

## IX. APPENDICES

# Davis–Bacon Requirements

## **Wage Rate Requirements Under The Consolidated and Further Continuing Appropriations Act, 2013 (P.L. 113-6)**

### **Preamble**

With respect to the Clean Water and Safe Drinking Water State Revolving Funds, EPA provides capitalization grants to each State which in turn provides subgrants or loans to eligible entities within the State. Typically, the subrecipients are municipal or other local governmental entities that manage the funds. For these types of recipients, the provisions set forth under Roman Numeral I, below, shall apply. Although EPA and the State remain responsible for ensuring subrecipients' compliance with the wage rate requirements set forth herein, those subrecipients shall have the primary responsibility to maintain payroll records as described in Section 3(ii)(A), below and for compliance as described in Section I-5.

Occasionally, the subrecipient may be a private for profit or not for profit entity. For these types of recipients, the provisions set forth in Roman Numeral II, below, shall apply. Although EPA and the State remain responsible for ensuring subrecipients' compliance with the wage rate requirements set forth herein, those subrecipients shall have the primary responsibility to maintain payroll records as described in Section II-3(ii)(A), below and for compliance as described in Section II-5.

### **I. Requirements Under The Consolidated and Further Continuing Appropriations Act, 2013 (P.L. 113-6) For Subrecipients That Are Governmental Entities:**

The following terms and conditions specify how recipients will assist EPA in meeting its Davis-Bacon (DB) responsibilities when DB applies to EPA awards of financial assistance under the FY 2013 Continuing Resolution with respect to State recipients and subrecipients that are governmental entities. If a subrecipient has questions regarding when DB applies, obtaining the correct DB wage determinations, DB provisions, or compliance monitoring, it may contact the State recipient. If a State recipient needs guidance, the recipient may contact Lorraine Fleury at [fleury.lorraine@epa.gov](mailto:fleury.lorraine@epa.gov) or at 215-814-2341 of EPA, Region III Grants and Audit Management Branch for guidance. The recipient or subrecipient may also obtain additional guidance from DOL's web site at <http://www.dol.gov/whd/>

#### **1. Applicability of the Davis- Bacon (DB) prevailing wage requirements.**

Under the FY 2013 Continuing Resolution, DB prevailing wage requirements apply to the construction, alteration, and repair of treatment works carried out in whole or in part with assistance made available by a State water pollution control revolving fund and to any construction project carried out in whole or in part by assistance made available by a drinking water treatment revolving loan fund. If a subrecipient encounters a unique situation at a site that presents uncertainties regarding DB applicability, the subrecipient must discuss the situation with the recipient State before authorizing work on that site.

#### **2. Obtaining Wage Determinations.**

(a) Subrecipients shall obtain the wage determination for the locality in which a covered activity subject to DB will take place prior to issuing requests for bids, proposals, quotes or other methods for soliciting contracts (solicitation) for activities subject to DB. These wage determinations shall be incorporated into solicitations and any subsequent contracts. Prime contracts must contain a provision requiring that subcontractors follow the wage determination incorporated into the prime contract.

- (i) While the solicitation remains open, the subrecipient shall monitor [www.wdol.gov](http://www.wdol.gov) weekly to ensure that the wage determination contained in the solicitation remains current. The subrecipients shall amend the solicitation if DOL issues a modification more than 10 days prior to the closing date (i.e. bid opening) for the solicitation. If DOL modifies or supersedes the applicable wage determination less than 10 days prior to the closing date, the subrecipients may request a finding from the State recipient that there is not a reasonable time to notify interested contractors of the modification of the wage determination. The State recipient will provide a report of its findings to the subrecipient.
- (ii) If the subrecipient does not award the contract within 90 days of the closure of the solicitation, any modifications or supersedes DOL makes to the wage determination contained in the solicitation shall be effective unless the State recipient, at the request of the subrecipient, obtains an extension of the 90 day period from DOL pursuant to 29 CFR 1.6(c)(3)(iv). The subrecipient shall monitor [www.wdol.gov](http://www.wdol.gov) on a weekly basis if it does not award the contract within 90 days of closure of the solicitation to ensure that wage determinations contained in the solicitation remain current.

(b) If the subrecipient carries out activity subject to DB by issuing a task order, work assignment or similar instrument to an existing contractor (ordering instrument) rather than by publishing a solicitation, the subrecipient shall insert the appropriate DOL wage determination from [www.wdol.gov](http://www.wdol.gov) into the ordering instrument.

(c) Subrecipients shall review all subcontracts subject to DB entered into by prime contractors to verify that the prime contractor has required its subcontractors to include the applicable wage determinations.

(d) As provided in 29 CFR 1.6(f), DOL may issue a revised wage determination applicable to a subrecipient's contract after the award of a contract or the issuance of an ordering instrument if DOL determines that the subrecipient has failed to incorporate a wage determination or has used a wage determination that clearly does not apply to the contract or ordering instrument. If this occurs, the subrecipient shall either terminate the contract or ordering instrument and issue a revised solicitation or ordering instrument or incorporate DOL's wage determination retroactive to the beginning of the contract or ordering instrument by change order. The subrecipient's contractor must be compensated for any increases in wages resulting from the use of DOL's revised wage determination.

### **3. Contract and Subcontract provisions.**

(a) The Recipient shall insure that the subrecipient(s) shall insert in full in any contract in excess of \$2,000 which is entered into for the actual construction, alteration and/or repair, including painting and decorating, of a treatment work under the CWSRF or a construction project under the DWSRF financed in whole or in part from Federal funds or in accordance with guarantees of a Federal agency or financed from funds obtained by pledge of any contract of a Federal agency to make a loan, grant or annual contribution (except where a different meaning is expressly indicated), and which is subject to the labor standards provisions of any of the acts listed in § 5.1 or the FY 2013 Continuing Resolution, the following clauses:

(1) Minimum wages.

(i) All laborers and mechanics employed or working upon the site of the work will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR part 3)), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics.

Contributions made or costs reasonably anticipated for bona fide fringe benefits under section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of paragraph (a)(1)(iv) of this section; also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in § 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under paragraph (a)(1)(ii) of this section) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.

Subrecipients may obtain wage determinations from the U.S. Department of Labor's web site, [www.dol.gov](http://www.dol.gov).

(ii)(A) The subrecipient(s), on behalf of EPA, shall require that any class of laborers or mechanics, including helpers, which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. The State award official shall approve a request for an additional classification and wage rate and fringe benefits therefore only when the following criteria have been met:

(1) The work to be performed by the classification requested is not performed by a classification in the wage determination; and

(2) The classification is utilized in the area by the construction industry; and

(3) The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.

(B) If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and the subrecipient(s) agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), documentation of the action taken and the request, including the local wage determination shall be sent by the subrecipient (s) to the State award official. The State award official will transmit the request, to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, DC 20210 and to the EPA DB Regional Coordinator concurrently. The Administrator, or an authorized representative,

will approve, modify, or disapprove every additional classification request within 30 days of receipt and so advise the State award official or will notify the State award official within the 30-day period that additional time is necessary.

(C) In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and the subrecipient(s) do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), the award official shall refer the request and the local wage determination, including the views of all interested parties and the recommendation of the State award official, to the Administrator for determination. The request shall be sent to the EPA DB Regional Coordinator concurrently. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt of the request and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.

(D) The wage rate (including fringe benefits where appropriate) determined pursuant to paragraphs (a)(1)(ii)(B) or (C) of this section, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

(iii) Whenever the minimum wage rate prescribed in the contract for a class of laborers or mechanics includes a fringe benefit which is not expressed as an hourly rate, the contractor shall either pay the benefit as stated in the wage determination or shall pay another bona fide fringe benefit or an hourly cash equivalent thereof.

(iv) If the contractor does not make payments to a trustee or other third person, the contractor may consider as part of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program.

(2) Withholding. The subrecipient(s), shall upon written request of the EPA Award Official or an authorized representative of the Department of Labor, withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor, so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees, and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee, or helper, employed or working on the site of the work, all or part of the wages required by the contract, the (Agency) may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased.

(3) Payrolls and basic records.

(i) Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work and preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each

such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in section 1(b)(2)(B) of the Davis-Bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5(a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in section 1(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs.

(ii)(A) The contractor shall submit weekly, for each week in which any contract work is performed, a copy of all payrolls to the subrecipient, that is, the entity that receives the sub-grant or loan from the State capitalization grant recipient. Such documentation shall be available on request of the State recipient or EPA. As to each payroll copy received, the subrecipient shall provide written confirmation in a form satisfactory to the State indicating whether or not the project is in compliance with the requirements of 29 CFR 5.5(a)(1) based on the most recent payroll copies for the specified week. The payrolls shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i), except that full social security numbers and home addresses shall not be included on the weekly payrolls. Instead the payrolls shall only need to include an individually identifying number for each employee (e.g., the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at <http://www.dol.gov/whd/forms/wh347instr.htm> or its successor site. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors. Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to the subrecipient(s) for transmission to the State or EPA if requested by EPA, the State, the contractor, or the Wage and Hour Division of the Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this section for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to the subrecipient(s).

(B) Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor or his or her agent who pays or supervises the payment of the persons employed under the contract and shall certify the following:

(1) That the payroll for the payroll period contains the information required to be provided under § 5.5(a)(3)(ii) of Regulations, 29 CFR part 5, the appropriate information is being maintained under § 5.5(a)(3)(i) of Regulations, 29 CFR part 5, and that such information is correct and complete;

(2) That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in Regulations, 29 CFR part 3;

(3) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract.

(C) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by paragraph (a)(3)(ii)(B) of this section.

(D) The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under section 1001 of title 18 and section 231 of title 31 of the United States Code.

(iii) The contractor or subcontractor shall make the records required under paragraph (a)(3)(i) of this section available for inspection, copying, or transcription by authorized representatives of the State, EPA or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, the Federal agency or State may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

(4) Apprentices and trainees--

(i) Apprentices. Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the

applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(ii) Trainees. Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(iii) Equal employment opportunity. The utilization of apprentices, trainees and journeymen under this part shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR part 30.

(5) Compliance with Copeland Act requirements. The contractor shall comply with the requirements of 29 CFR part 3, which are incorporated by reference in this contract.

(6) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses contained in 29 CFR 5.5(a)(1) through (10) and such other clauses as the EPA determines may be appropriate, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in 29 CFR 5.5.

(7) Contract termination; debarment. A breach of the contract clauses in 29 CFR 5.5 may be grounds for termination of the contract, and for debarment as a contractor and a subcontractor as provided in 29 CFR 5.12.

(8) Compliance with Davis-Bacon and Related Act requirements. All rulings and interpretations of the Davis-Bacon and Related Acts contained in 29 CFR parts 1, 3, and 5 are herein incorporated by reference in this contract.



(9) Disputes concerning labor standards. Disputes arising out of the labor standards provisions of this contract shall not be subject to the general disputes clause of this contract. Such disputes shall be resolved in accordance with the procedures of the Department of Labor set forth in 29 CFR parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the contractor (or any of its subcontractors) and Subrecipient(s), State, EPA, the U.S. Department of Labor, or the employees or their representatives.

(10) Certification of eligibility.

(i) By entering into this contract, the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

(ii) No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

(iii) The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001.

#### **4. Contract Provision for Contracts in Excess of \$100,000.**

(a) Contract Work Hours and Safety Standards Act. The subrecipient shall insert the following clauses set forth in paragraphs (a)(1), (2), (3), and (4) of this section in full in any contract in an amount in excess of \$100,000 and subject to the overtime provisions of the Contract Work Hours and Safety Standards Act. These clauses shall be inserted in addition to the clauses required by Item 3, above or 29 CFR 4.6. As used in this paragraph, the terms laborers and mechanics include watchmen and guards.

(1) Overtime requirements. No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

(2) Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (a)(1) of this section the contractor and any subcontractor responsible therefore shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (a)(1) of this section, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (a)(1) of this section.

(3) Withholding for unpaid wages and liquidated damages. The subrecipient, upon written request of the EPA Award Official or an authorized representative of the Department of Labor, shall withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or

any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (b)(2) of this section.

(4) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (a)(1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (a)(1) through (4) of this section.

(b) In addition to the clauses contained in Item 3, above, in any contract subject only to the Contract Work Hours and Safety Standards Act and not to any of the other statutes cited in 29 CFR 5.1, the Subrecipient shall insert a clause requiring that the contractor or subcontractor shall maintain payrolls and basic payroll records during the course of the work and shall preserve them for a period of three years from the completion of the contract for all laborers and mechanics, including guards and watchmen, working on the contract. Such records shall contain the name and address of each such employee, social security number, correct classifications, hourly rates of wages paid, daily and weekly number of hours worked, deductions made, and actual wages paid. Further, the Subrecipient shall insert in any such contract a clause providing that the records to be maintained under this paragraph shall be made available by the contractor or subcontractor for inspection, copying, or transcription by authorized representatives of the (write the name of agency) and the Department of Labor, and the contractor or subcontractor will permit such representatives to interview employees during working hours on the job.

## 5. Compliance Verification

(a) The subrecipient shall periodically interview a sufficient number of employees entitled to DB prevailing wages (covered employees) to verify that contractors or subcontractors are paying the appropriate wage rates. As provided in 29 CFR 5.6(a)(6), all interviews must be conducted in confidence. The subrecipient must use Standard Form 1445 (SF 1445) or equivalent documentation to memorialize the interviews. Copies of the SF 1445 are available from EPA on request.

(b) The subrecipient shall establish and follow an interview schedule based on its assessment of the risks of noncompliance with DB posed by contractors or subcontractors and the duration of the contract or subcontract. Subrecipients must conduct more frequent interviews if the initial interviews or other information indicated that there is a risk that the contractor or subcontractor is not complying with DB. Subrecipients shall immediately conduct interviews in response to an alleged violation of the prevailing wage requirements. All interviews shall be conducted in confidence."

(c) The subrecipient shall periodically conduct spot checks of a representative sample of weekly payroll data to verify that contractors or subcontractors are paying the appropriate wage rates. The subrecipient shall establish and follow a spot check schedule based on its assessment of the risks of noncompliance with DB posed by contractors or subcontractors and the duration of the contract or subcontract. At a minimum, if practicable, the subrecipient should spot check payroll data within two weeks of each contractor or subcontractor's submission of its initial payroll data and two weeks prior to the completion date the contract or subcontract. Subrecipients must conduct more frequent spot checks if the initial spot check or other information indicates that there is a risk that the contractor or

subcontractor is not complying with DB. In addition, during the examinations the subrecipient shall verify evidence of fringe benefit plans and payments thereunder by contractors and subcontractors who claim credit for fringe benefit contributions.

(d) The subrecipient shall periodically review contractors and subcontractors use of apprentices and trainees to verify registration and certification with respect to apprenticeship and training programs approved by either the U.S Department of Labor or a state, as appropriate, and that contractors and subcontractors are not using disproportionate numbers of, laborers, trainees and apprentices. These reviews shall be conducted in accordance with the schedules for spot checks and interviews described in Item 5(b) and (c) above.

(e) Subrecipients must immediately report potential violations of the DB prevailing wage requirements to the EPA DB contact listed above and to the appropriate DOL Wage and Hour District Office listed at <http://www.dol.gov/contacts/whd/america2.htm>.

## **II. Requirements Under The Consolidated and Further Continuing Appropriations Act, 2013 (P.L. 113-6) For Subrecipients That Are Not Governmental Entities:**

The following terms and conditions specify how recipients will assist EPA in meeting its DB responsibilities when DB applies to EPA awards of financial assistance under the FY2013 Continuing Resolution with respect to subrecipients that are not governmental entities. If a subrecipient has questions regarding when DB applies, obtaining the correct DB wage determinations, DB provisions, or compliance monitoring, it may contact the State recipient for guidance. If a State recipient needs guidance, the recipient may contact Lorraine Fleury at [fleury.lorraine@epa.gov](mailto:fleury.lorraine@epa.gov) or at 215-814-2341 of EPA, Region III Grants and Audit Management Branch for guidance. The recipient or subrecipient may also obtain additional guidance from DOL's web site at <http://www.dol.gov/whd/>

**Under these terms and conditions, the subrecipient must submit its proposed DB wage determinations to the State recipient for approval prior to including the wage determination in any solicitation, contract task orders, work assignments, or similar instruments to existing contractors.**

### 1. Applicability of the Davis- Bacon (DB) prevailing wage requirements.

Under the FY 2013 Continuing Resolution, DB prevailing wage requirements apply to the construction, alteration, and repair of treatment works carried out in whole or in part with assistance made available by a State water pollution control revolving fund and to any construction project carried out in whole or in part by assistance made available by a drinking water treatment revolving loan fund. If a subrecipient encounters a unique situation at a site that presents uncertainties regarding DB applicability, the subrecipient must discuss the situation with the recipient State before authorizing work on that site.

