gunite Nozzleman						
	Hand Powered Grinder						
	Tunnel Worker						
						<b>L&amp;M</b>	
<b>S0405</b>	Group V, including:	35.69	7.24	11.80	0.85	0.10	55.68
	Plasterer						

**Culinary Workers \* See note on last page**

						<b>LEG</b>	
<b>A0501</b>	Baker/Cook	24.67	5.37	5.73		0.05	35.82
						<b>LEG</b>	
<b>A0503</b>	General Helper	21.62	5.37	5.73		0.05	32.77
	Housekeeper						
	Janitor						
	Kitchen Helper						
						<b>LEG</b>	
<b>A0504</b>	Head Cook	25.22	5.37	5.73		0.05	36.37

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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**Culinary Workers \* See note on last page**

							<b>LEG</b>	
<b>A0505</b>	Head Housekeeper	22.04	5.37	5.73			0.05	33.19
	Head Kitchen Help							

**Dredgemen**

\*\*See note on last page if remote site

							<b>L&amp;M</b>	
<b>A0601</b>	Assistant Engineer, including:	38.51	9.35	10.00	1.00		0.10	58.96
	Craneman							
	Electrical Generator Operator (primary pump/power barge/dredge)							
	Engineer							
	Welder							
							<b>L&amp;M</b>	
<b>A0602</b>	Assistant Mate (deckhand)	37.35	9.35	10.00	1.00		0.10	57.80
							<b>L&amp;M</b>	
<b>A0603</b>	Fireman	37.79	9.35	10.00	1.00		0.10	58.24
							<b>L&amp;M</b>	
<b>A0605</b>	Leverman Clamshell	41.04	9.35	10.00	1.00		0.10	61.49
							<b>L&amp;M</b>	
<b>A0606</b>	Leverman Hydraulic	39.28	9.35	10.00	1.00		0.10	59.73
							<b>L&amp;M</b>	
<b>A0607</b>	Mate & Boatman	38.51	9.35	10.00	1.00		0.10	58.96
							<b>L&amp;M</b>	
<b>A0608</b>	Oiler (dredge)	37.79	9.35	10.00	1.00		0.10	58.24

**Electricians**

							<b>L&amp;M</b>	<b>LEG</b>	
<b>A0701</b>	Inside Cable Splicer	39.82	11.06	12.59	0.95		0.20	0.15	64.77
							<b>L&amp;M</b>	<b>LEG</b>	
<b>A0702</b>	Inside Journeyman Wireman, including:	38.79	11.06	12.81	0.95		0.20	0.15	63.96
	Technicians								
							<b>LML</b>	<b>SAF</b>	
<b>A0703</b>	Power Cable Splicer	51.52	11.06	16.62	0.95		0.35	0.50	81.00
							<b>L&amp;M</b>	<b>LEG</b>	
<b>A0704</b>	Tele Com Cable Splicer	47.45	11.06	14.57	0.95		0.20	0.15	74.38
							<b>LML</b>	<b>SAF</b>	
<b>A0705</b>	Power Journeyman Lineman, including:	49.77	11.06	16.56	0.95		0.35	0.50	79.19
	Power Equipment Operator								
	Technician								
							<b>L&amp;M</b>	<b>LEG</b>	
<b>A0706</b>	Tele Com Journeyman Lineman, including:	45.70	11.06	14.52	0.95		0.20	0.15	72.58
	Technician								
	Tele Com Equipment Operator								

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation



Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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**Electricians**

						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0707</b>	Straight Line Installer - Repairman	45.70	11.06	14.52	0.95	0.20	0.15	72.58
						<b>LML</b>	<b>SAF</b>	
<b>A0708</b>	Powderman	47.77	11.06	16.50	0.95	0.35	0.50	77.13
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0710</b>	Material Handler	26.28	10.26	4.54	0.15	0.15	0.15	41.53
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0712</b>	Tree Trimmer Groundman	26.67	11.06	9.45	0.15	0.15	0.15	47.63
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0713</b>	Journeyman Tree Trimmer	35.34	11.06	9.71	0.15	0.15	0.15	56.56
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0714</b>	Vegetation Control Sprayer	38.79	11.06	9.81	0.15	0.15	0.15	60.11
						<b>L&amp;M</b>		
<b>A0715</b>	Inside Journeyman Communications CO/PBX	38.07	11.06	12.54	0.95	0.20	0.15	62.97

**Elevator Workers**

						<b>L&amp;M</b>	<b>VAC</b>	
<b>A0802</b>	Elevator Constructor	35.29	12.73	13.46	0.60	0.30	3.21	65.59
						<b>L&amp;M</b>	<b>VAC</b>	
<b>A0803</b>	Elevator Constructor Mechanic	50.42	12.73	13.46	0.60	0.30	5.59	83.10

**Heat & Frost Insulators/Asbestos Workers**  
 \*\*See note on last page if remote site

						<b>SAF</b>		
<b>A0902</b>	Asbestos Abatement-Mechanical Systems	34.88	8.44	9.51	0.60	0.12		53.55
						<b>SAF</b>		
<b>A0903</b>	Asbestos Abatement/General Demolition All Systems	34.88	8.44	9.51	0.60	0.12		53.55
						<b>SAF</b>		
<b>A0904</b>	Insulator, Group II	34.88	8.44	9.51	0.60	0.12		53.55
						<b>SAF</b>		
<b>A0905</b>	Fire Stop	34.88	8.44	9.51	0.60	0.12		53.55