### 2. Obtaining Wage Determinations.

(a) Subrecipients must obtain proposed wage determinations for specific localities at [www.wdol.gov](http://www.wdol.gov). After the Subrecipient obtains its proposed wage determination, it must submit the wage determination to Warren Petrasek [warren.petrasek@alaska.gov](mailto:warren.petrasek@alaska.gov) 269-4905 for approval prior to inserting the wage determination into a solicitation, contract or issuing task orders, work assignments or similar

instruments to existing contractors (ordering instruments unless subsequently directed otherwise by the State recipient Award Official.

(b) Subrecipients shall obtain the wage determination for the locality in which a covered activity subject to DB will take place prior to issuing requests for bids, proposals, quotes or other methods for soliciting contracts (solicitation) for activities subject to DB. These wage determinations shall be incorporated into solicitations and any subsequent contracts. Prime contracts must contain a provision requiring that subcontractors follow the wage determination incorporated into the prime contract.

(i) While the solicitation remains open, the subrecipient shall monitor [www.wdol.gov](http://www.wdol.gov) on a weekly basis to ensure that the wage determination contained in the solicitation remains current. The subrecipients shall amend the solicitation if DOL issues a modification more than 10 days prior to the closing date (i.e. bid opening) for the solicitation. If DOL modifies or supersedes the applicable wage determination less than 10 days prior to the closing date, the subrecipients may request a finding from the State recipient that there is not a reasonable time to notify interested contractors of the modification of the wage determination. The State recipient will provide a report of its findings to the subrecipient.

(ii) If the subrecipient does not award the contract within 90 days of the closure of the solicitation, any modifications or supersedes DOL makes to the wage determination contained in the solicitation shall be effective unless the State recipient, at the request of the subrecipient, obtains an extension of the 90 day period from DOL pursuant to 29 CFR 1.6(c)(3)(iv). The subrecipient shall monitor [www.wdol.gov](http://www.wdol.gov) on a weekly basis if it does not award the contract within 90 days of closure of the solicitation to ensure that wage determinations contained in the solicitation remain current.

(c) If the subrecipient carries out activity subject to DB by issuing a task order, work assignment or similar instrument to an existing contractor (ordering instrument) rather than by publishing a solicitation, the subrecipient shall insert the appropriate DOL wage determination from [www.wdol.gov](http://www.wdol.gov) into the ordering instrument.

(c) Subrecipients shall review all subcontracts subject to DB entered into by prime contractors to verify that the prime contractor has required its subcontractors to include the applicable wage determinations.

(d) As provided in 29 CFR 1.6(f), DOL may issue a revised wage determination applicable to a subrecipient's contract after the award of a contract or the issuance of an ordering instrument if DOL determines that the subrecipient has failed to incorporate a wage determination or has used a wage determination that clearly does not apply to the contract or ordering instrument. If this occurs, the subrecipient shall either terminate the contract or ordering instrument and issue a revised solicitation or ordering instrument or incorporate DOL's wage determination retroactive to the beginning of the contract or ordering instrument by change order. The subrecipient's contractor must be compensated for any increases in wages resulting from the use of DOL's revised wage determination.

### **3. Contract and Subcontract provisions.**

(a) The Recipient shall insure that the subrecipient(s) shall insert in full in any contract in excess of \$2,000 which is entered into for the actual construction, alteration and/or repair, including painting and

decorating, of a treatment work under the CWSRF or a construction project under the DWSRF financed in whole or in part from Federal funds or in accordance with guarantees of a Federal agency or financed from funds obtained by pledge of any contract of a Federal agency to make a loan, grant or annual contribution (except where a different meaning is expressly indicated), and which is subject to the labor standards provisions of any of the acts listed in § 5.1 or the FY 2013 Continuing Resolution, the following clauses:

(1) Minimum wages.

(i) All laborers and mechanics employed or working upon the site of the work, will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR part 3) ), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics.

Contributions made or costs reasonably anticipated for bona fide fringe benefits under section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of paragraph (a)(1)(iv) of this section; also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in § 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, that the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under paragraph (a)(1)(ii) of this section) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.

Subrecipients may obtain wage determinations from the U.S. Department of Labor's web site, [www.dol.gov](http://www.dol.gov).

(ii)(A) The subrecipient(s), on behalf of EPA, shall require that any class of laborers or mechanics, including helpers, which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. The State award official shall approve a request for an additional classification and wage rate and fringe benefits therefore only when the following criteria have been met:

(1) The work to be performed by the classification requested is not performed by a classification in the wage determination; and

(2) The classification is utilized in the area by the construction industry; and

(3) The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.

(B) If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and the subrecipient(s) agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), documentation of the action taken and the request, including the local wage determination shall be sent by the subrecipient(s) to the State award official. The State award official will transmit the report, to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, DC 20210 and to the EPA DB Regional Coordinator concurrently. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification request within 30 days of receipt and so advise the State award official or will notify the State award official within the 30-day period that additional time is necessary.

(C) In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and the and the subrecipient(s) do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), the award official shall refer the request, and the local wage determination, including the views of all interested parties and the recommendation of the State award official, to the Administrator for determination. The request shall be sent to the EPA Regional Coordinator concurrently. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt of the request and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.

(D) The wage rate (including fringe benefits where appropriate) determined pursuant to paragraphs (a)(1)(ii)(B) or (C) of this section, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

(iii) Whenever the minimum wage rate prescribed in the contract for a class of laborers or mechanics includes a fringe benefit which is not expressed as an hourly rate, the contractor shall either pay the benefit as stated in the wage determination or shall pay another bona fide fringe benefit or an hourly cash equivalent thereof.

(iv) If the contractor does not make payments to a trustee or other third person, the contractor may consider as part of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program.

(2) Withholding. The subrecipient(s) shall upon written request of the EPA Award Official or an authorized representative of the Department of Labor, withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor, so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees, and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee, or helper, employed or

working on the site of the work, all or part of the wages required by the contract, the (Agency) may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased.

(3) Payrolls and basic records.

(i) Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work and preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in section 1(b)(2)(B) of the Davis-Bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5(a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in section 1(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs.

(ii)(A) The contractor shall submit weekly, for each week in which any contract work is performed, a copy of all payrolls to the subrecipient, that is, the entity that receives the sub-grant or loan from the State capitalization grant recipient. Such documentation shall be available on request of the State recipient or EPA. As to each payroll copy received, the subrecipient shall provide written confirmation in a form satisfactory to the State indicating whether or not the project is in compliance with the requirements of 29 CFR 5.5(a)(1) based on the most recent payroll copies for the specified week. The payrolls shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i), except that full social security numbers and home addresses shall not be included on the weekly payrolls. Instead the payrolls shall only need to include an individually identifying number for each employee (e.g., the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at <http://www.dol.gov/whd/forms/wh347instr.htm> or its successor site. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors. Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to the subrecipient(s) for transmission to the State or EPA if requested by EPA, the State, the contractor, or the Wage and Hour Division of the Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this section for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to the subrecipient(s).

(B) Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor or his or her agent who pays or supervises the payment of the persons employed under the contract and shall certify the following:

(1) That the payroll for the payroll period contains the information required to be provided under § 5.5 (a)(3)(ii) of Regulations, 29 CFR part 5, the appropriate information is being maintained under § 5.5 (a)(3)(i) of Regulations, 29 CFR part 5, and that such information is correct and complete;

(2) That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in Regulations, 29 CFR part 3;

(3) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract.

(C) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by paragraph (a)(3)(ii)(B) of this section.

(D) The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under section 1001 of title 18 and section 231 of title 31 of the United States Code.

(iii) The contractor or subcontractor shall make the records required under paragraph (a)(3)(i) of this section available for inspection, copying, or transcription by authorized representatives of the State, EPA or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, the Federal agency or State may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

(4) Apprentices and trainees--

(i) Apprentices. Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice. The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is



not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(ii) Trainees. Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

(iii) Equal employment opportunity. The utilization of apprentices, trainees and journeymen under this part shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR part 30.

(5) Compliance with Copeland Act requirements. The contractor shall comply with the requirements of 29 CFR part 3, which are incorporated by reference in this contract.

(6) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses contained in 29 CFR 5.5(a)(1) through (10) and such other clauses as the EPA determines may be appropriate, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in 29 CFR 5.5.

(7) Contract termination: debarment. A breach of the contract clauses in 29 CFR 5.5 may be grounds for termination of the contract, and for debarment as a contractor and a subcontractor as provided in 29 CFR 5.12.

(8) Compliance with Davis-Bacon and Related Act requirements. All rulings and interpretations of the Davis-Bacon and Related Acts contained in 29 CFR parts 1, 3, and 5 are herein incorporated by reference in this contract.

(9) Disputes concerning labor standards. Disputes arising out of the labor standards provisions of this contract shall not be subject to the general disputes clause of this contract. Such disputes shall be resolved in accordance with the procedures of the Department of Labor set forth in 29 CFR parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the contractor (or any of its subcontractors) and Subrecipient(s), State, EPA, the U.S. Department of Labor, or the employees or their representatives.

(10) Certification of eligibility.

(i) By entering into this contract, the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

(ii) No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

(iii) The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001.

#### **4. Contract Provision for Contracts in Excess of \$100,000.**

(a) Contract Work Hours and Safety Standards Act. The subrecipient shall insert the following clauses set forth in paragraphs (a)(1), (2), (3), and (4) of this section in full in any contract in an amount in excess of \$100,000 and subject to the overtime provisions of the Contract Work Hours and Safety Standards Act. These clauses shall be inserted in addition to the clauses required by Item 3, above or 29 CFR 4.6. As used in this paragraph, the terms laborers and mechanics include watchmen and guards.

(1) Overtime requirements. No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

(2) Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (b)(1) of this section the contractor and any subcontractor responsible therefore shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (b)(1) of this section, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (b)(1) of this section.

(3) Withholding for unpaid wages and liquidated damages. The subrecipient shall upon the request of the EPA Award Official or an authorized representative of the Department of Labor, withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (a)(2) of this section.

(4) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (b)(1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (b)(1) through (4) of this section.

(c) In addition to the clauses contained in Item 3, above, in any contract subject only to the Contract Work Hours and Safety Standards Act and not to any of the other statutes cited in 29 CFR 5.1, the Subrecipient shall insert a clause requiring that the contractor or subcontractor shall maintain payrolls and basic payroll records during the course of the work and shall preserve them for a period of three years from the completion of the contract for all laborers and mechanics, including guards and watchmen, working on the contract. Such records shall contain the name and address of each such employee, social security number, correct classifications, hourly rates of wages paid, daily and weekly number of hours worked, deductions made, and actual wages paid. Further, the Subrecipient shall insert in any such contract a clause providing that the records to be maintained under this paragraph shall be made available by the contractor or subcontractor for inspection, copying, or transcription by authorized representatives of the (write the name of agency) and the Department of Labor, and the contractor or subcontractor will permit such representatives to interview employees during working hours on the job.

## 5. Compliance Verification

(a). The subrecipient shall periodically interview a sufficient number of employees entitled to DB prevailing wages (covered employees) to verify that contractors or subcontractors are paying the appropriate wage rates. As provided in 29 CFR 5.6(a)(6), all interviews must be conducted in confidence. The subrecipient must use Standard Form 1445 (SF 1445) or equivalent documentation to memorialize the interviews. Copies of the SF 1445 are available from EPA on request.

(b) The subrecipient shall establish and follow an interview schedule based on its assessment of the risks of noncompliance with DB posed by contractors or subcontractors and the duration of the contract or subcontract. Subrecipients must conduct more frequent interviews if the initial interviews or other information indicated that there is a risk that the contractor or subcontractor is not complying with DB. Subrecipients shall immediately conduct interviews in response to an alleged violation of the prevailing wage requirements. All interviews shall be conducted in confidence."

(c). The subrecipient shall periodically conduct spot checks of a representative sample of weekly payroll data to verify that contractors or subcontractors are paying the appropriate wage rates. The subrecipient shall establish and follow a spot check schedule based on its assessment of the risks of noncompliance with DB posed by contractors or subcontractors and the duration of the contract or subcontract. At a minimum, if practicable the subrecipient should spot check payroll data within two weeks of each contractor or subcontractor's submission of its initial payroll data and two weeks prior to the completion date the contract or subcontract. Subrecipients must conduct more frequent spot checks if the initial spot check or other information indicates that there is a risk that the contractor or subcontractor is not complying with DB . In addition, during the examinations the subrecipient shall verify evidence of fringe benefit plans and payments thereunder by contractors and subcontractors who claim credit for fringe benefit contributions.

(d). The subrecipient shall periodically review contractors and subcontractors use of apprentices and trainees to verify registration and certification with respect to apprenticeship and training programs approved by either the U.S Department of Labor or a state, as appropriate, and that contractors and subcontractors are not using disproportionate numbers of, laborers, trainees and apprentices. These reviews shall be conducted in accordance with the schedules for spot checks and interviews described in Item 5(b) and (c) above.

(e) Subrecipients must immediately report potential violations of the DB prevailing wage requirements to the EPA DB contact listed above and to the appropriate DOL Wage and Hour District Office listed at <http://www.dol.gov/whd/america2.htm>.

- Joint Reporting Committee
- Equal Employment Opportunity Commission
- Office of Federal Contract Compliance Programs (Labor)

# EQUAL EMPLOYMENT OPPORTUNITY

## EMPLOYER INFORMATION REPORT EEO-1

Standard Form 100  
REV. 01/2005

O.M.B. No. 3045-0007  
EXPIRES 01/2009  
100-214

### Section A—TYPE OF REPORT

Refer to instructions for number and types of reports to be filed.

1. Indicate by marking in the appropriate box the type of reporting unit for which this copy of the form is submitted (MARK ONLY ONE BOX).

(1)  Single-establishment Employer Report

Multi-establishment Employer:

(2)  Consolidated Report (Required)

(3)  Headquarters Unit Report (Required)

(4)  Individual Establishment Report (submit one for each establishment with 50 or more employees)

(5)  Special Report

2. Total number of reports being filed by this Company (Answer on Consolidated Report only) \_\_\_\_\_

### Section B—COMPANY IDENTIFICATION (To be answered by all employers)

1. Parent Company

a. Name of parent company (owns or controls establishment in item 2) omit if same as label

Address (Number and street)

City or town

State

ZIP code

2. Establishment for which this report is filed. (Omit if same as label)

a. Name of establishment

Address (Number and street)

City or Town

County

State

ZIP code

b. Employer identification No. (IRS 9-DIGIT TAX NUMBER)

c. Was an EEO-1 report filed for this establishment last year?  Yes  No

### Section C—EMPLOYERS WHO ARE REQUIRED TO FILE (To be answered by all employers)

Yes  No 1. Does the entire company have at least 100 employees in the payroll period for which you are reporting?

Yes  No 2. Is your company affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employment of 100 or more?

Yes  No 3. Does the company or any of its establishments (a) have 50 or more employees AND (b) is not exempt as provided by 41 CFR 60-1.5, AND either (1) is a prime government contractor or first-tier subcontractor, and has a contract, subcontract, or purchase order amounting to \$50,000 or more, or (2) serves as a depository of Government funds in any amount or is a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Savings Notes?

If the response to question C-3 is yes, please enter your Dun and Bradstreet identification number (if you have one):

NOTE: If the answer is yes to questions 1, 2, or 3, complete the entire form, otherwise skip to Section G.

**Section D - EMPLOYMENT DATA**

Employment at this establishment - Report all permanent full- and part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros.

| Job Categories                                       | Number of Employees<br>(Report employees in only one category) |   |   |        |   |   |   |                        |   |   |        |   |   |   | Total<br>Col<br>A-N |
|--|--|---|---|--------|---|---|---|------------------------|---|---|--------|---|---|---|---------------------|
|  | Hispanic or Latino   |   |   |        |   |   |   | Not-Hispanic or Latino |   |   |        |   |   |   |                     |
|  | Race/Ethnicity   |   |   |        |   |   |   | Race/Ethnicity         |   |   |        |   |   |   |                     |
|  | Male   |   |   | Female |   |   |   | Male                   |   |   | Female |   |   |   |                     |
|  | A  | B | C | D      | E | F | G | H                      | I | J | K      | L | M | N | O                   |
| Executive/Senior Level Officials and Managers<br>1.1 |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| First/Mid-Level Officials and Managers<br>1.2        |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| Professionals<br>2                                   |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| Technicians<br>3                                     |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| Sales Workers<br>4                                   |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| Administrative Support Workers<br>5                  |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| Craft Workers<br>6                                   |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| Operatives<br>7                                      |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| Laborers and Helpers<br>8                            |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| Service Workers<br>9                                 |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| TOTAL<br>10  |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |
| PREVIOUS YEAR TOTAL<br>11                            |  |   |   |        |   |   |   |                        |   |   |        |   |   |   |                     |

1. Date(s) of payroll period used: \_\_\_\_\_ (Omit on the Consolidated Report.)

Section E - ESTABLISHMENT INFORMATION (Omit on the Consolidated Report.)

1. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity.)

**Section F - REMARKS**

Use this item to give any identification data appearing on the last EEO-1 report which differs from that given above, explain major changes in composition of reporting units and other pertinent information.

**Section G - CERTIFICATION**

Check 1  All reports are accurate and were prepared in accordance with the instructions. (Check on Consolidated Report only.)  
 Check 2  This report is accurate and was prepared in accordance with the instructions.

Name of Certifying Official: \_\_\_\_\_ Title: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name of person to contact regarding this report: \_\_\_\_\_ Title: \_\_\_\_\_ Address (Number and Street): \_\_\_\_\_

City and State: \_\_\_\_\_ Zip Code: \_\_\_\_\_ Telephone No. (including Area Code and Extension): \_\_\_\_\_ Email Address: \_\_\_\_\_

All reports and information obtained from individual reports will be kept confidential as required by Section 709(c) of Title VII. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001

**STATE OF ALASKA  
DEPARTMENT OF ENVIRONMENTAL CONSERVATION  
ALASKA CLEAN WATER FUND & ALASKA DRINKING WATER FUND**

**DISADVANTAGE BUSINESS ENTERPRISES  
OVERVIEW**

The loan recipient, consultant and contractor of an Alaska Clean Water or Drinking Water Fund revolving loan project are required to comply with EPA regulations (40 CFR Part 33) concerning the use of disadvantage owned businesses enterprises (DBE). Also required is compliance with EEO/Affirmative Action Regulations of the Department of Labor (see attached Statement of Acknowledgement). These regulations help ensure that economic opportunities are available to all people of this country.

The expenditure of Federal funds must reflect equal opportunity, anti-discrimination provisions of the 1964 Civil Rights Act, affirmative action and DBE or more specifically small, minority and women-owned businesses utilization under EPA's DBE program. Utilization may be through prime contracting, subcontracting, joint-venture, procurement of supplies, material or equipment, or other business participation utilized in completing a project. For all situations, contractors must take necessary and reasonable steps to ensure DBE's have the maximum opportunity to compete for and/or perform contracts. Contractors shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of projects where assistance is provided from an ADEC revolving loan fund program.

NOTE: On March 26, 2008, the Environmental Protection Agency (EPA) Office of Small Business Programs (OSBP) published its final rule, "Participation by Disadvantaged Business Enterprises in Procurement under Environmental Protection Agency Financial Assistance Agreements (DBE Rule) in the Federal Register (40 CFR part 30-40). The final rule took effect on May 25, 2008. The EPA DBE Program encompasses many of the components of the former MBE/WBE Program and also includes changes.

Some changes are:

- Creation of the Disadvantaged Business Enterprise (DBE) Program (formerly the Minority Business Enterprise/Women's Business Enterprise (MBE/WBE) Program).
- Recipients receiving a total of \$250K or less in financial assistance in a given fiscal year are exempt from this requirement.
- The "Six Affirmative Steps" and "Six Positive Efforts" were combined into the "Six Good Faith Efforts."
- A recipient must require its prime contractor to pay its subcontractor for satisfactory performance no more than 30 days from the prime contractor's receipt of payment from the recipient.
- The loan recipient must be notified in writing by its prime contractor prior to any termination of a DBE subcontractor.

- If a DBE subcontractor fails to complete work under the subcontract for any reason, the prime contractor must use the Six Good Faith Efforts in selecting a replacement subcontractor.
- The prime contractor must employ the Six Good Faith Efforts even if the prime has achieved its Fair Share Objectives.
- Recipients who reported quarterly under the old MBE/WBE program will now report semi-annually.
- MBE's and WBE's can no longer self-certify. They must be certified by EPA, Small Business Administration (SBA), Department of Transportation (DOT) or by state, local, Tribal or private entities whose certification criteria match EPA's. (MBEs and WBEs must be certified in order to be counted toward a recipient's MBE/WBE accomplishments.) The new requirements affect all financial assistance agreements entered into from the effective date of the rule (May 25, 2008). The new DBE rule won't affect those financial assistance agreements entered into before May 25, 2008; those will still operate under the old MBE/WBE program requirements.

## SUMMARY OF GOALS

Stated simply, in meeting DBE goals under this program, the prime contractor must either 1) achieve the goal of contracting to Minority or Women-Owned Enterprises (MBE/WBE), or 2) follow the proper procedures in thoroughly documenting good faith efforts to achieve MBE/WBE goal participation. A prime contractor who is an MBE/WBE firm can also be counted towards the goal. (see attached current participation goals for the Department)

## REQUIREMENTS

### A. Definitions

- Disadvantaged Business Enterprise – Per EPA requirements for projects funded under the Alaska Drinking Water Fund and Alaska Clean Water Fund loan programs, Disadvantage Business Enterprises only include entities owned and/or controlled by socially and economically disadvantaged individuals (as described in 42 USC 7601 and 42 USC 4370d) – which includes Women's Business Enterprises (WBE) and Minority Business Enterprises (MBE). (for more information go to: <http://www.epa.gov/osbp/grants.htm>)
- Minority Business Enterprise or Women Owned Business Enterprise – means a small business concern which is owned and controlled by one or more minorities or women. Owned and controlled means a business:
  1. Which is at least 51 percent owned by one or more minorities or women, or in the case of a publicly owned business, at least 51% of the stock is owned by one or more minorities or women;



2. Whose management and daily business operations are controlled by one or more such individuals.

➤ Socially Disadvantage Individual – means a person who is a citizen or lawful permanent resident of the United States and who is:

- Black;
- Hispanic;
- Portuguese;
- Asian American;
- American Indian and Alaskan Native; and
- Members of other groups, or other individuals, found to be economically and socially disadvantaged by the United States Small Business Administration under section 8(a) of the federal Small Business Act.

➤ Economically Disadvantaged Individual – those socially disadvantaged individuals whose ability to compete in the free enterprise system has been impaired due to diminished capital or credit opportunities, as compared to others in the same business area who are not socially disadvantaged.

## **B. Implementation for DBE Procurement**

As part of ADEC's capitalization grants for both the ADWF and ACWF loan programs, the programs have an overall Fair Share (or utilization goal) objective of 3.89% for MBE entities and 2.02% for WBE entities for construction only (effective July 1, 2013 – June 30, 2016). The loan recipient, engineering firm responsible for construction phase services, and prime contractor are required to adopt this same fair objective. The fair share objective is not a quota, EPA cannot penalize ADEC, the loan recipient, engineering firm, or the prime contractor for not meeting MBE or WBE participation objectives.

The prime contractor and consulting engineer responsible for construction phase services are required to make the good faith efforts and apply necessary administrative requirements. If the good faith efforts are not made when subcontracts are considered for the prime construction contract or for engineering construction phase services, the ability of ADEC to fund the project, or portion thereof, may be jeopardized.

## **C. How to Count DBE (MBE/WBE) Goals**

The proposed MBE/WBE firms to be used must be declared by the Bidder before contract award. The MBE/WBE may act as a prime contractor, subcontractor, joint venture partner, or supplier. To be counted toward a goal, the MBE/WBE must perform a commercially useful function. To calculate the minimum dollar value for MBE/WBE participation, multiply the total estimated contract price (including additives or alternates, if any) by the goal percentage.

## **D. How to Obtain DBE (MBE/WBE) Participation**

Prior to the scheduled pre-bid conference, solicit MBE/WBE participation to meet the goal. By contract award, the Bidder must either meet the goal or have made good faith efforts to do so. Good faith efforts include, but are not limited to the following:

1. Including qualified small, minority and women's business enterprises on solicitation lists.
2. Assuring that small, minority and women's businesses are solicited. If the MBE/WBE is only certified as a DBE, such as through the Alaska Department of Transportation, and the bidder has exhausted all efforts to determine the subcontractor MBE/WBE status, the bidder may document either category of certification to meet goal objectives.
3. Dividing total requirements when economically feasible, into small tasks or quantities to permit maximum participation of small, minority and women's businesses.
4. Establish delivery schedules, where requirements of the work permit, which will encourage participation by small, minority and women's businesses.
5. Using the services and assistance of the Small Business Administration and the Minority Business Development Agency of the U.S. Department of Commerce, as appropriate.
6. If the prime contractor or proposer awards subcontracts/procurements, require the subcontractor to take the affirmative steps 1 through 5 above.

#### **E. How to Credit DBE (MBE/WBE) Participation**

If the Bidder's firm is a qualified Minority or Women-Owned Business Enterprise, credit will be given for the portion of the contract for which the Bidder performs a commercially useful function, and for that portion that is subcontracted to other MBE/WBE firms. For example, a MBE/WBE prime contractor proposes to perform 60% of a project quoted at \$500,000, and subcontracts 20% to a majority firm and the remaining 20% to another MBE/WBE. This means the credited MBE/WBE participation will be 80% for the project (60% + 20%) or \$400,000.

#### **F. The DBE (MBE/WBE) Reporting Package**

To meet the MBE/WBE reporting requirements of the program, the following forms need to be submitted during the course of bidding, contract award, and administration of this project:

1. **COMPLIANCE STATEMENT** - acknowledges the MBE/WBE requirement by the bidder. It must be provided with the bid.
2. **REPORT OF PARTICIPATION** - documents the level of anticipated MBE/WBE participation. It is submitted after bid opening, but before contract award.
3. **CONTACT DOCUMENTATION** - documents the efforts taken to attain the MBE/WBE goals and it, or other documentation should be submitted with the Report of Participation if the bidder did not meet the established goal.
4. **GOOD FAITH EFFORTS** - Forms 6100-2, -3 and -4 that identify subcontractor participation, performance and utilization, respectively.

Form 6100-2: This form gives a DBE subcontractor the opportunity to describe the work the DBE subcontractor received from the prime contractor, how much the DBE subcontractor was paid, and any other concerns the DBE subcontractor might have.

This form must be provided to the DBE subcontractor. If the form is submitted by the DBE subcontractor it must be maintained in the file with the prime's contract.

Form 6100-3: This form captures an intended subcontractor's description of work to be performed for the prime contractor and the price of the work submitted to the prime.

This form must be completed by every DBE subcontractor and submitted as part of the bid or proposal package. It must be maintained in the file with the prime's contract.

Form 6100-4: This form captures the prime's intended use of an identified DBE subcontractor, and the dollar amount of the subcontract.

This form must be completed by the prime contractor and submitted as part of the bid or proposal package. It must be maintained in the file with the prime's contract.

5. **CONTRACT & PROCUREMENT SEMI-ANNUAL REPORT** – documents the actual MBE/WBE contracts executed by the Prime Contractor and submitted to the City. In the first week of April (reporting period, Oct – Mar) and October (reporting period, Apr – Sep), the City will submit a listing of the executed contracts (for the previous reporting) to the Alaska Department of Environmental Conservation through use of form 5700-52A. (form available at: [http://www.epa.gov/osbp/pdfs/5700\\_52a.pdf](http://www.epa.gov/osbp/pdfs/5700_52a.pdf))

#### **G. Create and Maintain a Bidders List**

Any entity that receives an ACWF or ADWF SRF loan is required to create and maintain a bidders list if the loan recipient is subject to, or chooses to follow, competitive bidding requirements. **The list must include all firms that bid or quote on prime contracts, or bid or quote subcontracts, including both MBE/WBEs and non-MBE/WBEs and must be maintained until the end of the project.**

#### **H. DBE Anti-Discrimination Contract Clause**

Under 40 CFR part 33, Appendix A, the following statement must be included in every contract issued by an ACWF/ADWF borrower to a prime contractor. The statement cannot be changed, modified, or altered in any way.

***"The contractor shall not discriminate on the basis of race, color, national origin or sex in the performance of this contract. The contractor shall carry out applicable requirements of 40 CFR part 33 in the award and administration of contracts awarded under EPA financial assistance agreements. 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."***

## **Minority and Women-Owned Business Enterprises (MBE/WBE) Report of Participation Documents.**

The following documents and other pertaining documents required by State or Federal reporting purposes are the responsibility of the contractor to complete and submit to the City of Homer and appropriate State or Federal Agency regardless of the status of the contractor. ADEC regulations require that the contractor shall attempt to meet the goals of Minority or Woman Business Enterprise.

The Report or Participation form must be submitted to the City of Homer and reviewed and approved by the funding agency before award of the contract.

The Contact Documentation is for contractor convenience. If they cannot meet the goal, they will have the Data to show they did make the contacts. The requirement is to Contact MBE/WBE firms, there is no requirement to select them.

MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISES CONTRACT & PROCUREMENT QUARTERLY REPORT are to be submitted by the Contractor Quarterly to the City of Homer.

### **MBE/WBE REQUIREMENTS**

This contract is subject to Minority and Women-Owned Business Enterprise (MBE/WBE) Goals and Requirements. The bidder shall certify that the bidder/proposer is aware of and will comply with the specifications and all applicable federal and state statutes and regulations concerning disadvantaged business participation in the City's programs, and the MBE/WBE Requirements shall be interpreted so as to provide the greatest opportunity for MBE/WBEs to participate in this solicitation. The MBE/WBE Specifications are shown below.

### **Part I – GENERAL**

1.1 State of Alaska Department of Environmental Conservation – Minority and Women-Owned Business Enterprises overview.

A. The loan recipient, consultant, and contractor of an Alaska Clean Water or Drinking Water fund loan project are required to comply with EPA regulations concerning the use of small, minority and women-owned businesses. Also required is compliance with EEO/Affirmative Action Regulations of the Department of Labor. These regulations help ensure that economic opportunities are available to all people of the country.

B. The expenditure of Federal funds must reflect equal opportunity, anti-discrimination provisions of the 1964 Civil Rights Act, affirmative action and small, minority and women-owned business utilization. The above requirements are applicable to all contracts and subcontracts exceeding \$25,000. It is the function

of the Office of Small and Disadvantaged Business Utilization and the Department of Labor, Office of Federal Contract Compliance Programs to assure that these mandates are carried out to the maximum extent practical.

## **Part 2 – Summary of Goal**

2.1 Stated simply, the prime contractor must either 1) achieve the goal of contracting 4.92% of the contract value to Minority-Owned Business Enterprises (MBE) and 2.38% of the contract value to Women-Owned Business Enterprises (WBE) for a total of 7.3% MBE/WBE participation, or 2) follow the proper procedures in thoroughly documenting good faith efforts to achieve 7% MBE/WBE participation. A prime contractor that is an MBE/WBE firm can be counted towards the goal.

## **PART 3 – REQUIREMENTS**

A. A minority Business Enterprise or Women Owned Business Enterprise is defined as a small business concern that is owned and controlled by one or more minorities or women. Owned and controlled means a business:

1. Which is at least 51 percent owned by one or more minorities or women, or in the case of a publicly owned business, at least 51% of the stock is owned by one or more minorities or women;
2. Whose management and daily business operations are controlled by one or more such individuals.

B. Minority means a person who is a citizen or lawful permanent resident of the United States and who is:

1. Black
2. Hispanic
3. Portuguese
4. Asian American
5. American Indian and Alaskan Native, and
6. Members of other groups, or other individuals, found to be economically and socially disadvantaged by the United States Small Business Administration under section 8(a) of the federal small business act.

C. MBE/WBE firms that are registered with ADOT&PF and/or the Municipality of Anchorage as MBE/WBE firms satisfy the definition of MBE/WBE firms for this contract. Bidders shall utilize the Municipality of Anchorage (MOA) MBE/WBE registration list to determine whether to categorize a DBE contractor on the ADOT&PF registration list as MBE or WBE for the purposes of this contract. If an ADOT&PF registered DBE contractor is not on the MOA list, the bidder shall use their best judgment to categorize the sub-contractor as MBE or WBE for this contract.

### **3.2 HOW TO COUNT MBE/WBE Goals**

A. The proposed MBE/WBE firms to be used must be declared by the Bidder before contract award. The MBE/WBE may act as a prime contractor, subcontractor, joint venture partner, or supplier. To be counted toward a goal, the MBE/WBE must perform a commercially useful function. To calculate the minimum dollar value for MBE/WBE participation, multiply the total estimated contract price (including additives or alternates, if any) by the goal percentage.

### 3.3. HOW TO OBTAIN MBE/WBE PARTICIPATION

A. Prior to the scheduled pre-bid conference, solicit MBE/WBE participation to meet the goal. By contract award, the Bidder either must meet the goal or have made good faith efforts to do so. Good faith efforts include, but are not limited to, the following:

1. Including qualified small, minority and women's business enterprises on solicitation lists.
2. Assuring that small, minority and women's businesses are solicited.
3. Dividing total requirements when economically feasible, into small tasks or quantities to permit maximum participation of small, minority, and women's businesses.
4. Establish delivery schedules, where requirements of the work permit, which will encourage participation by small, minority and women's businesses.
5. Using the services and assistance of the Small Business Administration and the Minority Business Development Agency of the U.S. Department of Commerce, as appropriate.
6. If the prime contractor or proposer awards subcontracts/procurements, require the subcontractor to take the affirmative steps 1 through 5 above.

### 3.4 HOW TO CREDIT MBE/WBE PARTICIPATION

A. If the Bidder's firm is a qualified Minority or Women-Owned Business Enterprise, credit will be given for the portion of the contract for which the Bidder performs a commercially useful function and for that portion that is subcontracted to other MBE/WBE firms. For example, a MBE/WBE prime contractor proposed to perform 60% of a project quoted at \$500,000, subcontracts 20% to a majority firm and the remaining 20% to another MBE/WBE. This means the credited MBE/WBE participation will be 80% for the project (60% + 20%) or \$400,000.

### 3.5 THE MBE/WBE REPORTING PACKAGE

A. To meet the MBE/WBE reporting requirements of the program, the following forms need to be submitted during the course of bidding, contract award, and administration of this project:

1. **COMPLIANCE STATEMENT** – acknowledges the MBE/WBE requirement by the bidder. It must be provided with the bid.
2. **REPORT OF PARTICIPATION** – documents the level of anticipated MBE/WBE participation. It is submitted after bid opening, but before contract award.
3. **CONTACT DOCUMENTATION** – documents the efforts taken to attain the MBE/WBE goals and it, or other documentation should be submitted with the Report of Participation if the bidder did not meet the established goal.
4. **UTILIZATION** – documents actual MBE/WBE utilization. It is submitted with each pay request.
5. **CONTRACT AND PROCUREMENT QUARTERLY REPORT** – documents the actual MBE/WBE contracts executed by the Prime Contractor and submitted to the City. In the first week of each quarter (January, April, July, October) the City will submit a listing of the executed contracts (for the previous quarter) to the Alaska Department of Environmental Conservation.

**CERTIFICATION REGARDING DEBARMENT, SUSPENSION, AND OTHER  
RESPONSIBLY MATTERS**

**Federally debarred firms are prohibited from bidding on this project. The following form (EPA Form 5700-49) must be submitted by the successful bidder and any subcontractors before construction contract is signed.**

**Suspension and Debarment**

Contractor shall fully comply with Subpart C of 40 CFR Part 32, entitled "Responsibilities of Participants Regarding Transactions." Contractor is responsible for ensuring that any lower tier covered transaction, as described in Subpart B of 40 CFR Part 32, entitled "Covered Transactions," includes a term or condition requiring compliance with Subpart C. Contractor is responsible for further requiring the inclusion of a similar term or condition in any subsequent lower tier covered transactions. Contractor acknowledges that failing to disclose the information required under 40 CFR 32.335 may result in the delay or negation of this assistance agreement, or pursuance of legal remedies, including suspension and debarment.

Debarment status can be accesses at [www.epls.gov](http://www.epls.gov)

**STATE OF ALASKA  
DEPARTMENT OF ENVIRONMENTAL CONSERVATION**

**MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISES  
REPORT OF PARTICIPATION**

**Project Name** \_\_\_\_\_ **RFP/Contract No.** \_\_\_\_\_

**Company Name** \_\_\_\_\_ **Prepared By** \_\_\_\_\_

The successful bidder/proposer must complete and submit this form after bid time, but prior to contract award. Please list below the name and address of each MBE or WBE subcontractor who will perform work under this contract, along with the contracted amount that will be applicable to the goal. Indicate whether the firm is MBE or WBE, and include your own firm if MBE/WBE eligible. A proposal submitted without adequate MBE/WBE participation or showing of good faith efforts to achieve such participation can render the bid proposal non-responsive. One copy of each executed MBE/WBE subcontract must be provided to the City by the successful prime contractor. Any changes to the list below must have prior approval by the City.

| Firm Name | AK Contractor's<br>License No. | Contact Name &<br>Phone No. | Type of Work | Contract Amount | MBE/WBE |
|-----------|--------------------------------|-----------------------------|--------------|-----------------|---------|
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |
| _____     | _____                          | _____                       | _____        | \$ _____        | _____   |

**Contract(s) Total: \$** \_\_\_\_\_ **MBE/WBE Goal: 7.3%** **Achieved: % = \$** \_\_\_\_\_

**Authorized Representative's Signature**

**Date**



**STATE OF ALASKA  
DEPARTMENT OF ENVIRONMENTAL CONSERVATION**

**MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISES  
CONTACT DOCUMENTATION**

**Project Name** \_\_\_\_\_ **RFP/Contract No.** \_\_\_\_\_

**Company Name** \_\_\_\_\_ **Authorized Signature/Title** \_\_\_\_\_

This form is provided for your convenience to document your efforts in meeting MBE/WBE utilization goals. You may use additional sheets if needed. If you do not meet the MBE/WBE goal, you may return this form, or other supporting documentation (explanations, advertising notices, solicitations, etc.) with your MBE/WBE Report of Participation.

---

**Firm** \_\_\_\_\_ **MBE** \_\_\_\_\_ **WBE** \_\_\_\_\_  
**Address** \_\_\_\_\_

**Type of Work** \_\_\_\_\_ **Bid Amount \$** \_\_\_\_\_  
**Dates of Contact** \_\_\_\_\_  
**Method of Contact** \_\_\_\_\_  
**Contact's Name** \_\_\_\_\_  
**Results of Contact** \_\_\_\_\_  
**If rejected, why** \_\_\_\_\_

---

**Firm** \_\_\_\_\_ **MBE** \_\_\_\_\_ **WBE** \_\_\_\_\_  
**Address** \_\_\_\_\_

**Type of Work** \_\_\_\_\_ **Bid Amount \$** \_\_\_\_\_  
**Dates of Contact** \_\_\_\_\_  
**Method of Contact** \_\_\_\_\_  
**Contact's Name** \_\_\_\_\_  
**Results of Contact** \_\_\_\_\_  
**If rejected, why** \_\_\_\_\_

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**Firm** \_\_\_\_\_ **MBE** \_\_\_\_\_ **WBE** \_\_\_\_\_  
**Address** \_\_\_\_\_

**Type of Work** \_\_\_\_\_ **Bid Amount \$** \_\_\_\_\_  
**Dates of Contact** \_\_\_\_\_  
**Method of Contact** \_\_\_\_\_  
**Contact's Name** \_\_\_\_\_  
**Results of Contact** \_\_\_\_\_  
**If rejected, why** \_\_\_\_\_



**X. 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).

| NO. | ITEMS | TYPE | SIZE/CAPACITY | PRESENT VALUE |
|-----|-------|------|---------------|---------------|
|     |       |      |               |               |
|     |       |      |               |               |
|     |       |      |               |               |
|     |       |      |               |               |
|     |       |      |               |               |
|     |       |      |               |               |
|     |       |      |               |               |

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**

| 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  
and Federal Davis-Bacon Labor Rates**

General Decision Number: AK190001 01/18/2019 AK1

Superseded General Decision Number: AK20180001

State: Alaska

Construction Types: Building and Heavy

Counties: Alaska Statewide.

BUILDING AND HEAVY CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

| Modification Number | Publication Date |
|---------------------|------------------|
| 0                   | 01/04/2019       |
| 1                   | 01/11/2019       |
| 2                   | 01/18/2019       |

ASBE0097-001 01/01/2018

|  | Rates    | Fringes |
|--|----------|---------|
| Asbestos Workers/Insulator<br>(includes application of all insulating materials protective coverings, coatings and finishings to all types of mechanical systems)..... | \$ 38.68 | 21.57   |
| HAZARDOUS MATERIAL HANDLER<br>(includes preparation, wetting, stripping, removal scrapping, vacuming, bagging, and disposing of all                                    |          |         |



insulation materials, whether they contain asbestos or not, from mechanical systems).....\$ 37.38 19.55

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BOIL0502-002 10/01/2017

|                  | Rates    | Fringes |
|------------------|----------|---------|
| BOILERMAKER..... | \$ 46.17 | 29.70   |

-----  
BRAK0001-002 07/01/2018

|   | Rates    | Fringes |
|---|----------|---------|
| Bricklayer, Blocklayer,<br>Stonemason, Marble Mason,<br>Tile Setter, Terrazzo Worker..... | \$ 40.81 | 19.77   |
| Tile & Terrazzo Finisher.....   | \$ 34.79 | 19.62   |

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CARP1501-001 09/01/2016

|                 | Rates    | Fringes |
|-----------------|----------|---------|
| MILLWRIGHT..... | \$ 36.74 | 22.99   |

-----  
CARP2520-003 09/01/2018

|   | Rates    | Fringes |
|---|----------|---------|
| Diver   |          |         |
| Stand-by.....                                 | \$ 42.65 | 25.66   |
| Tender.....                                   | \$ 41.65 | 25.66   |
| Working.....                                  | \$ 82.45 | 25.66   |
| Piledriver                                    |          |         |
| Piledriver; Skiff Operator<br>and Rigger..... | \$ 38.34 | 25.66   |
| Sheet Stabber.....                            | \$ 38.34 | 25.66   |
| Welder.....                                   | \$ 43.90 | 25.66   |

DEPTH PAY PREMIUM FOR DIVERS BELOW WATER SURFACE:

|                     |                 |
|---------------------|-----------------|
| 50-100 feet         | \$1.00 per foot |
| 101 feet and deeper | \$2.00 per foot |

ENCLOSURE PAY PREMIUM WITH NO VERTICAL ASCENT:

|                    |                     |
|--------------------|---------------------|
| 5-50 FEET          | \$1.00 PER FOOT/DAY |
| 51-100 FEET        | \$2.00 PER FOOT/DAY |
| 101 FEET AND ABOVE | \$3.00 PER FOOT/DAY |

SATURATION DIVING:

The standby rate applies until saturation starts. The saturation diving rate applies when divers are under pressure continuously until work task and decompression are complete. the diver rate shall be paid for all saturation hours.

WORK IN COMBINATION OF CLASSIFICATIONS:

Employees working in any combination of classifications within the diving crew (except dive supervisor) in a shift are paid in the classification with the highest rate for that shift.

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CARP4059-001 09/01/2018

|                      | Rates    | Fringes |
|----------------------|----------|---------|
| CARPENTER            |          |         |
| Including Lather and |          |         |
| Drywall Hanging..... | \$ 38.34 | 25.66   |

-----  
ELEC1547-004 04/01/2018

|                    | Rates    | Fringes    |
|--------------------|----------|------------|
| CABLE SPLICER..... | \$ 39.82 | 3%+\$26.44 |
| ELECTRICIAN.....   | \$ 39.49 | 3%+\$26.69 |

-----  
ELEC1547-005 04/01/2018

Line Construction

|                              | Rates    | Fringes  |
|------------------------------|----------|----------|
| CABLE SPLICER.....           | \$ 52.57 | 3%+30.81 |
| Linemen (Including Equipment |          |          |
| Operators, Technician).....  | \$ 50.52 | 3%+30.81 |
| Powderman.....               | \$ 48.52 | 3%+30.81 |
| TREE TRIMMER.....            | \$ 36.21 | 3%+24.19 |

-----  
ELEV0019-002 01/01/2019

|                        | Rates    | Fringes    |
|------------------------|----------|------------|
| ELEVATOR MECHANIC..... | \$ 57.23 | 33.705+a+b |

FOOTNOTE: a. Employer contributes 8% of the basic hourly rate for over 5 year's service and 6% of the basic hourly rate for 6 months to 5 years' of service as vacation paid credit. b. Eight paid holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving, and Christmas Day

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ENGI0302-002 01/01/2019

|                          | Rates    | Fringes |
|--------------------------|----------|---------|
| POWER EQUIPMENT OPERATOR |          |         |
| GROUP 1.....             | \$ 40.53 | 23.65   |
| GROUP 1A.....            | \$ 42.29 | 23.65   |
| GROUP 2.....             | \$ 39.76 | 23.65   |
| GROUP 3.....             | \$ 39.04 | 23.65   |
| GROUP 4.....             | \$ 32.83 | 23.65   |
| TUNNEL WORK              |          |         |
| GROUP 1.....             | \$ 44.58 | 23.65   |
| GROUP 1A.....            | \$ 46.52 | 23.65   |
| GROUP 2.....             | \$ 43.74 | 23.65   |
| GROUP 3.....             | \$ 42.94 | 23.65   |
| GROUP 4.....             | \$ 36.11 | 23.65   |

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Asphalt Roller: Breakdown, Intermediate, and Finish; Back Filler; Barrier Machine (Zipper); Beltcrete with power pack and similar conveyors; Bending Machine; Boat Coxwains; Bulldozers; Cableways, Highlines and Cablecars; Cleaning Machine; Coating Machine; Concrete Hydro Blaster; Cranes-45 tons and under or 150 foot boom and under (including jib and 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); Drilling Machines, core, cable, rotary and exploration; Finishing Machine Operator, Concrete Paving, Laser Screed, Sidewalk, Curb and Gutter Machine; Helicopters; Hover Craft, Flex Craft, Loadmaster, Air Cushion, All Terrain Vehicle, Rollagon, Bargecable, Nodwell, and Snow Cat; Hydro Ax: Feller Buncher and similar; Loaders (2 1/2 yards through 5 yards, including all attachments): Forklifts with telescopic boom and swing attachment, Overhead and front end, 2 1/2 yards through 5 yards, Loaders with forks or pipe clamps; Loaders, elevating belt type, Euclid and similar types; Mechanics, Bodyman; Micro Tunneling Machine; Mixers: Mobile type w/hoist combination; Motor Patrol Grader; Mucking Machines: Mole, Tunnel Drill, Horizontal/Directional Drill Operator, and/or Shield; Operator on Dredges; Piledriver Engineers, L. B. Foster, Puller or similar Paving Breaker; Power Plant, Turbine Operator, 200 k.w. and over (power plants or combination of power units over 300 k.w.); Scrapers-through 40 yards; Service Oiler/Service Engineer; Sidebooms-under 45 tons; Shot Blast Machine; Shovels, Backhoes, Excavators with all attachments, and Gradealls (3 yards and under), Spreaders, Blaw Knox, Cedarapids, Barber Greene, Slurry Machine; Sub-grader (Gurries, Reclaimer, and similar types); Tack tractor; Truck mounted Concrete Pumps, Conveyor, Creter; Water Kote Machine; Unlicensed off road hauler

GROUP 1A: Camera/Tool/Video Operator (Slipline), Cranes-over 45 tons or 150 foot (including jib and attachments): (a) Clamshells and Draglines (over 3 yards), (b) Tower cranes; Licensed Water/Waste Water Treatment Operator; Loaders over 5 yds.; Certified Welder, Electrical Mechanic, Camp Maintenance Engineer, Mechanic (over 10,000 hours); 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. and over; Quad; Screed; Shovels, Backhoes, Excavators with all attachments (over 3 yards), Sidebooms over 45 tons; Slip Form Paver, C.M.I. and similar types; Scrapers over 40 yards;

GROUP 2: Boiler-fireman; Cement Hog and Concrete Pump Operator; Conveyors (except as listed in group 1); Hoist on steel erection; Towermobiles and Air Tuggers; Horizontal/Directional Drill Locator; Licensed Grade Technician; Loaders, (i.e., Elevating Grader and Material Transfer Vehicle); Locomotives: rod and geared engines; Mixers; Screening, Washing Plant; Sideboom (cradling rock drill regardless of size); Skidder; Trenching Machine under 16 inches; Waste/ Waste Water Treatment Operator.