**IronWorkers**  
 \*\*See note on last page if remote site

						<b>L&amp;M</b>	<b>IAF</b>	
<b>A1101</b>	Ironworkers, including:	33.55	7.58	17.00	0.95	0.43	0.10	59.61
	Bender Operators							
	Bridge & Structural							
	Machinery Mover							
	Ornamental							
	Reinforcing							
	Rigger							
	Sheeter							

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**IronWorkers**  
 \*\*See note on last page if remote site

						L&M	IAF	
<b>A1101</b>	Ironworkers, including:	33.55	7.58	17.00	0.95	0.43	0.10	59.61
	Signalman							
	Stage Rigger							
	Toxic Haz-Mat Work							
	Welder							
<b>A1102</b>	Helicopter	34.55	7.58	17.00	0.95	0.43	0.10	60.61
	Tower (energy producing windmill type towers to include nacelle and blades)							
<b>A1103</b>	Fence/Barrier Installer	30.05	7.58	16.75	0.95	0.43	0.10	55.86
	Guard Rail Installer							
<b>A1104</b>	Guard Rail Layout Man	30.79	7.58	16.75	0.95	0.43	0.10	56.60

**Laborers (The Alaska areas north of N63 latitude and east of W138 longitude)**  
 \*\*See note on last page if remote site

						L&M	LEG	
<b>N1201</b>	Group I, including:	29.25	7.24	13.73	1.20	0.20	0.15	51.77
	Asphalt Worker (shovelman, plant crew)							
	Brush Cutter							
	Camp Maintenance Laborer							
	Carpenter Tender or Helper							
	Choke Setter, Hook Tender, Rigger, Signalman							
	Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)							
	Crusher Plant Laborer							
	Demolition Laborer							
	Ditch Digger							
	Dumpman							
	Environmental Laborer (hazard/toxic waste, oil spill)							
	Fence Installer							
	Fire Watch Laborer							
	Flagman							
	Form Stripper							
	General Laborer							
	Guardrail Laborer, Bridge Rail Installer							
	Hydro-seeder Nozzleman							
	Laborer, Building							
	Landscaper or Planter							
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block 4 feet or less - highway or landscape work)							
	Material Handler							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

**Laborers (The Alaska areas north of N63 latitude and east of W138 longitude)**

\*\*See note on last page if remote site

					<b>L&amp;M</b>	<b>LEG</b>	
<b>N1201</b>	Group I, including:	29.25	7.24	13.73	1.20	0.20	0.15 51.77
	Pneumatic or Power Tools						
	Portable or Chemical Toilet Serviceman						
	Pump Man or Mixer Man						
	Railroad Track Laborer						
	Sandblast, Pot Tender						
	Saw Tender						
	Slurry Work						
	Stake Hopper						
	Steam Cleaner Operator						
	Steam Point or Water Jet Operator						
	Tank Cleaning						
	Utiliwalk & Utilidor Laborer						
	Watchman (construction projects)						
	Window Cleaner						

					<b>L&amp;M</b>	<b>LEG</b>	
<b>N1202</b>	Group II, including:	30.25	7.24	13.73	1.20	0.20	0.15 52.77
	Burning & Cutting Torch						
	Cement or Lime Dumper or Handler (sack or bulk)						
	Choker Splicer						
	Chucktender (wagon, air-track & hydraulic drills)						
	Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorman)						
	Culvert Pipe Laborer						
	Cured Inplace Pipelayer						
	Environmental Laborer (asbestos, marine work)						
	Foam Gun or Foam Machine Operator						
	Green Cutter (dam work)						
	Gunite Operator						
	Hod Carrier						
	Jackhammer or Pavement Breaker (more than 45 pounds)						
	Laser Instrument Operator						
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block over 4 feet - highway or landscape work)						
	Mason Tender & Mud Mixer (sewer work)						
	Pilot Car						
	Pipelayer Helper						
	Plasterer, Bricklayer & Cement Finisher Tender						
	Powderman Helper						
	Power Saw Operator						
	Railroad Switch Layout Laborer						
	Sandblaster						
	Scaffold Building & Erecting						

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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**Laborers (The Alaska areas north of N63 latitude and east of W138 longitude)**  
 \*\*See note on last page if remote site

						L&M	LEG	
<b>N1202</b>	Group II, including:	30.25	7.24	13.73	1.20	0.20	0.15	52.77
	Sewer Caulker							
	Sewer Plant Maintenance Man							
	Thermal Plastic Applicator							
	Timber Faller, Chainsaw Operator, Filer							
	Timberman							

						L&M	LEG	
<b>N1203</b>	Group III, including:	31.15	7.24	13.73	1.20	0.20	0.15	53.67
	Bit Grinder							
	Camera/Tool/Video Operator							
	Guardrail Machine Operator							
	High Rigger & Tree Topper							
	High Scaler							
	Multiplate							
	Plastic Welding							
	Slurry Seal Squeegee Man							
	Traffic Control Supervisor							
	Welding Certified (in connection with laborer's work)							