GROUP 3: "A" Frame Trucks, Deck Winches: single power drum; 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 and Stake Hopper; Hoist, Air Tuggers, Elevators; Loaders: (a) Elevating-Athey, Barber Green and similar types (b) Forklifts or Lumber Carrier (on construction job site) (c) Forklifts with Tower (d) Overhead and Front-end, under 2 1/2 yds. Locomotives: Dinkey (air, steam, gas and electric) Speeders; Mechanics (light duty); Oil, Blower Distribution; Post Hole Diggers, mechanical; Pot Fireman (power agitated); Power Plant, Turbine Operator, under 200 k.w.; Pumps-water; Roller-other than Plantmix; Saws, concrete; Skid Steer with all attachments; Straightening Machine; Tow Tractor

GROUP 4: Rig Oiler/Crane Assistant Engineer; Parts and Equipment Coordinator; Swamper (on trenching machines or shovel type equipment); Spotter; Steam Cleaner; Drill Helper.

FOOTNOTE: Groups 1-4 receive 10% premium while performing tunnel or underground work. Rig Oiler/Crane Assistant Engineer shall be required on cranes over 85 tons or over 100 feet of boom.

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IRON0751-003 07/01/2018

|  | Rates    | Fringes |
|--|----------|---------|
| IRONWORKER   |          |         |
| BRIDGE, STRUCTURAL,<br>ORNAMENTAL, REINFORCING<br>MACHINERY MOVER, RIGGER,<br>SHEETER, STAGE RIGGER, |          |         |
| BENDER OPERATOR.....   | \$ 37.90 | 31.48   |
| FENCE, BARRIER INSTALLER....   | \$ 34.40 | 31.48   |
| GUARDRAIL INSTALLERS.....  | \$ 35.14 | 31.48   |
| GUARDRAIL LAYOUT MAN.....  | \$ 35.14 | 31.48   |
| HELICOPTER, TOWER.....   | \$ 38.90 | 31.48   |

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LABO0341-005 04/01/2018

|  | Rates    | Fringes |
|--|----------|---------|
| Laborers: South of the 63rd<br>Parallel & West of Longitude<br>138 Degrees |          |         |
| GROUP 1.....   | \$ 30.26 | 27.01   |
| GROUP 2.....   | \$ 31.26 | 27.01   |
| GROUP 3.....   | \$ 32.16 | 27.01   |
| GROUP 3A.....  | \$ 35.44 | 27.01   |
| GROUP 3B.....  | \$ 39.98 | 24.30   |
| GROUP 4.....   | \$ 19.83 | 27.01   |
| TUNNELS, SHAFTS, AND RAISES  |          |         |
| GROUP 1.....   | \$ 33.29 | 27.01   |
| GROUP 2.....   | \$ 34.39 | 27.01   |
| GROUP 3.....   | \$ 35.38 | 27.01   |
| GROUP 3A.....  | \$ 38.98 | 27.01   |
| GROUP 3B.....  | \$ 42.88 | 24.30   |

## LABORERS CLASSIFICATIONS

GROUP 1: Asphalt Workers (shovelman, plant crew); Brush Cutters; Camp Maintenance Laborer; Carpenter Tenders; Choke Setters, Hook Tender, Rigger, Signalman; Concrete Laborer (curb and gutter, chute handler, grouting, curing, screeding); Crusher Plant Laborer; Demolition Laborer; Ditch Diggers; Dump Man; Environmental Laborer (asbestos (limited to nonmechanical systems), hazardous and toxic waste, oil spill); Fence Installer; Fire Watch Laborer; Flagman; Form Strippers; General Laborer; Guardrail Laborer, Bridge Rail Installers; Hydro-Seeder Nozzleman; Laborers (building); Landscape or Planter; Laying of Decorative Block (retaining walls, flowered decorative block 4 feet and below); Material Handlers; Pneumatic or Power Tools; Portable or Chemical Toilet Serviceman; Pump Man or Mixer Man; Railroad Track Laborer; Sandblast, Pot Tender; Saw Tenders; Scaffold Building and Erecting; Slurry Work; Stake Hopper; Steam Point or Water Jet Operator; Steam Cleaner Operator; Tank Cleaning; Utiliwalk, Utilidor Laborer and Conduit Installer; Watchman (construction projects); Window Cleaner

GROUP 2: Burning and Cutting Torch; Cement or Lime Dumper or Handler (sack or bulk); Choker Splicer; Chucktender (wagon, airtrack and hydraulic drills); Concrete Laborers (power buggy, concrete saws, pumpcrete nozzleman, vibratorman); Culvert Pipe Laborer; Cured in place Pipelayer; Environmental Laborer (marine work, oil spill skimmer operator, small boat operator); Foam Gun or Foam Machine Operator; Green Cutter (dam work); Gunnite Operator; Hod Carriers; Jackhammer or Pavement Breakers (more than 45 pounds); Laying of Decorative Block (retaining walls, flowered decorative block above 4 feet); Mason Tender and Mud Mixer (sewer work); Pilot Car; Plasterer, Bricklayer and Cement Finisher Tenders; Power Saw Operator; Railroad Switch Layout Laborer; Sandblaster; Sewer Caulkers; Sewer Plant Maintenance Man; Thermal Plastic Applicator; Timber Faller, chain saw operator, filer; Timberman

GROUP 3: Alarm Installer; Bit Grinder; Guardrail Machine Operator; High Rigger and tree toppler; High Scaler; Multiplate; Slurry Seal Squeegee Man

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers

GROUP 3B: Grade checker (setting or transferring of grade marks, line and grade)

GROUP 4: Final Building Cleanup

## TUNNELS, SHAFTS, AND RAISES CLASSIFICATIONS

GROUP 1: Brakeman; Muckers; Nippers; Topman and Bull Gang; Tunnel Track Laborer

GROUP 2: Burning and Cutting Torch; Concrete Laborers; Jackhammers; Nozzleman, Pumpcrete or Shotcrete.

GROUP 3: Miner; Retimberman

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers.

GROUP 3B: Grade checker (setting or transferring of grade marks, line and grade)

Tunnel shaft and raise rates only apply to workers regularly employed inside a tunnel portal or shaft collar.

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LABO0942-001 04/01/2018

|  | Rates    | Fringes |
|--|----------|---------|
| Laborers: North of the 63rd<br>Parallel & East of Longitude<br>138 Degrees |          |         |
| GROUP 1.....   | \$ 30.26 | 27.21   |
| GROUP 2.....   | \$ 31.26 | 27.21   |
| GROUP 3.....   | \$ 32.16 | 27.21   |
| GROUP 3A.....  | \$ 35.44 | 27.21   |
| GROUP 3B.....  | \$ 38.98 | 24.50   |
| GROUP 4.....   | \$ 19.83 | 27.21   |
| TUNNELS, SHAFTS, AND RAISES  |          |         |
| GROUP 1.....   | \$ 33.29 | 27.21   |
| GROUP 2.....   | \$ 34.39 | 27.21   |
| GROUP 3.....   | \$ 35.38 | 27.21   |
| GROUP 3A.....  | \$ 38.98 | 27.21   |
| GROUP 3B.....  | \$ 42.88 | 24.50   |

LABORERS CLASSIFICATIONS

GROUP 1: Asphalt Workers (shovelman, plant crew); Brush Cutters; Camp Maintenance Laborer; Carpenter Tenders; Choke Setters, Hook Tender, Rigger, Signalman; Concrete Laborer (curb and gutter, chute handler, grouting, curing, screeding); Crusher Plant Laborer; Demolition Laborer; Ditch Diggers; Dump Man; Environmental Laborer (asbestos (limited to nonmechanical systems), hazardous and toxic waste, oil spill); Fence Installer; Fire Watch Laborer; Flagman; Form Strippers; General Laborer; Guardrail Laborer, Bridge Rail Installers; Hydro-Seeder Nozzleman; Laborers (building); Landscape or Planter; Laying of Decorative Block (retaining walls, flowered decorative block 4 feet and below); Material Handlers; Pneumatic or Power Tools; Portable or Chemical Toilet Serviceman; Pump Man or Mixer Man; Railroad Track Laborer; Sandblast, Pot Tender; Saw Tenders; Scaffold Building and Erecting; Slurry Work; Stake Hopper; Steam Point or Water Jet Operator; Steam Cleaner Operator; Tank Cleaning; Utiliwalk, Utilidor Laborer and Conduit Installer; Watchman (construction projects); Window Cleaner

GROUP 2: Burning and Cutting Torch; Cement or Lime Dumper or Handler (sack or bulk); Choker Splicer; Chucktender (wagon, airtrack and hydraulic drills); Concrete Laborers (power buggy, concrete saws, pumpcrete nozzleman, vibratorman); Culvert Pipe Laborer; Cured in place Pipelayer; Environmental Laborer (marine work, oil spill skimmer operator, small boat operator); Foam Gun or Foam Machine Operator; Green Cutter (dam work); Gunnite Operator; Hod Carriers; Jackhammer or Pavement Breakers (more than 45 pounds); Laying of Decorative Block (retaining walls, flowered decorative block above 4 feet); Mason Tender and Mud Mixer (sewer work); Pilot Car; Plasterer, Bricklayer and Cement Finisher Tenders; Power Saw Operator; Railroad Switch Layout Laborer; Sandblaster; Sewer Caulkers; Sewer Plant Maintenance Man; Thermal Plastic Applicator; Timber Faller, chain saw operator, filer; Timberman

GROUP 3: Alarm Installer; Bit Grinder; Guardrail Machine Operator; High Rigger and tree topper; High Scaler; Multiplate; Slurry Seal Squeegee Man

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers

GROUP 3B: Grade checker (setting or transferring of grade marks, line and grade)

GROUP 4: Final Building Cleanup

#### TUNNELS, SHAFTS, AND RAISES CLASSIFICATIONS

GROUP 1: Brakeman; Muckers; Nippers; Topman and Bull Gang; Tunnel Track Laborer

GROUP 2: Burning and Cutting Torch; Concrete Laborers; Jackhammers; Nozzleman, Pumpcrete or Shotcrete.

GROUP 3: Miner; Retimberman

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers.

GROUP 3B: Grade checker (setting or transferring of grade marks, line and grade)

Tunnel shaft and raise rates only apply to workers regularly employed inside a tunnel portal or shaft collar.

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PAIN1959-001 07/01/2018

NORTH OF THE 63RD PARALLEL

Rates

Fringes

PAINTER

|   |          |       |
|---|----------|-------|
| BRUSH/ROLLER PAINT OR WALL COVERER.....   | \$ 32.09 | 21.09 |
| TAPING, TEXTURING, STRUCTURAL PAINTING, SANDBLASTING, POT TENDER, FINISH METAL, SPRAY, BUFFER OPERATOR, RADON MITIGATION, LEAD BASED PAINT ABATEMENT, HAZARDOUS MATERIAL HANDLER..... | \$ 32.61 | 21.09 |

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PAIN1959-002 07/01/2018

SOUTH OF THE 63RD PARALLEL

|  | Rates    | Fringes |
|--|----------|---------|
| PAINTER  |          |         |
| Brush, Roller, Sign, Paper and Vinyl, Swing Stage, Hand Taper/Drywall, Structural Steel, and Commercial Spray..... | \$ 32.09 | 21.09   |
| Machine Taper/Drywall.....   | \$ 32.61 | 21.09   |
| Spray-Sand/Blast, Epoxy and Tar Applicator.....  | \$ 32.61 | 20.09   |

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PAIN1959-003 07/01/2018

NORTH OF THE 63RD PARALLEL

|              | Rates    | Fringes |
|--------------|----------|---------|
| GLAZIER..... | \$ 39.28 | 23.49   |

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PAIN1959-004 07/01/2018

|                          | Rates    | Fringes |
|--------------------------|----------|---------|
| FLOOR LAYER: Carpet..... | \$ 29.13 | 14.06   |

-----  
PAIN1959-006 07/01/2018

SOUTH OF THE 63RD PARALLEL

|              | Rates    | Fringes |
|--------------|----------|---------|
| GLAZIER..... | \$ 39.28 | 23.49   |

-----  
PLAS0867-001 02/01/2016

|                              | Rates    | Fringes |
|------------------------------|----------|---------|
| PLASTERER                    |          |         |
| North of the 63rd parallel.. | \$ 37.25 | 20.41   |
| South of the 63rd parallel.. | \$ 37.00 | 20.41   |

-----  
PLAS0867-004 02/01/2016

Rates Fringes



CEMENT MASON/CONCRETE FINISHER

|                                      |       |
|--------------------------------------|-------|
| North of the 63rd parallel..\$ 37.25 | 20.41 |
| South of the 63rd parallel..\$ 37.00 | 20.41 |

-----  
PLUM0262-002 01/01/2017

East of the 141st Meridian

|                                   | Rates | Fringes |
|-----------------------------------|-------|---------|
| Plumber; Steamfitter.....\$ 38.02 |       | 26.72   |

-----  
PLUM0367-002 07/01/2017

South of the 63rd Parallel

|                                   | Rates | Fringes |
|-----------------------------------|-------|---------|
| Plumber; Steamfitter.....\$ 39.00 |       | 23.80   |

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\* PLUM0375-002 07/01/2018

North of the 63rd Parallel

|                                   | Rates | Fringes |
|-----------------------------------|-------|---------|
| Plumber; Steamfitter.....\$ 41.46 |       | 26.40   |

-----  
PLUM0669-002 04/01/2017

|                               | Rates | Fringes |
|-------------------------------|-------|---------|
| SPRINKLER FITTER.....\$ 46.00 |       | 23.29   |

-----  
ROOF0189-006 04/01/2018

|                     | Rates | Fringes |
|---------------------|-------|---------|
| ROOFER.....\$ 44.62 |       | 15.50   |

-----  
SHEE0023-003 07/01/2018

South of the 63rd Parallel

|                                 | Rates | Fringes |
|---------------------------------|-------|---------|
| SHEET METAL WORKER.....\$ 42.70 |       | 26.40   |

-----  
SHEE0023-004 07/01/2017

North of the 63rd Parallel

|                                 | Rates | Fringes |
|---------------------------------|-------|---------|
| SHEET METAL WORKER.....\$ 47.74 |       | 23.48   |

-----  
TEAM0959-003 03/01/2018

Rates Fringes

TRUCK DRIVER

|               |          |       |
|---------------|----------|-------|
| GROUP 1.....  | \$ 39.59 | 23.62 |
| GROUP 1A..... | \$ 40.86 | 23.62 |
| GROUP 2.....  | \$ 38.33 | 23.62 |
| GROUP 3.....  | \$ 37.51 | 23.62 |
| GROUP 4.....  | \$ 36.93 | 23.62 |
| GROUP 5.....  | \$ 36.17 | 23.62 |

GROUP 1: Semi with Double Box Mixer; Dump Trucks (including rockbuggy and trucks with pups) over 40 yards up to and including 60 yards; Deltas, Commanders, Rollogans and similar equipment when pulling sleds, trailers or similar equipment; Boat Coxswain; Lowboys including attached trailers and jeeps, up to and including 12 axles; Ready-mix over 12 yards up to and including 15 yards); Water Wagon (250 Bbls and above); Tireman, Heavy Duty/Fueler

GROUP 1A: Dump Trucks (including Rockbuggy and Trucks with pups) over 60 yards up to and including 100 yards; Jeeps (driver under load)

GROUP 2: Turn-O-Wagon or DW-10 not self-loading; All Deltas, Commanders, Rollogans, and similar equipment; Mechanics; Dump Trucks (including Rockbuggy and Trucks with pups) over 20 yards up to and including 40 yards; Lowboys including attached trailers and jeeps up to and including 8 axles; Super vac truck/cacasco truck/heat stress truck; Ready-mix over 7 yards up to and including 12 yards; Partsman; Stringing Truck

GROUP 3: Dump Trucks (including Rockbuggy and Trucks with pups) over 10 yards up to and including 20 yards; batch trucks 8 yards and up; Oil distributor drivers; Oil Distributor Drivers; Trucks/Jeeps (push or pull); Traffic Control Technician

GROUP 4: Buggymobile; Semi or Truck and trailer; Dumpster; Tireman (light duty); Dump Trucks (including Rockbuggy and Truck with pups) up to and including 10 yards; Track Truck Equipment; Grease Truck; Flat Beds, dual rear axle; Hyster Operators (handling bulk aggregate); Lumber Carrier; Water Wagon, semi; Water Truck, dual axle; Gin Pole Truck, Winch Truck, Wrecker, Truck Mounted "A" Frame manufactured rating over 5 tons; Bull Lifts and Fork Lifts with Power Boom and Swing attachments, over 5 tons; Front End Loader with Forks; Bus Operator over 30 passengers; All Terrain Vehicles; Boom Truck/Knuckle Truck over 5 tons; Foam Distributor Truck/dual axle; Hydro-seeders, dual axle; Vacuum Trucks, Truck Vacuum Sweepers; Loadmaster (air and water); Air Cushion or similar type vehicle; Fire Truck/Ambulance Driver; Combination Truck-fuel and grease; Compactor (when pulled by rubber tired equipment); Rigger (air/water/oilfield); Ready Mix, up to and including 7 yards;

GROUP 5: Gravel Spreader Box Operator on Truck; Flat Beds, single rear axle; Boom Truck/Knuckle Truck up to and including 5 tons; Pickups (Pilot Cars and all light duty vehicles); Water Wagon (Below 250 Bbls); Gin Pole Truck, Winch Truck, Wrecker, Truck Mounted "A" Frame, manufactured rating 5 tons and under; Bull Lifts and Fork Lifts (fork

lifts with power broom and swing attachments up to and including 5 tons); Buffer Truck; Tack Truck; Farm type Rubber Tired Tractor (when material handling or pulling wagons on a construction project); Foam Distributor, single axle; Hydro-Seeders, single axle; Team Drivers (horses, mules and similar equipment); Fuel Handler (station/bulk attendant); Batch Truck, up to and including 7 yards; Gear/Supply Truck; Bus Operator, Up to 30 Passengers; Rigger/Swamper

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.  
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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this

classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

---

#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on

- a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

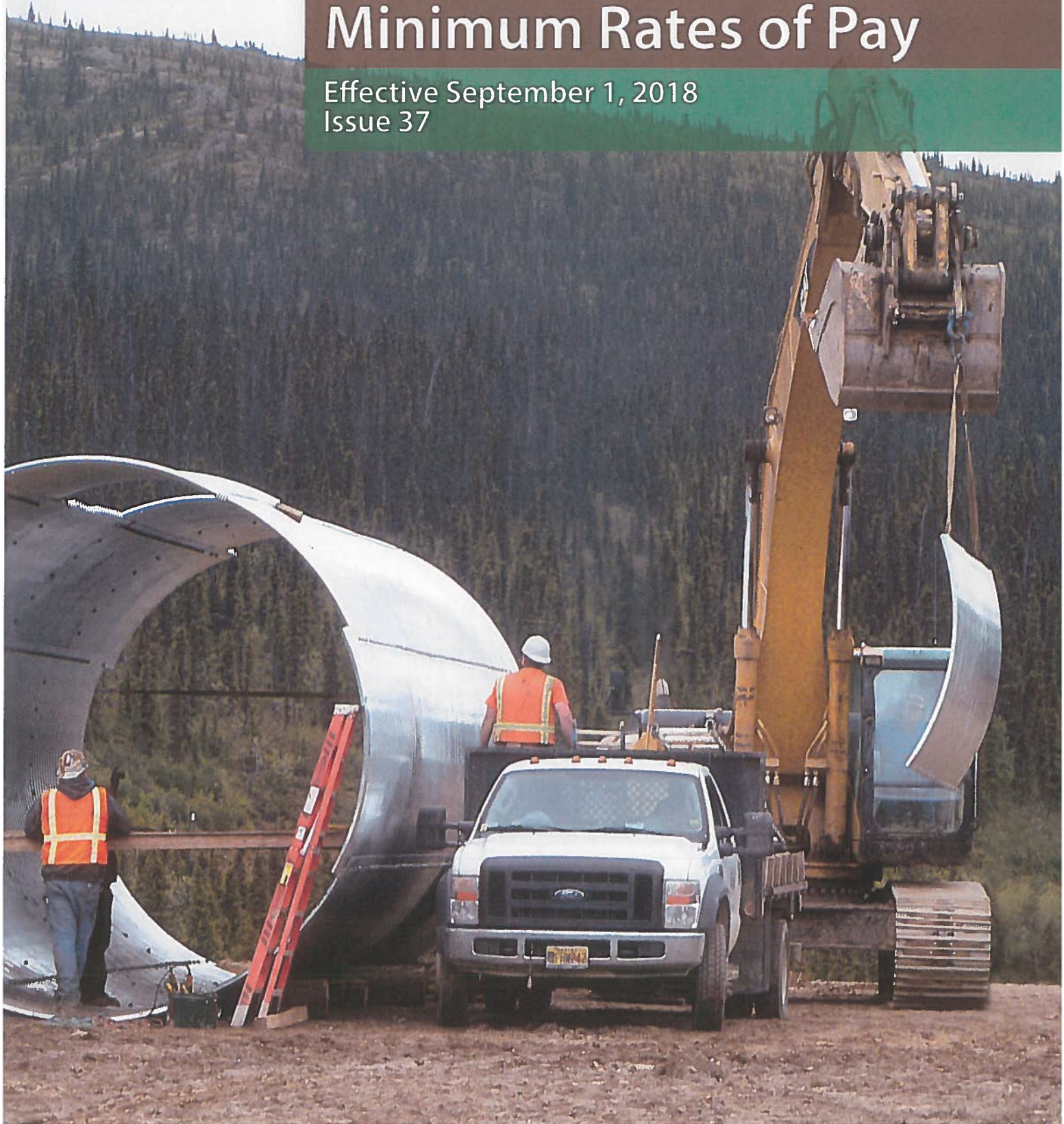
4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION

# Laborers' & Mechanics' Minimum Rates of Pay

Effective September 1, 2018  
Issue 37



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

**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**

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THE STATE  
of **ALASKA**  
GOVERNOR BILL WALKER

**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

September 1, 2018

**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 for 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 September 1, 2018.

All projects with a final bid date of September 11, 2018, 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 24-month period begins on the date the prime contract is awarded.** 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" 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 the Web address at: <http://labor.state.ak.us/lss/pamp600.htm>

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

Sincerely,

  
Heidi Drygas  
Commissioner



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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**

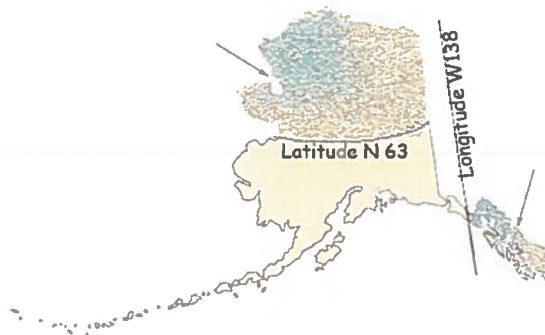
**LABORER CLASSIFICATION CLARIFICATION**

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:

S1201-  
S1206



N1201-  
N1206



## **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 November 5, 2015, Governor Walker signed Administrative Order No. 278 to help ensure that there is an adequate pool of well-trained Alaskan construction workers to satisfy the industry needs. AO 278 replaced AO 226 and established a 15 percent goal for hiring federally registered apprentices in certain job categories on all public construction projects awarded by the Alaska Department of Transportation and Public Facilities and the Alaska Department of Administration that exceed \$2.5 million. The Order requires the commissioners of DOTPF and DOA to strive to require not less than 15 percent labor hours on a qualified project are performed by federally registered apprentices in the following classifications:

|                     |                                   |                          |
|---------------------|-----------------------------------|--------------------------|
| Boilermakers        | Elevator Constructors & Mechanics | Plumbers and Pipefitters |
| Bricklayers         | Insulation Workers                | Roofers                  |
| Carpenters          | Ironworkers                       | Sheetmetal Workers       |
| Cement Masons       | Laborers                          | Surveyors                |
| Culinary Workers    | Mechanics                         | Sprinkler Fitters        |
| Electricians        | Millwrights                       | Truck Drivers            |
| Equipment Operators | Painters                          | Tug Boat Workers         |
|                     | Piledriving Occupations           | Welders                  |

A federally registered apprentice is enrolled in an apprentice training program under 29 U.S.C. 50 and 29 C.F.R. 29.1 – 29.13. Contractors will be expected to file apprentice utilization forms throughout the project or utilize the online certified payroll filing system available on the My Alaska website. A copy of AO 278 may be viewed in its entirety at <http://gov.state.ak.us/admin-orders/278.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 Training. **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: [statewide.wagehour@alaska.gov](mailto:statewide.wagehour@alaska.gov)



DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT  
ALASKA EMPLOYMENT PREFERENCE INFORMATION

By authority of AS 36.10.150 and 8 AAC 30.064, the Commissioner of Labor and Workforce Development has determined the State of Alaska to be a Zone 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 90 percent Alaska resident hiring preference applies on a project-by-project, craft-by-craft or occupational basis and must be met each workweek by each contractor/subcontractor in each of the following classifications:**

|                  |                        |                         |                     |
|------------------|------------------------|-------------------------|---------------------|
| Boilermakers     | Electricians           | Laborers                | Roofers             |
| Bricklayers      | Engineers & Architects | Mechanics               | Sheet Metal Workers |
| Carpenters       | Equipment Operators    | Millwrights             | Surveyors           |
| Cement Masons    | Foremen & Supervisors  | Painters                | Truck Drivers       |
| Culinary Workers | Insulation Workers     | Piledriving Occupations | Tug Boat Workers    |
|                  | Ironworkers            | Plumbers & Pipefitters  | Welders             |

This determination became effective July 1, 2017, and remains in effect through June 30, 2019. This determination will be applied to projects with a bid submission deadline on or after July 1, 2017 and to projects previously covered by the 2015 Alaska employment preference determination. This will afford contractors an opportunity to consider the impacts of Alaska resident hire in their bids.

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 calculation 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 total 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 in that classification.

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-Alaska 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 adequate search for qualified Alaskan workers. Qualified Alaska residents identified through the search must be hired before waivers for non-resident workers may be granted. 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 boilermaker 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 boilermakers 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.

Contractors are responsible for determining residency status. 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:  
[statewide.wagehour@alaska.gov](mailto:statewide.wagehour@alaska.gov)

**Juneau**

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

Email:  
[statewide.wagehour@alaska.gov](mailto:statewide.wagehour@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:  
[statewide.wagehour@alaska.gov](mailto:statewide.wagehour@alaska.gov)

**LABOR STANDARDS NOTICE REQUESTS**

If you would like to receive Wage and Hour Administration or Mechanical Inspection **regulation notices** or **publications information**, they are available via electronic mail, by signing up in the GovDelivery System, <https://public.govdelivery.com/accounts/AKDOL/subscriber/new> and selecting topics *LSS – Wage and Hour – Forms and Publications*, *LSS – Mechanical Inspection Regulations*, or *LSS – Wage and Hour Regulations*.

*Publications* are also available online at <http://labor.alaska.gov/lss/home.htm>

**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

Debarment Expires

Tim Banach, Individual  
Boulder Creek Electric

February 23, 2021  
February 23, 2021

# Laborers' & Mechanics' Minimum Rates of Pay

| Class Code | Classification of Laborers & Mechanics | BHR | H&W | PEN | TRN | Other Benefits | THR |
|------------|--|-----|-----|-----|-----|----------------|-----|
|------------|--|-----|-----|-----|-----|----------------|-----|

## Boilermakers

|              |                          |       |      |       |      |                      |       |
|--------------|--------------------------|-------|------|-------|------|----------------------|-------|
| <b>A0101</b> | Boilermaker (journeyman) | 46.17 | 8.57 | 15.63 | 1.65 | VAC 3.00<br>SAF 0.34 | 75.36 |
|--------------|--------------------------|-------|------|-------|------|----------------------|-------|

## Bricklayers & Blocklayers

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

|              |            |       |      |      |      |          |       |
|--------------|------------|-------|------|------|------|----------|-------|
| <b>A0201</b> | Blocklayer | 40.81 | 9.83 | 8.50 | 0.55 | L&M 0.15 | 60.58 |
|--------------|------------|-------|------|------|------|----------|-------|

Bricklayer  
Marble or Stone Mason  
Refractory Worker (Firebrick, Plastic, Castable, and Gunitite Refractory Applications)  
Terrazzo Worker  
Tile Setter

|              |                      |       |      |      |      |          |       |
|--------------|----------------------|-------|------|------|------|----------|-------|
| <b>A0202</b> | Tuck Pointer Caulker | 40.81 | 9.83 | 8.50 | 0.55 | L&M 0.15 | 60.58 |
|--------------|----------------------|-------|------|------|------|----------|-------|

Cleaner (PCC)

|              |                        |       |      |      |      |          |       |
|--------------|------------------------|-------|------|------|------|----------|-------|
| <b>A0203</b> | Marble & Tile Finisher | 34.79 | 9.83 | 8.50 | 0.55 | L&M 0.15 | 54.56 |
|--------------|------------------------|-------|------|------|------|----------|-------|

Terrazzo Finisher

|              |                     |       |      |      |      |          |       |
|--------------|---------------------|-------|------|------|------|----------|-------|
| <b>A0204</b> | Torginal Applicator | 38.83 | 9.83 | 8.50 | 0.55 | L&M 0.15 | 58.60 |
|--------------|---------------------|-------|------|------|------|----------|-------|

## Carpenters, Statewide

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

|              |                        |       |       |       |      |                      |       |
|--------------|------------------------|-------|-------|-------|------|----------------------|-------|
| <b>A0301</b> | Carpenter (journeyman) | 38.34 | 10.08 | 14.63 | 0.95 | L&M 0.10<br>SAF 0.10 | 64.20 |
|--------------|------------------------|-------|-------|-------|------|----------------------|-------|

Lather/Drywall/Acoustical

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

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

|              |                     |       |      |       |      |          |       |
|--------------|---------------------|-------|------|-------|------|----------|-------|
| <b>N0401</b> | Group I, including: | 37.88 | 8.21 | 11.80 | 1.18 | L&M 0.10 | 59.17 |
|--------------|---------------------|-------|------|-------|------|----------|-------|

Application of Sealing Compound  
Application of Underlayment  
Building, General  
Cement Mason (journeyman)  
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; 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 |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

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

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

|              |                                       |       |      |       |      |      | L&M |       |
|--------------|---------------------------------------|-------|------|-------|------|------|-----|-------|
| <b>N0401</b> | Group I, including:                   | 37.88 | 8.21 | 11.80 | 1.18 | 0.10 |     | 59.17 |
|              | Concrete Paving                       |       |      |       |      |      |     |       |
|              | Curb & Gutter, Sidewalk               |       |      |       |      |      |     |       |
|              | Curing of All Concrete                |       |      |       |      |      |     |       |
|              | Grouting & Caulking of Tilt-Up Panels |       |      |       |      |      |     |       |
|              | Grouting of All Plates                |       |      |       |      |      |     |       |
|              | Patching Concrete                     |       |      |       |      |      |     |       |
|              | Screed Pin Setter                     |       |      |       |      |      |     |       |
|              | Spackling/Skim Coating                |       |      |       |      |      |     |       |

|              |                      |       |      |       |      |      |  |       |
|--------------|----------------------|-------|------|-------|------|------|--|-------|
| <b>N0402</b> | Group II, including: | 37.88 | 8.21 | 11.80 | 1.18 | 0.10 |  | 59.17 |
|              | Form Setter          |       |      |       |      |      |  |       |

|              |                                    |       |      |       |      |      |  |       |
|--------------|------------------------------------|-------|------|-------|------|------|--|-------|
| <b>N0403</b> | Group III, including:              | 37.88 | 8.21 | 11.80 | 1.18 | 0.10 |  | 59.17 |
|              | 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:                  | 37.88 | 8.21 | 11.80 | 1.18 | 0.10 |  | 59.17 |
|              | Application of All Composition Mastic |       |      |       |      |      |  |       |
|              | Application of All Epoxy Material     |       |      |       |      |      |  |       |
|              | Application of All Plastic Material   |       |      |       |      |      |  |       |
|              | Finish Colored Concrete               |       |      |       |      |      |  |       |
|              | Guniting Nozzleman                    |       |      |       |      |      |  |       |
|              | Hand Powered Grinder                  |       |      |       |      |      |  |       |
|              | Tunnel Worker                         |       |      |       |      |      |  |       |

|              |                     |       |      |       |      |      |  |       |
|--------------|---------------------|-------|------|-------|------|------|--|-------|
| <b>N0405</b> | Group V, including: | 38.13 | 8.21 | 11.80 | 1.18 | 0.10 |  | 59.42 |
|              | Plasterer           |       |      |       |      |      |  |       |

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

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

|              |                     |       |      |       |      |      |  |       |
|--------------|---------------------|-------|------|-------|------|------|--|-------|
| <b>S0401</b> | Group I, including: | 37.63 | 8.21 | 11.80 | 1.18 | 0.10 |  | 58.92 |
|--------------|---------------------|-------|------|-------|------|------|--|-------|