						L&M	LEG	
<b>N1204</b>	Group IIIA	34.43	7.24	13.73	1.20	0.20	0.15	56.95
	Asphalt Raker, Asphalt Belly Dump Lay Down							
	Drill Doctor (in the field)							
	Driller (including, but not limited to, wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayers							

						L&M	LEG	
<b>N1205</b>	Group IV	18.82	7.24	13.73	1.20	0.20	0.15	41.34
	Final Building Cleanup							
	Permanent Yard Worker							

						L&M	LEG	
<b>N1206</b>	Group IIIB	35.26	7.24	13.73	1.20	0.20	0.15	57.78
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

**Laborers (The area that is south of N63 latitude and west of W138 longitude)**  
 \*\*See note on last page if remote site

						L&M	LEG	
<b>S1201</b>	Group I, including:	29.25	7.24	13.73	1.20	0.20	0.15	51.77
	Asphalt Worker (shovelman, plant crew)							
	Brush Cutter							
	Camp Maintenance Laborer							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

**Laborers (The area that is south of N63 latitude and west of W138 longitude)**

\*\*See note on last page if remote site

					<b>L&amp;M</b>	<b>LEG</b>	
<b>S1201</b>	Group I, including:	29.25	7.24	13.73	1.20	0.20	0.15 51.77
	Carpenter Tender or Helper						
	Choke Setter, Hook Tender, Rigger, Signalman						
	Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)						
	Crusher Plant Laborer						
	Demolition Laborer						
	Ditch Digger						
	Dumpman						
	Environmental Laborer (hazard/toxic waste, oil spill)						
	Fence Installer						
	Fire Watch Laborer						
	Flagman						
	Form Stripper						
	General Laborer						
	Guardrail Laborer, Bridge Rail Installer						
	Hydro-seeder Nozzleman						
	Laborer, Building						
	Landscaper or Planter						
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block 4 feet or less - highway or landscape work)						
	Material Handler						
	Pneumatic or Power Tools						
	Portable or Chemical Toilet Serviceman						
	Pump Man or Mixer Man						
	Railroad Track Laborer						
	Sandblast, Pot Tender						
	Saw Tender						
	Slurry Work						
	Stake Hopper						
	Steam Cleaner Operator						
	Steam Point or Water Jet Operator						
	Tank Cleaning						
	Utiliwalk & Utilidor Laborer						
	Watchman (construction projects)						
	Window Cleaner						
<b>S1202</b>	Group II, including:	30.25	7.24	13.73	1.20	0.20	0.15 52.77
	Burning & Cutting Torch						
	Cement or Lime Dumper or Handler (sack or bulk)						
	Choker Splicer						
	Chucktender (wagon, air-track & hydraulic drills)						

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

**Laborers (The area that is south of N63 latitude and west of W138 longitude)**  
 \*\*See note on last page if remote site

						L&M	LEG	
<b>S1202</b>	Group II, including:	30.25	7.24	13.73	1.20	0.20	0.15	52.77
	Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorman)							
	Culvert Pipe Laborer							
	Cured Inplace Pipelayer							
	Environmental Laborer (asbestos, marine work)							
	Foam Gun or Foam Machine Operator							
	Green Cutter (dam work)							
	Gunite Operator							
	Hod Carrier							
	Jackhammer or Pavement Breaker (more than 45 pounds)							
	Laser Instrument Operator							
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block over 4 feet - highway or landscape work)							
	Mason Tender & Mud Mixer (sewer work)							
	Pilot Car							
	Pipelayer Helper							
	Plasterer, Bricklayer & Cement Finisher Tender							
	Powderman Helper							
	Power Saw Operator							
	Railroad Switch Layout Laborer							
	Sandblaster							
	Scaffold Building & Erecting							
	Sewer Caulker							
	Sewer Plant Maintenance Man							
	Thermal Plastic Applicator							
	Timber Faller, Chainsaw Operator, Filer							
	Timberman							

						L&M	LEG	
<b>S1203</b>	Group III, including:	31.15	7.24	13.73	1.20	0.20	0.15	53.67
	Bit Grinder							
	Camera/Tool/Video Operator							
	Guardrail Machine Operator							
	High Rigger & Tree Topper							
	High Scaler							
	Multiplate							
	Plastic Welding							
	Slurry Seal Squeegee Man							
	Traffic Control Supervisor							
	Welding Certified (in connection with laborer's work)							

						L&M	LEG	
<b>S1204</b>	Group IIIA	34.43	7.24	13.73	1.20	0.20	0.15	56.95
	Asphalt Raker, Asphalt Belly Dump Lay Down							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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**Laborers (The area that is south of N63 latitude and west of W138 longitude)**  
 \*\*See note on last page if remote site

						L&M	LEG	
<b>S1204</b>	Group IIIA	34.43	7.24	13.73	1.20	0.20	0.15	56.95
	Drill Doctor (in the field)							
	Driller (including, but not limited to, wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayers							

						L&M	LEG	
<b>S1205</b>	Group IV	18.82	7.24	13.73	1.20	0.20	0.15	41.34
	Final Building Cleanup							
	Permanent Yard Worker							