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

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

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

|              |                                       |       |      |       |      |      | L&M |       |
|--------------|---------------------------------------|-------|------|-------|------|------|-----|-------|
| <b>S0401</b> | Group I, including:                   | 37.63 | 8.21 | 11.80 | 1.18 | 0.10 |     | 58.92 |
|              | 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 |       |      |       |      |      |     |       |
|              | Grouting of All Plates                |       |      |       |      |      |     |       |
|              | Patching Concrete                     |       |      |       |      |      |     |       |
|              | Screed Pin Setter                     |       |      |       |      |      |     |       |
|              | Spackling/Skim Coating                |       |      |       |      |      |     |       |
| <b>S0402</b> | Group II, including:                  | 37.63 | 8.21 | 11.80 | 1.18 | 0.10 |     | 58.92 |
|              | Form Setter                           |       |      |       |      |      |     |       |
| <b>S0403</b> | Group III, including:                 | 37.63 | 8.21 | 11.80 | 1.18 | 0.10 |     | 58.92 |
|              | 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>S0404</b> | Group IV, including:                  | 37.63 | 8.21 | 11.80 | 1.18 | 0.10 |     | 58.92 |
|              | Application of All Composition Mastic |       |      |       |      |      |     |       |
|              | Application of All Epoxy Material     |       |      |       |      |      |     |       |
|              | Application of All Plastic Material   |       |      |       |      |      |     |       |
|              | Finish Colored Concrete               |       |      |       |      |      |     |       |
|              | Guniting Nozzleman                    |       |      |       |      |      |     |       |
|              | Hand Powered Grinder                  |       |      |       |      |      |     |       |
|              | Tunnel Worker                         |       |      |       |      |      |     |       |
| <b>S0405</b> | Group V, including:                   | 37.88 | 8.21 | 11.80 | 1.18 | 0.10 |     | 59.17 |
|              | Plasterer                             |       |      |       |      |      |     |       |

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

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

|              |                   |       |      |      |  |  |             |       |
|--------------|-------------------|-------|------|------|--|--|-------------|-------|
| <b>A0501</b> | Baker/Cook        | 28.37 | 7.40 | 6.97 |  |  | LEG<br>0.07 | 42.81 |
| <b>A0503</b> | General Helper    | 25.05 | 7.40 | 6.97 |  |  | LEG<br>0.07 | 39.49 |
|              | Housekeeper       |       |      |      |  |  |             |       |
|              | Janitor           |       |      |      |  |  |             |       |
|              | Kitchen Helper    |       |      |      |  |  |             |       |
| <b>A0504</b> | Head Cook         | 28.97 | 7.40 | 6.97 |  |  | LEG<br>0.07 | 43.41 |
| <b>A0505</b> | Head Housekeeper  | 25.45 | 7.40 | 6.97 |  |  | LEG<br>0.07 | 39.89 |
|              | Head Kitchen Help |       |      |      |  |  |             |       |

**Dredgemen**

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

|              |   |       |      |       |      |  |             |       |
|--------------|---|-------|------|-------|------|--|-------------|-------|
| <b>A0601</b> | Assistant Engineer  | 39.51 | 9.80 | 12.25 | 1.00 |  | L&M<br>0.10 | 62.66 |
|              | Craneman  |       |      |       |      |  |             |       |
|              | Electrical Generator Operator (primary pump/power barge/dredge) |       |      |       |      |  |             |       |
|              | Engineer  |       |      |       |      |  |             |       |
|              | Welder  |       |      |       |      |  |             |       |
| <b>A0602</b> | Assistant Mate (deckhand)                                       | 38.35 | 9.80 | 12.25 | 1.00 |  | L&M<br>0.10 | 61.50 |
| <b>A0603</b> | Fireman   | 38.79 | 9.80 | 12.25 | 1.00 |  | L&M<br>0.10 | 61.94 |
| <b>A0605</b> | Leverman Clamshell  | 42.04 | 9.80 | 12.25 | 1.00 |  | L&M<br>0.10 | 65.19 |
| <b>A0606</b> | Leverman Hydraulic  | 40.28 | 9.80 | 12.25 | 1.00 |  | L&M<br>0.10 | 63.43 |
| <b>A0607</b> | Mate & Boatman  | 39.51 | 9.80 | 12.25 | 1.00 |  | L&M<br>0.10 | 62.66 |
| <b>A0608</b> | Oiler (dredge)  | 38.79 | 9.80 | 12.25 | 1.00 |  | L&M<br>0.10 | 61.94 |

**Electricians**

|              |                      |       |       |       |      |  |             |             |       |
|--------------|----------------------|-------|-------|-------|------|--|-------------|-------------|-------|
| <b>A0701</b> | Inside Cable Splicer | 39.82 | 13.05 | 13.63 | 0.95 |  | L&M<br>0.20 | LEG<br>0.15 | 67.80 |
|--------------|----------------------|-------|-------|-------|------|--|-------------|-------------|-------|

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; PEN=pension fund; SAF=safety; SUI=supplmental 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 |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

### Electricians

|              |   |       |       |       |      |      |      |       |
|--------------|---|-------|-------|-------|------|------|------|-------|
| <b>A0702</b> | Inside Journeyman Wireman, including:<br>Technicians (including use of drones in electrical construction)   | 39.49 | 13.05 | 13.87 | 0.95 | L&M  | LEG  | 67.71 |
|              |   |       |       |       |      | 0.20 | 0.15 |       |
| <b>A0703</b> | Power Cable Splicer   | 54.39 | 13.05 | 18.82 | 0.95 | L&M  | LEG  | 87.56 |
|              |   |       |       |       |      | 0.20 | 0.15 |       |
| <b>A0704</b> | Tele Com Cable Splicer  | 48.70 | 13.05 | 15.48 | 0.95 | L&M  | LEG  | 78.53 |
|              |   |       |       |       |      | 0.20 | 0.15 |       |
| <b>A0705</b> | Power Journeyman Lineman, including:<br>Power Equipment Operator<br>Technician (including use of drones in electrical construction)               | 52.64 | 13.05 | 18.77 | 0.95 | L&M  | LEG  | 85.76 |
|              |   |       |       |       |      | 0.20 | 0.15 |       |
| <b>A0706</b> | Tele Com Journeyman Lineman, including:<br>Technician (including use of drones in telecommunications construction)<br>Tele Com Equipment Operator | 46.95 | 13.05 | 15.43 | 0.95 | L&M  | LEG  | 76.73 |
|              |   |       |       |       |      | 0.20 | 0.15 |       |
| <b>A0707</b> | Straight Line Installer - Repairman   | 46.95 | 13.05 | 15.43 | 0.95 | L&M  | LEG  | 76.73 |
|              |   |       |       |       |      | 0.20 | 0.15 |       |
| <b>A0708</b> | Powderman   | 50.64 | 13.05 | 18.71 | 0.95 | L&M  | LEG  | 83.70 |
|              |   |       |       |       |      | 0.20 | 0.15 |       |
| <b>A0710</b> | Material Handler  | 26.57 | 12.27 | 4.80  | 0.15 | L&M  | LEG  | 44.09 |
|              |   |       |       |       |      | 0.15 | 0.15 |       |
| <b>A0712</b> | Tree Trimmer Groundman  | 27.54 | 13.05 | 11.82 | 0.15 | L&M  | LEG  | 52.86 |
|              |   |       |       |       |      | 0.15 | 0.15 |       |
| <b>A0713</b> | Journeyman Tree Trimmer   | 36.21 | 13.05 | 12.08 | 0.15 | L&M  | LEG  | 61.79 |
|              |   |       |       |       |      | 0.15 | 0.15 |       |
| <b>A0714</b> | Vegetation Control Sprayer  | 39.66 | 13.05 | 12.18 | 0.15 | L&M  | LEG  | 65.34 |
|              |   |       |       |       |      | 0.15 | 0.15 |       |
| <b>A0715</b> | Inside Journeyman Communications CO/PBX   | 38.07 | 13.05 | 13.58 | 0.95 | L&M  | LEG  | 66.00 |
|              |   |       |       |       |      | 0.20 | 0.15 |       |

### Elevator Workers

|              |                               |       |       |       |      |      |      |       |
|--------------|-------------------------------|-------|-------|-------|------|------|------|-------|
| <b>A0802</b> | Elevator Constructor          | 38.82 | 15.42 | 16.61 | 0.61 | L&M  | VAC  | 75.86 |
|              |                               |       |       |       |      | 0.36 | 4.04 |       |
| <b>A0803</b> | Elevator Constructor Mechanic | 55.45 | 15.42 | 16.61 | 0.61 | L&M  | VAC  | 94.61 |
|              |                               |       |       |       |      | 0.36 | 6.16 |       |

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

**Heat & Frost Insulators/Asbestos Workers**

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

|              |   |       |      |       |      |      |     |       |
|--------------|---|-------|------|-------|------|------|-----|-------|
| <b>A0902</b> | Asbestos Abatement-Mechanical Systems             | 38.68 | 9.24 | 11.01 | 1.20 | 0.12 | SAF | 60.25 |
| <b>A0903</b> | Asbestos Abatement/General Demolition All Systems | 38.68 | 9.24 | 11.01 | 1.20 | 0.12 | SAF | 60.25 |
| <b>A0904</b> | Insulator, Group II                               | 38.68 | 9.24 | 11.01 | 1.20 | 0.12 | SAF | 60.25 |
| <b>A0905</b> | Fire Stop   | 38.68 | 9.24 | 11.01 | 1.20 | 0.12 | SAF | 60.25 |

**IronWorkers**

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

|              |                         |       |      |       |      |      |         |       |
|--------------|-------------------------|-------|------|-------|------|------|---------|-------|
| <b>A1101</b> | Ironworkers, including: | 37.90 | 8.73 | 21.18 | 1.57 | 0.20 | L&M IAF | 69.94 |
|              | Bender Operators        |       |      |       |      |      |         |       |
|              | Bridge & Structural     |       |      |       |      |      |         |       |
|              | Machinery Mover         |       |      |       |      |      |         |       |
|              | Ornamental              |       |      |       |      |      |         |       |
|              | Reinforcing             |       |      |       |      |      |         |       |
|              | Rigger                  |       |      |       |      |      |         |       |
|              | Sheeter                 |       |      |       |      |      |         |       |
|              | Signalman               |       |      |       |      |      |         |       |
|              | Stage Rigger            |       |      |       |      |      |         |       |
|              | Toxic Haz-Mat Work      |       |      |       |      |      |         |       |
|              | Welder                  |       |      |       |      |      |         |       |

|              |            |       |      |       |      |      |         |       |
|--------------|------------|-------|------|-------|------|------|---------|-------|
| <b>A1102</b> | Helicopter | 38.90 | 8.73 | 21.18 | 1.57 | 0.20 | L&M IAF | 70.94 |
|--------------|------------|-------|------|-------|------|------|---------|-------|

Tower (energy producing windmill type towers to include nacelle and blades)

|              |                         |       |      |       |      |      |         |       |
|--------------|-------------------------|-------|------|-------|------|------|---------|-------|
| <b>A1103</b> | Fence/Barrier Installer | 34.40 | 8.73 | 20.93 | 1.47 | 0.20 | L&M IAF | 66.09 |
|--------------|-------------------------|-------|------|-------|------|------|---------|-------|

Guard Rail Installer

|              |                       |       |      |       |      |      |         |       |
|--------------|-----------------------|-------|------|-------|------|------|---------|-------|
| <b>A1104</b> | Guard Rail Layout Man | 35.14 | 8.73 | 20.93 | 1.47 | 0.20 | L&M IAF | 66.83 |
|--------------|-----------------------|-------|------|-------|------|------|---------|-------|

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

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

|              |                     |       |      |       |      |      |         |       |
|--------------|---------------------|-------|------|-------|------|------|---------|-------|
| <b>N1201</b> | Group I, including: | 30.26 | 8.70 | 17.06 | 1.25 | 0.20 | L&M LEG | 57.67 |
|--------------|---------------------|-------|------|-------|------|------|---------|-------|

Asphalt Worker (shovelman, plant crew)

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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> | <b>Group I, including:</b>  | <b>30.26</b> | <b>8.70</b> | <b>17.06</b> | <b>1.25</b>    | <b>0.20</b> | <b>0.20 57.67</b> |
|              | Brush Cutter  |              |             |              |                |             |                   |
|              | Camp Maintenance Laborer  |              |             |              |                |             |                   |
|              | Carpenter Tender or Helper  |              |             |              |                |             |                   |
|              | Choke Setter, Hook Tender, Rigger, Signalman  |              |             |              |                |             |                   |
|              | Concrete Labor (curb & gutter, chute handler, curing, grouting, sack & patch, 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   |              |             |              |                |             |                   |
|              | Steam Cleaner Operator  |              |             |              |                |             |                   |
|              | Steam Point or Water Jet Operator   |              |             |              |                |             |                   |
|              | Storm Water Pollution Protection Plan Worker (SWPPP Worker - erosion and sediment control Laborer)                            |              |             |              |                |             |                   |
|              | Tank Cleaning   |              |             |              |                |             |                   |
|              | Utiliwalk & Utilidor Laborer  |              |             |              |                |             |                   |
|              | Watchman (construction projects)  |              |             |              |                |             |                   |
|              | Window Cleaner  |              |             |              |                |             |                   |

|              |                             |              |             |              |             |             |                   |
|--------------|-----------------------------|--------------|-------------|--------------|-------------|-------------|-------------------|
| <b>N1202</b> | <b>Group II, including:</b> | <b>31.26</b> | <b>8.70</b> | <b>17.06</b> | <b>1.25</b> | <b>0.20</b> | <b>0.20 58.67</b> |
|--------------|-----------------------------|--------------|-------------|--------------|-------------|-------------|-------------------|

Burning & Cutting Torch

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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>N1202</b> | Group II, including:   | 31.26 | 8.70 | 17.06 | 1.25           | 0.20       | 0.20 58.67 |
|              | Cement or Lime Dumper or Handler (sack or bulk)  |       |      |       |                |            |            |
|              | Certified Erosion Sediment Control Lead (CESCL Laborer)  |       |      |       |                |            |            |
|              | 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)  |       |      |       |                |            |            |
|              | Floor Preparation, Core Drilling   |       |      |       |                |            |            |
|              | Foam Gun or Foam Machine Operator  |       |      |       |                |            |            |
|              | Green Cutter (dam work)  |       |      |       |                |            |            |
|              | Gunite Operator  |       |      |       |                |            |            |
|              | Hod Carrier  |       |      |       |                |            |            |
|              | Jackhammer/Chipping Gun or Pavement Breaker  |       |      |       |                |            |            |
|              | 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  |       |      |       |                |            |            |

|              |                            |       |      |       | <b>L&amp;M</b> | <b>LEG</b> |            |
|--------------|----------------------------|-------|------|-------|----------------|------------|------------|
| <b>N1203</b> | Group III, including:      | 32.16 | 8.70 | 17.06 | 1.25           | 0.20       | 0.20 59.57 |
|              | Bit Grinder                |       |      |       |                |            |            |
|              | Camera/Tool/Video Operator |       |      |       |                |            |            |
|              | Guardrail Machine Operator |       |      |       |                |            |            |
|              | High Rigger & Tree Topper  |       |      |       |                |            |            |
|              | High Scaler                |       |      |       |                |            |            |
|              | Multiplate                 |       |      |       |                |            |            |
|              | Plastic Welding            |       |      |       |                |            |            |

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

**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>N1203</b> | Group III, including:                                 | 32.16 | 8.70 | 17.06 | 1.25 | 0.20 | 0.20 | 59.57 |
|              | Slurry Seal Squeegee Man                              |       |      |       |      |      |      |       |
|              | Traffic Control Supervisor                            |       |      |       |      |      |      |       |
|              | Welding Certified (in connection with laborer's work) |       |      |       |      |      |      |       |

|              |   |       |      |       |      | L&M  | LEG  |       |
|--------------|---|-------|------|-------|------|------|------|-------|
| <b>N1204</b> | Group IIIA  | 35.44 | 8.70 | 17.06 | 1.25 | 0.20 | 0.20 | 62.85 |
|              | 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) |       |      |       |      |      |      |       |
|              | Pioneer Drilling & Drilling Off Tugger (all type drills)                                  |       |      |       |      |      |      |       |
|              | Pipelayers  |       |      |       |      |      |      |       |
|              | Powderman (Employee Possessor)  |       |      |       |      |      |      |       |
|              | Storm Water Pollution Protection Plan Specialist (SWPPP Specialist)                       |       |      |       |      |      |      |       |
|              | Traffic Control Supervisor, DOT Qualified   |       |      |       |      |      |      |       |

|              |                        |       |      |       |      | L&M  | LEG  |       |
|--------------|------------------------|-------|------|-------|------|------|------|-------|
| <b>N1205</b> | Group IV               | 19.83 | 8.70 | 17.06 | 1.25 | 0.20 | 0.20 | 47.24 |
|              | Final Building Cleanup |       |      |       |      |      |      |       |
|              | Permanent Yard Worker  |       |      |       |      |      |      |       |

|              |  |       |      |       |      | L&M  | LEG  |       |
|--------------|--|-------|------|-------|------|------|------|-------|
| <b>N1206</b> | Group IIIB   | 38.98 | 5.99 | 17.06 | 1.25 | 0.20 | 0.20 | 63.68 |
|              | Federal Powderman (Responsible Person in Charge)                                     |       |      |       |      |      |      |       |
|              | Grade Checking (setting or transferring of grade marks, line and grade, GPS, drones) |       |      |       |      |      |      |       |
|              | Stake Hopper   |       |      |       |      |      |      |       |