						L&M	LEG	
<b>S1206</b>	Group IIIB	35.26	7.24	13.73	1.20	0.20	0.15	57.78
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

**Millwrights**

						L&M		
<b>A1251</b>	Millwright (journeyman)	34.99	9.78	9.76	1.00	0.25	0.15	55.93
<b>A1252</b>	Millwright Welder	35.58	9.78	9.76	1.00	0.25	0.15	56.52

**Painters, Region I (North of N63 latitude)**  
 \*\*See note on last page if remote site

						L&M		
<b>N1301</b>	Group I, including:	31.10	7.55	11.10	0.83	0.07		50.65
	Brush							
	General Painter							
	Hand Taping							
	Hazardous Material Handler							
	Lead-Based Paint Abatement							
	Roll							

						L&M		
<b>N1302</b>	Group II, including:	31.62	7.55	11.10	0.83	0.07		51.17
	Bridge Painter							
	Epoxy Applicator							
	General Drywall Finisher							
	Hand/Spray Texturing							
	Industrial Coatings Specialist							
	Machine/Automatic Taping							
	Pot Tender							
	Sandblasting							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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**Painters, Region I (North of N63 latitude)**

\*\*See note on last page if remote site

		L&M					
<b>N1302</b>	Group II, including:	31.62	7.55	11.10	0.83	0.07	51.17
	Specialty Painter						
	Spray						
	Structural Steel Painter						
	Wallpaper/Vinyl Hanger						
<b>N1304</b>	Group IV, including:	36.51	7.55	10.96	0.80	0.05	55.87
	Glazier						
	Storefront/Automatic Door Mechanic						
<b>N1305</b>	Group V, including:	29.79	7.55	5.02	0.83	0.07	43.26
	Carpet Installer						
	Floor Coverer						
	Heat Weld/Cove Base						
	Linoleum/Soft Tile Installer						

**Painters, Region II (South of N63 latitude)**

\*\*See note on last page if remote site

		L&M					
<b>S1301</b>	Group I, including :	29.34	7.55	10.85	0.83	0.07	48.64
	Brush						
	General Painter						
	Hand Taping						
	Hazardous Material Handler						
	Lead-Based Paint Abatement						
	Roll						
	Spray						
<b>S1302</b>	Group II, including :	30.59	7.55	10.85	0.83	0.07	49.89
	General Drywall Finisher						
	Hand/Spray Texturing						
	Machine/Automatic Taping						
	Wallpaper/Vinyl Hanger						
<b>S1303</b>	Group III, including :	30.69	7.55	10.85	0.83	0.07	49.99
	Bridge Painter						
	Epoxy Applicator						
	Industrial Coatings Specialist						
	Pot Tender						
	Sandblasting						
	Specialty Painter						
	Structural Steel Painter						

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation



Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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**Painters, Region II (South of N63 latitude)**

\*\*See note on last page if remote site

							L&M	
<b>S1304</b>	Group IV, including:	36.51	7.55	10.21	0.83	0.07		55.17
	Glazier							
	Storefront/Automatic Door Mechanic							
							L&M	
<b>S1305</b>	Group V, including:	29.79	7.55	5.02	0.83	0.07		43.26
	Carpet Installer							
	Floor Coverer							
	Heat Weld/Cove Base							
	Linoleum/Soft Tile Installer							

**Piledrivers**

\*\*See note on last page if remote site

							L&M	IAF	
<b>A1401</b>	Piledriver	36.59	9.78	12.11	0.70	0.10	0.15	59.43	
	Assistant Dive Tender								
	Carpenter/Piledriver								
	Rigger								
	Sheet Stabber								
	Skiff Operator								
							L&M	IAF	
<b>A1402</b>	Piledriver-Welder/Toxic Worker	37.59	9.78	12.11	0.70	0.10	0.15	60.43	
							L&M	IAF	
<b>A1403</b>	Remotely Operated Vehicle Pilot/Technician	40.90	9.78	12.11	0.70	0.10	0.15	63.74	
	Single Atmosphere Suit, Bell or Submersible Pilot								
							L&M	IAF	
<b>A1404</b>	Diver (working) ***See note on last page	80.70	9.78	12.11	0.70	0.10	0.15	103.54	
							L&M	IAF	
<b>A1405</b>	Diver (standby) ***See note on last page	40.90	9.78	12.11	0.70	0.10	0.15	63.74	
							L&M	IAF	
<b>A1406</b>	Dive Tender ***See note on last page	39.90	9.78	12.11	0.70	0.10	0.15	62.74	
							L&M	IAF	
<b>A1407</b>	Welder (American Welding Society, Certified Welding Inspector)	42.15	9.78	12.11	0.70	0.10	0.15	64.99	

**Plumbers, Region I (North of N63 latitude)**

							L&M	S&L	
<b>N1501</b>	Journeyman Pipefitter	39.96	7.05	12.70	0.95	1.10		61.76	
	Plumber								
	Welder								

**Plumbers, Region II (South of N63 latitude)**

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

**Plumbers, Region II (South of N63 latitude)**

							L&M	
<b>S1501</b>	Journeyman Pipefitter	38.46	8.42	10.82	1.50	0.20		59.40
	Plumber							
	Welder							

**Plumbers, Region IIA (1st Judicial District)**

							L&M	
<b>X1501</b>	Journeyman Pipefitter	36.52	12.47	11.00	2.50	0.24		62.73
	Plumber							
	Welder							

**Power Equipment Operators**

\*\*See note on last page if remote site

							L&M	
<b>A1601</b>	Group I, including:	39.28	9.35	10.00	1.00	0.10		59.73
	Asphalt Roller: Breakdown, Intermediate, and Finish							
	Back Filler							
	Barrier Machine (Zipper)							
	Beltcrete with Power Pack & similar conveyors							
	Bending Machine							
	Boat Coxswain							
	Bulldozer							
	Cableways, Highlines & Cablecars							
	Cleaning Machine							
	Coating Machine							
	Concrete Hydro Blaster							
	Cranes (45 tons & under or 150 feet of boom & under (including jib & attachments))							
	(a) Hydralifts or Transporters, (all track or truck type)							
	(b) Derricks							
	Crushers							
	Deck Winches, Double Drum							
	Ditching or Trenching Machine (16 inch or over)							
	Drag Scraper, Yarder, and similar types							
	Drilling Machines, Core, Cable, Rotary and Exploration							
	Finishing Machine Operator, Concrete Paving, Laser Screed, Sidewalk, Curb & Gutter Machine							
	Helicopters							
	Hover Craft, Flex Craft, Loadmaster, Air Cushion, All-Terrain Vehicle, Rollagon, Bargecable, Nodwell, & Snow Cat							
	Hydro Ax, Feller Buncher & similar							
	Licensed Line & Grade							
	Loaders (2 1/2 yards through 5 yards, including all attachments):							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

**Power Equipment Operators**  
 \*\*See note on last page if remote site

						<b>L&amp;M</b>	
<b>A1601</b>	Group I, including:	39.28	9.35	10.00	1.00	0.10	59.73
	(a) Forklifts (with telescopic boom & swing attachment)						
	(b) Front End & Overhead, (2-1/2 yards through 5 yards)						
	(c) Loaders, (with forks or pipe clamp)						
	(d) Loaders, (elevating belt type, Euclid & similar types)						
	Mechanic, Welder, Bodyman, Electrical, Camp & Maintenance Engineer						
	Micro Tunneling Machine						
	Mixers: Mobile type with hoist combination						
	Motor Patrol Grader						
	Mucking Machine: Mole, Tunnel Drill, Horizontal/Directional Drill Operator and/or Shield						
	Operator on Dredges						
	Piledriver Engineer, L.B. Foster, Puller or similar paving breaker						
	Plant Operator (Asphalt & Concrete)						
	Power Plant, Turbine Operator 200 k.w & over (power plants or combination of power units over 300 k.w.)						
	Remote Controlled Equipment						
	Scraper (through 40 yards)						
	Service Oiler/Service Engineer						
	Shot Blast Machine						
	Shovels, Backhoes, Excavators with all attachments, and Gradealls (3 yards & under)						
	Sideboom (under 45 tons)						
	Spreaders, Blaw Knox, Cedarapids, Barber Greene, Slurry Machine						
	Sub Grader (Gurries, Reclaimer & similar types)						
	Tack Tractor						
	Truck Mounted Concrete Pump, Conveyor & Creter						
	Unlicensed Off-Road Hauler						
	Wate Kote Machine						

						<b>L&amp;M</b>	
<b>A1602</b>	Group IA, including:	41.04	9.35	10.00	1.00	0.10	61.49
	Camera/Tool/Video Operator (Slipline)						
	Certified Welder, Electrical Mechanic, Camp Maintenance Engineer, Mechanic (over 10,000 hours)						
	Cranes (over 45 tons or 150 feet including jib & attachments)						
	(a) Clamshells & Draglines (over 3 yards)						
	(b) Tower Cranes						
	Licensed Water/Waste Water Treatment Operator						
	Loaders (over 5 yards)						
	Motor Patrol Grader, Dozer, Grade Tractor, Roto-Mill/Profiler (finish: when finishing to final grade and/or to hubs, or for asphalt)						
	Power Plants (1000 k.w. & over)						
	Quad						

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

**Power Equipment Operators**

\*\*See note on last page if remote site

	BHR	H&W	PEN	TRN	Other	Benefits	THR
<b>L&amp;M</b>							
<b>A1602</b> Group IA, including:	41.04	9.35	10.00	1.00	0.10		61.49
Scrapers (over 40 yards)							
Screed							
Shovels, Backhoes, Excavators with all attachments (over 3 yards)							
Sidebooms (over 45 tons)							
Slip Form Paver, C.M.I. & similar types							
<b>L&amp;M</b>							
<b>A1603</b> Group II, including:	38.51	9.35	10.00	1.00	0.10		58.96
Boiler - Fireman							
Cement Hogs & Concrete Pump Operator							
Conveyors (except those listed in Group I)							
Hoists on Steel Erection, Towermobiles & Air Tuggers							
Horizontal/Directional Drill Locator							
Licensed Grade Technician							
Loaders (i.e., Elevating Grader & Material Transfer Vehicle)							
Locomotives, Rod & Geared Engines							
Mixers							
Screening, Washing Plant							
Sideboom (cradling rock drill, regardless of size)							
Skidder							
Trenching Machines (under 16 inches)							
Water/Waste Water Treatment Operator							
<b>L&amp;M</b>							
<b>A1604</b> Group III, including:	37.79	9.35	10.00	1.00	0.10		58.24
"A" Frame Trucks, Deck Winches							
Bombardier (tack or tow rig)							
Boring Machine							
Brooms, Power							
Bump Cutter							
Compressor							
Farm Tractor							
Forklift, Industrial Type							
Gin Truck or Winch Truck (with poles when used for hoisting)							
Grade Checker & Stake Hopper							
Hoists, Air Tuggers, Elevators							
Loaders:							
(a) Elevating-Athey, Barber Greene & similar types							
(b) Forklifts or Lumber Carrier (on construction job sites)							
(c) Forklifts, (with tower)							
(d) Overhead & Front End, (under 2-1/2 yards)							
Locomotives: Dinkey (air, steam, gas & electric) Speeders							
Mechanics, Light Duty							
Oil, Blower Distribution							

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**Power Equipment Operators**  
 \*\*See note on last page if remote site

						L&M	
<b>A1604</b>	Group III, including:	37.79	9.35	10.00	1.00	0.10	58.24
	Posthole Digger, Mechanical						
	Pot Fireman (power agitated)						
	Power Plant, Turbine Operator, (under 200 k.w.)						
	Pumps, Water						
	Roller (other than Asphalt)						
	Saws, Concrete						
	Skid Hustler						
	Skid Steer (with all attachments)						
	Straightening Machine						
	Tow Tractor						

						L&M	
<b>A1605</b>	Group IV, including:	31.58	9.35	10.00	1.00	0.10	52.03
	Crane Assistant Engineer/Rig Oiler						
	Drill Helper						
	Parts & Equipment Coordinator						
	Spotter						
	Steam Cleaner						
	Swamper (on trenching machines or shovel type equipment)						

**Roofers**  
 \*\*See note on last page if remote site

						L&M		
<b>A1701</b>	Rofer & Waterproofer	41.45	7.43	2.91	0.81	0.10	0.02	52.72
<b>A1702</b>	Rofer Material Handler	29.02	7.43	2.91	0.81	0.10	0.02	40.29

**Sheet Metal Workers, Region I (North of N63 latitude)**

						L&M	
<b>N1801</b>	Sheet Metal Journeyman	44.93	8.30	10.34	1.32	0.25	65.14
	Air Balancing and duct cleaning of HVAC systems						
	Brazing, soldering or welding of metals						
	Demolition of sheet metal HVAC systems						
	Fabrication and installation of exterior wall sheathing, siding, metal roofing, flashing, decking and architectural sheet metal work						
	Fabrication and installation of heating, ventilation and air conditioning ducts and equipment						
	Fabrication and installation of louvers and hoods						
	Fabrication and installation of sheet metal lagging						
	Fabrication and installation of stainless steel commercial or industrial food service equipment						
	Manufacture, fabrication assembly, installation and alteration of all ferrous and nonferrous metal work						

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**Sheet Metal Workers, Region I (North of N63 latitude)**

							L&M	
<b>N1801</b>	Sheet Metal Journeyman	44.93	8.30	10.34	1.32	0.25	65.14	
	Metal lavatory partitions							
	Preparation of drawings taken from architectural and engineering plans required for fabrication and erection of sheet metal work							
	Sheet Metal shelving							
	Sheet Metal venting, chimneys and breaching							
	Skylight installation							

**Sheet Metal Workers, Region II (South of N63 latitude)**

							L&M	
<b>S1801</b>	Sheet Metal Journeyman	39.99	8.30	11.20	1.10	0.33	60.92	
	Air Balancing and duct cleaning of HVAC systems							
	Brazing, soldering or welding of metals							
	Demolition of sheet metal HVAC systems							
	Fabrication and installation of exterior wall sheathing, siding, metal roofing, flashing, decking and architectural sheet metal work							
	Fabrication and installation of heating, ventilation and air conditioning ducts and equipment							
	Fabrication and installation of louvers and hoods							
	Fabrication and installation of sheet metal lagging							
	Fabrication and installation of stainless steel commercial or industrial food service equipment							
	Manufacture, fabrication assembly, installation and alteration of all ferrous and nonferrous metal work							
	Metal lavatory partitions							
	Preparation of drawings taken from architectural and engineering plans required for fabrication and erection of sheet metal work							
	Sheet Metal shelving							
	Sheet Metal venting, chimneys and breaching							
	Skylight installation							

**Sprinkler Fitters**

							L&M	
<b>A1901</b>	Sprinkler Fitter	42.89	8.52	13.05	0.45	0.25	65.16	

**Surveyors**

\*\*See note on last page if remote site

							L&M	
<b>A2001</b>	Chief of Parties	42.11	7.38	9.99	1.20	0.10	60.78	
<b>A2002</b>	Party Chief	40.52	7.38	9.99	1.20	0.10	59.19	

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Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
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**Surveyors**

\*\*See note on last page if remote site

<b>A2003</b>	Line & Grade Technician/Office Technician	39.92	7.38	9.99	1.20	0.10	58.59
						<b>L&amp;M</b>	
<b>A2004</b>	Associate Party Chief (including Instrument Person & Head Chain Person)	37.80	7.38	9.99	1.20	0.10	56.47
						<b>L&amp;M</b>	
<b>A2005</b>	Stake Hop/Grademan	34.87	7.38	9.99	1.20	0.10	53.54
						<b>L&amp;M</b>	
<b>A2006</b>	Chain Person (for crews with more than 2 people)	33.46	7.38	9.99	1.20	0.10	52.13
						<b>L&amp;M</b>	

**Truck Drivers**

\*\*See note on last page if remote site

<b>A2101</b>	Group I, including:	38.89	7.38	9.99	1.20	0.10	57.56
	Air/Sea Traffic Controllers						
	Ambulance/Fire Truck Driver (EMT certified)						
	Boat Coxswain						
	Captains & Pilots (air & water)						
	Deltas, Commanders, Rollagons, & similar equipment (when pulling sleds, trailers or similar equipment)						
	Dump Trucks (including rockbuggy & trucks with pups) over 40 yards up to & including 60 yards						
	Helicopter Transporter						
	Lowboys, including attached trailers & jeeps, up to & including 12 axles (over 12 axles or 150 tons to be negotiated)						
	Material Coordinator and Purchasing Agent						
	Ready-mix (over 12 yards up to & including 15 yards) (over 15 yards to be negotiated)						
	Semi with Double Box Mixer						
	Tireman, Heavy Duty/Fueler						
	Water Wagon (250 Bbls and above)						
						<b>L&amp;M</b>	
<b>A2102</b>	Group 1A including:	40.16	7.38	9.99	1.20	0.10	58.83
	Dump Trucks (including rockbuggy & trucks with pups) over 60 yards up to & including 100 yards (over 100 yards to be negotiated)						
	Jeeps (driver under load)						
						<b>L&amp;M</b>	
<b>A2103</b>	Group II, including:	37.63	7.38	9.99	1.20	0.10	56.30
	All Deltas, Commanders, Rollagons, & similar equipment						
	Construction and Material Safety Technician						
	Dump Trucks (including rockbuggy & trucks with pups) over 20 yards up to & including 40 yards						
	Lowboys (including attached trailers & jeeps up to & including 8 axles)						
	Mechanics						
	Partsman						

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**Truck Drivers**  
 \*\*See note on last page if remote site

						L&M	
<b>A2103</b>	Group II, including:	37.63	7.38	9.99	1.20	0.10	56.30
	Ready-mix (over 7 yards up to & including 12 yards)						
	Stringing Truck						
	Super Vac Truck/Cacasco Truck/Heat Stress Truck						
	Turn-O-Wagon or DW-10 (not self loading)						
<b>A2104</b>	Group III, including:	36.81	7.38	9.99	1.20	0.10	55.48
	Batch Trucks (8 yards & up)						
	Dump Trucks (including rockbuggy & trucks with pups) over 10 yards up to & including 20 yards						
	Expeditor (electrical & pipefitting materials)						
	Greaser - Shop						
	Oil Distributor Driver						
	Thermal Plastic Layout Technician						
	Traffic Control Technician						
	Trucks/Jeeps (push or pull)						
<b>A2105</b>	Group IV, including:	36.23	7.38	9.99	1.20	0.10	54.90
	Air Cushion or similar type vehicle						
	All Terrain Vehicle						
	Boom Truck/Knuckle Truck (over 5 tons)						
	Buggymobile						
	Bull Lift & Fork Lift, Fork Lift with Power Boom & Swing Attachment (over 5 tons)						
	Bus Operator (over 30 passengers)						
	Combination Truck-Fuel & Grease						
	Compactor (when pulled by rubber tired equipment)						
	Dump Trucks (including Rockbuggy & trucks with pups up to & including 10 yards)						
	Dumpster						
	Expeditor (general)						
	Fire Truck/Ambulance Driver						
	Flat Beds, Dual Rear Axle						
	Foam Distributor Truck Dual Axle						
	Front End Loader with Fork						
	Gin Pole Truck, Winch Truck, Wrecker (truck mounted "A" frame manufactured rating over 5 tons)						
	Grease Truck						
	Hydro Seeder, Dual Axle						
	Hyster Operators (handling bulk aggregate)						
	Loadmaster (air & water operations)						
	Lumber Carrier						
	Ready-mix, (up to & including 7 yards)						

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**Truck Drivers**  
 \*\*See note on last page if remote site

						L&M	
<b>A2105</b>	Group IV, including:	36.23	7.38	9.99	1.20	0.10	54.90
	Rigger (air/water/oilfield)						
	Semi or Truck & Trailer						
	Tireman, Light Duty						
	Track Truck Equipment						
	Vacuum Truck, Truck Vacuum Sweeper						
	Warehouseperson						
	Water Truck, Dual Axle						
	Water Wagon, Semi						

						L&M	
<b>A2106</b>	Group V, including:	35.47	7.38	9.99	1.20	0.10	54.14
	Batch Truck (up to & including 7 yards)						
	Boom Truck/Knuckle Truck (up to & including 5 tons)						
	Buffer Truck						
	Bull Lifts & Fork Lifts, Fork Lifts with Power Boom & Swing Attachments (up to & including 5 tons)						
	Bus Operator (up to 30 passengers)						
	Farm Type Rubber Tired Tractor (when material handling or pulling wagons on a construction project)						
	Flat Beds, Single Rear Axle						
	Foam Distributor Truck Single Axle						
	Fuel Handler (station/bulk attendant)						
	Gear/Supply Truck						
	Gin Pole Truck, Winch Truck, Wrecker (truck mounted "A" frame manufactured rating 5 tons & under)						
	Gravel Spreader Box Operator on Truck						
	Hydro Seeders, Single axle						
	Pickups (pilot cars & all light-duty vehicles)						
	Rigger/Swamper						
	Tack Truck						
	Team Drivers (horses, mules, & similar equipment)						
	Water Truck (Below 250 Bbls)						

**Tunnel Workers, Laborers (The Alaska areas north of N63 latitude and east of W138 longitude)**  
 \*\*See note on last page if remote site

						L&M	LEG	
<b>N2201</b>	Group I, including:	32.18	7.24	13.73	1.20	0.20	0.15	54.70
	Brakeman							
	Mucker							
	Nipper							
	Topman & Bull Gang							
	Tunnel Track Laborer							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

**Tunnel Workers, Laborers (The Alaska areas north of N63 latitude and east of W138 longitude)**

\*\*See note on last page if remote site

						<b>L&amp;M</b>	<b>LEG</b>	
<b>N2202</b>	Group II, including:	33.28	7.24	13.73	1.20	0.20	0.15	55.80
	Burning & Cutting Torch							
	Concrete Laborer							
	Jackhammer							
	Laser Instrument Operator							
	Nozzlemen, Pumpcrete or Shotcrete							
	Pipelayer Helper							

						<b>L&amp;M</b>	<b>LEG</b>	
<b>N2203</b>	Group III, including:	34.27	7.24	13.73	1.20	0.20	0.15	56.79
	Miner							
	Retimberman							

						<b>L&amp;M</b>	<b>LEG</b>	
<b>N2204</b>	Group IIIA, including:	37.87	7.24	13.73	1.20	0.20	0.15	60.39
	Asphalt Raker, Asphalt Belly Dump Lay Down							
	Drill Doctor (in the field)							
	Driller (including, but not limited to wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayer							

						<b>L&amp;M</b>	<b>LEG</b>	
<b>N2206</b>	Group IIIB, including:	38.79	7.24	13.73	1.20	0.20	0.15	61.31
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

**Tunnel Workers, Laborers (The area that is south of N63 latitude and west of W138 longitude)**

\*\*See note on last page if remote site

						<b>L&amp;M</b>	<b>LEG</b>	
<b>S2201</b>	Group I, including:	32.18	7.24	13.73	1.20	0.20	0.15	54.70
	Brakeman							
	Mucker							
	Nipper							
	Topman & Bull Gang							
	Tunnel Track Laborer							

						<b>L&amp;M</b>	<b>LEG</b>	
<b>S2202</b>	Group II, including:	33.28	7.24	13.73	1.20	0.20	0.15	55.80
	Burning & Cutting Torch							
	Concrete Laborer							
	Jackhammer							
	Laser Instrument Operator							
	Nozzlemen, Pumpcrete or Shotcrete							
	Pipelayer Helper							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

**Tunnel Workers, Laborers (The area that is south of N63 latitude and west of W138 longitude)**

\*\*See note on last page if remote site

						L&M	LEG	
<b>S2203</b>	Group III, including:	34.27	7.24	13.73	1.20	0.20	0.15	56.79
	Miner							
	Retimberman							
<b>S2204</b>	Group IIIA, including:	37.87	7.24	13.73	1.20	0.20	0.15	60.39
	Asphalt Raker, Asphalt Belly Dump Lay Down							
	Drill Doctor (in the field)							
	Driller (including, but not limited to wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayer							
<b>S2206</b>	Group IIIB, including:	38.79	7.24	13.73	1.20	0.20	0.15	61.31
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

**Tunnel Workers, Power Equipment Operators**

\*\*See note on last page if remote site

						L&M		
<b>A2207</b>	Group I	43.21	9.35	10.00	1.00	0.10		63.66
<b>A2208</b>	Group IA	45.14	9.35	10.00	1.00	0.10		65.59
<b>A2209</b>	Group II	42.36	9.35	10.00	1.00	0.10		62.81
<b>A2210</b>	Group III	41.57	9.35	10.00	1.00	0.10		62.02
<b>A2211</b>	Group IV	34.74	9.35	10.00	1.00	0.10		55.19

\* A remote site is isolated and relatively distant from the amenities of civilization, and usually far from the employee's home. As a condition of employment, the workers must eat, sleep, and socialize at the worksite and remain there for extended periods.

\*\* This classification must receive board and lodging under certain conditions. A per diem option of \$75 is an alternative to providing meals and lodging. See Page v for an explanation.

\*\*\* Work in combination of classifications: Employees working in any combination of classifications within the diving crew (working diver, standby diver, and tender) in a shift are paid in the classification with the highest rate for a minimum of 8 hours per shift.

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