**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:  | 30.26 | 8.70 | 17.06 | 1.25 | 0.20 | 0.20 | 57.67 |
|              | 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, curing, grouting, sack & patch, screeding) |       |      |       |      |      |      |       |
|              | Crusher Plant Laborer  |       |      |       |      |      |      |       |
|              | Demolition Laborer   |       |      |       |      |      |      |       |
|              | Ditch Digger   |       |      |       |      |      |      |       |

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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

|              |   |       |      |       |      | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|---|-------|------|-------|------|----------------|------------|-------|
| <b>S1201</b> | Group I, including:   | 30.26 | 8.70 | 17.06 | 1.25 | 0.20           | 0.20       | 57.67 |
|              | 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   |       |      |       |      |                |            |       |
|              | Steam Cleaner Operator  |       |      |       |      |                |            |       |
|              | Steam Point or Water Jet Operator   |       |      |       |      |                |            |       |
|              | Storm Water Pollution Protection Plan Worker (SWPPP Worker - erosion and sediment control Laborer)                            |       |      |       |      |                |            |       |
|              | Tank Cleaning   |       |      |       |      |                |            |       |
|              | Utiliwalk & Utilidor Laborer  |       |      |       |      |                |            |       |
|              | Watchman (construction projects)  |       |      |       |      |                |            |       |
|              | Window Cleaner  |       |      |       |      |                |            |       |

|              |                      |       |      |       |      | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|----------------------|-------|------|-------|------|----------------|------------|-------|
| <b>S1202</b> | Group II, including: | 31.26 | 8.70 | 17.06 | 1.25 | 0.20           | 0.20       | 58.67 |

- Burning & Cutting Torch
- Cement or Lime Dumper or Handler (sack or bulk)
- Certified Erosion Sediment Control Lead (CESCL Laborer)
- 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)

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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>S1202</b> | Group II, including:   | 31.26 | 8.70 | 17.06 | 1.25 | 0.20           | 0.20       | 58.67 |
|              | Floor Preparation, Core Drilling   |       |      |       |      |                |            |       |
|              | Foam Gun or Foam Machine Operator  |       |      |       |      |                |            |       |
|              | Green Cutter (dam work)  |       |      |       |      |                |            |       |
|              | Gunite Operator  |       |      |       |      |                |            |       |
|              | Hod Carrier  |       |      |       |      |                |            |       |
|              | Jackhammer/Chipping Gun or Pavement Breaker  |       |      |       |      |                |            |       |
|              | 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  |       |      |       |      |                |            |       |

|              |   |       |      |       |      | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|---|-------|------|-------|------|----------------|------------|-------|
| <b>S1203</b> | Group III, including:                                 | 32.16 | 8.70 | 17.06 | 1.25 | 0.20           | 0.20       | 59.57 |
|              | 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) |       |      |       |      |                |            |       |

|              |  |       |      |       |      | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|--|-------|------|-------|------|----------------|------------|-------|
| <b>S1204</b> | Group IIIA                                 | 35.44 | 8.70 | 17.06 | 1.25 | 0.20           | 0.20       | 62.85 |
|              | Asphalt Raker, Asphalt Belly Dump Lay Down |       |      |       |      |                |            |       |
|              | Drill Doctor (in the field)                |       |      |       |      |                |            |       |

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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>S1204</b> | Group IIIA  | 35.44 | 8.70 | 17.06 | 1.25 | 0.20           | 0.20       | 62.85 |
|              | Driller (including, but not limited to, wagon drills, air-track drills, hydraulic drills) |       |      |       |      |                |            |       |
|              | Pioneer Drilling & Drilling Off Tugger (all type drills)                                  |       |      |       |      |                |            |       |
|              | Pipelayers  |       |      |       |      |                |            |       |
|              | Powderman (Employee Possessor)  |       |      |       |      |                |            |       |
|              | Storm Water Pollution Protection Plan Specialist (SWPPP Specialist)                       |       |      |       |      |                |            |       |
|              | Traffic Control Supervisor, DOT Qualified   |       |      |       |      |                |            |       |

|              |                        |       |      |       |      | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|------------------------|-------|------|-------|------|----------------|------------|-------|
| <b>S1205</b> | Group IV               | 19.83 | 8.70 | 17.06 | 1.25 | 0.20           | 0.20       | 47.24 |
|              | Final Building Cleanup |       |      |       |      |                |            |       |
|              | Permanent Yard Worker  |       |      |       |      |                |            |       |

|              |  |       |      |       |      | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|--|-------|------|-------|------|----------------|------------|-------|
| <b>S1206</b> | Group IIIB   | 38.98 | 5.99 | 17.06 | 1.25 | 0.20           | 0.20       | 63.68 |
|              | Federal Powderman (Responsible Person in Charge)                                     |       |      |       |      |                |            |       |
|              | Grade Checking (setting or transferring of grade marks, line and grade, GPS, drones) |       |      |       |      |                |            |       |
|              | Stake Hopper   |       |      |       |      |                |            |       |

**Millwrights**

|              |                         |       |       |       |      | <b>L&amp;M</b> |      |       |
|--------------|-------------------------|-------|-------|-------|------|----------------|------|-------|
| <b>A1251</b> | Millwright (journeyman) | 36.99 | 10.08 | 12.28 | 1.00 | 0.40           | 0.05 | 60.80 |

|              |                   |       |       |       |      | <b>L&amp;M</b> |      |       |
|--------------|-------------------|-------|-------|-------|------|----------------|------|-------|
| <b>A1252</b> | Millwright Welder | 37.99 | 10.08 | 12.28 | 1.00 | 0.40           | 0.05 | 61.80 |

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

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

|              |                            |       |      |       |      | <b>L&amp;M</b> |  |       |
|--------------|----------------------------|-------|------|-------|------|----------------|--|-------|
| <b>N1301</b> | Group I, including:        | 32.09 | 8.21 | 11.90 | 1.08 | 0.07           |  | 53.35 |
|              | Brush                      |       |      |       |      |                |  |       |
|              | General Painter            |       |      |       |      |                |  |       |
|              | Hand Taping                |       |      |       |      |                |  |       |
|              | Hazardous Material Handler |       |      |       |      |                |  |       |
|              | Lead-Based Paint Abatement |       |      |       |      |                |  |       |
|              | Roll                       |       |      |       |      |                |  |       |

|              |                      |       |      |       |      | <b>L&amp;M</b> |  |       |
|--------------|----------------------|-------|------|-------|------|----------------|--|-------|
| <b>N1302</b> | Group II, including: | 32.61 | 8.21 | 11.90 | 1.08 | 0.07           |  | 53.87 |
|              | Bridge Painter       |       |      |       |      |                |  |       |

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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:           | 32.61 | 8.21 | 11.90 | 1.08 | 0.07 | 53.87 |
|              | Epoxy Applicator               |       |      |       |      |      |       |
|              | General Drywall Finisher       |       |      |       |      |      |       |
|              | Hand/Spray Texturing           |       |      |       |      |      |       |
|              | Industrial Coatings Specialist |       |      |       |      |      |       |
|              | Machine/Automatic Taping       |       |      |       |      |      |       |
|              | Pot Tender                     |       |      |       |      |      |       |
|              | Sandblasting                   |       |      |       |      |      |       |
|              | Specialty Painter              |       |      |       |      |      |       |
|              | Spray                          |       |      |       |      |      |       |
|              | Structural Steel Painter       |       |      |       |      |      |       |
|              | Wallpaper/Vinyl Hanger         |       |      |       |      |      |       |

|              |                                    |       |      |       |      |      |       |
|--------------|------------------------------------|-------|------|-------|------|------|-------|
| <b>N1304</b> | Group IV, including:               | 39.28 | 8.21 | 14.23 | 1.05 | 0.05 | 62.82 |
|              | Glazier                            |       |      |       |      |      |       |
|              | Storefront/Automatic Door Mechanic |       |      |       |      |      |       |

|              |                              |       |      |      |      |      |       |
|--------------|------------------------------|-------|------|------|------|------|-------|
| <b>N1305</b> | Group V, including:          | 29.13 | 8.21 | 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 :       | 30.13 | 8.21 | 11.85 | 1.08 | 0.07 | 51.34 |
|              | Brush                      |       |      |       |      |      |       |
|              | General Painter            |       |      |       |      |      |       |
|              | Hand Taping                |       |      |       |      |      |       |
|              | Hazardous Material Handler |       |      |       |      |      |       |
|              | Lead-Based Paint Abatement |       |      |       |      |      |       |
|              | Roll                       |       |      |       |      |      |       |
|              | Spray                      |       |      |       |      |      |       |

|              |                          |       |      |       |      |      |       |
|--------------|--------------------------|-------|------|-------|------|------|-------|
| <b>S1302</b> | Group II, including :    | 31.38 | 8.21 | 11.85 | 1.08 | 0.07 | 52.59 |
|              | General Drywall Finisher |       |      |       |      |      |       |
|              | Hand/Spray Texturing     |       |      |       |      |      |       |
|              | Machine/Automatic Taping |       |      |       |      |      |       |
|              | Wallpaper/Vinyl Hanger   |       |      |       |      |      |       |

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

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

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

|              |                                |       |      |       |      |      | L&M |       |
|--------------|--------------------------------|-------|------|-------|------|------|-----|-------|
| <b>S1303</b> | Group III, including :         | 31.48 | 8.21 | 11.85 | 1.08 | 0.07 |     | 52.69 |
|              | Bridge Painter                 |       |      |       |      |      |     |       |
|              | Epoxy Applicator               |       |      |       |      |      |     |       |
|              | Industrial Coatings Specialist |       |      |       |      |      |     |       |
|              | Pot Tender                     |       |      |       |      |      |     |       |
|              | Sandblasting                   |       |      |       |      |      |     |       |
|              | Specialty Painter              |       |      |       |      |      |     |       |
|              | Structural Steel Painter       |       |      |       |      |      |     |       |

|              |                                    |       |      |       |      |      | L&M |       |
|--------------|------------------------------------|-------|------|-------|------|------|-----|-------|
| <b>S1304</b> | Group IV, including:               | 39.53 | 8.21 | 13.23 | 1.08 | 0.07 |     | 62.12 |
|              | Glazier                            |       |      |       |      |      |     |       |
|              | Storefront/Automatic Door Mechanic |       |      |       |      |      |     |       |

|              |                              |       |      |      |      |      | L&M |       |
|--------------|------------------------------|-------|------|------|------|------|-----|-------|
| <b>S1305</b> | Group V, including:          | 29.13 | 8.21 | 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            | 38.34 | 10.08 | 14.63 | 0.95 | 0.10 | 0.10 | 64.20 |  |
|              | Assistant Dive Tender |       |       |       |      |      |      |       |  |
|              | Carpenter/Piledriver  |       |       |       |      |      |      |       |  |
|              | Rigger                |       |       |       |      |      |      |       |  |
|              | Sheet Stabber         |       |       |       |      |      |      |       |  |
|              | Skiff Operator        |       |       |       |      |      |      |       |  |

|              |                                |       |       |       |      |      | L&M  | IAF   |  |
|--------------|--------------------------------|-------|-------|-------|------|------|------|-------|--|
| <b>A1402</b> | Piledriver-Welder/Toxic Worker | 39.34 | 10.08 | 14.63 | 0.95 | 0.10 | 0.10 | 65.20 |  |

|              |   |       |       |       |      |      | L&M  | IAF   |  |
|--------------|---|-------|-------|-------|------|------|------|-------|--|
| <b>A1403</b> | Remotely Operated Vehicle Pilot/Technician        | 42.65 | 10.08 | 14.63 | 0.95 | 0.10 | 0.10 | 68.51 |  |
|              | Single Atmosphere Suit, Bell or Submersible Pilot |       |       |       |      |      |      |       |  |

|              |  |       |       |       |      |      | L&M  | IAF    |  |
|--------------|--|-------|-------|-------|------|------|------|--------|--|
| <b>A1404</b> | Diver (working) ***See note on last page | 82.45 | 10.08 | 14.63 | 0.95 | 0.10 | 0.10 | 108.31 |  |

|              |  |       |       |       |      |      | L&M  | IAF   |  |
|--------------|--|-------|-------|-------|------|------|------|-------|--|
| <b>A1405</b> | Diver (standby) ***See note on last page | 42.65 | 10.08 | 14.63 | 0.95 | 0.10 | 0.10 | 68.51 |  |

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

**Piledrivers**

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

|              |                                      |       |       |       |      |      |      |       |
|--------------|--------------------------------------|-------|-------|-------|------|------|------|-------|
| <b>A1406</b> | Dive Tender ***See note on last page | 41.65 | 10.08 | 14.63 | 0.95 | L&M  | IAF  | 67.51 |
|              |                                      |       |       |       |      | 0.10 | 0.10 |       |

|              |  |       |       |       |      |      |      |       |
|--------------|--|-------|-------|-------|------|------|------|-------|
| <b>A1407</b> | Welder (American Welding Society, Certified Welding Inspector) | 43.90 | 10.08 | 14.63 | 0.95 | L&M  | IAF  | 69.76 |
|              |  |       |       |       |      | 0.10 | 0.10 |       |

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

|              |                       |       |      |       |      |      |     |       |
|--------------|-----------------------|-------|------|-------|------|------|-----|-------|
| <b>N1501</b> | Journeyman Pipefitter | 41.46 | 8.25 | 16.90 | 1.25 | L&M  | S&L | 68.51 |
|              |                       |       |      |       |      | 0.65 |     |       |

Plumber  
Welder

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

|              |                       |       |      |       |      |      |  |       |
|--------------|-----------------------|-------|------|-------|------|------|--|-------|
| <b>S1501</b> | Journeyman Pipefitter | 39.00 | 9.58 | 13.87 | 1.25 | L&M  |  | 63.90 |
|              |                       |       |      |       |      | 0.20 |  |       |

Plumber  
Welder

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

|              |                       |       |       |       |      |      |  |       |
|--------------|-----------------------|-------|-------|-------|------|------|--|-------|
| <b>X1501</b> | Journeyman Pipefitter | 38.02 | 13.37 | 11.25 | 2.50 | L&M  |  | 65.38 |
|              |                       |       |       |       |      | 0.24 |  |       |

Plumber  
Welder

**Power Equipment Operators**

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

|              |                     |       |      |       |      |      |  |       |
|--------------|---------------------|-------|------|-------|------|------|--|-------|
| <b>A1601</b> | Group I, including: | 40.28 | 9.80 | 12.25 | 1.00 | L&M  |  | 63.43 |
|              |                     |       |      |       |      | 0.10 |  |       |

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

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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:   | 40.28          | 9.80 | 12.25 | 1.00 | 0.10 | 63.43 |
| 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   |                |      |       |      |      |       |
| (c) Overhead   |                |      |       |      |      |       |
| 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   |                |      |       |      |      |       |
| Hydro Excavation (Vac-Truck and Similar)   |                |      |       |      |      |       |
| Licensed Line & Grade  |                |      |       |      |      |       |
| Loaders (2 1/2 yards through 5 yards, including all attachments):  |                |      |       |      |      |       |
| (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)   |                |      |       |      |      |       |
| Material Transfer Vehicle (Elevating Grader, Pickup Machine, and 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                         |                |      |       |      |      |       |
| Off-Road Hauler (including Articulating and Haul Trucks)   |                |      |       |      |      |       |
| 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   |                |      |       |      |      |       |

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 |
|------------|--|-----|-----|-----|-----|----------------|-----|
|------------|--|-----|-----|-----|-----|----------------|-----|

**Power Equipment Operators**

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

|              |   |       |      |       |      | L&M  |       |
|--------------|---|-------|------|-------|------|------|-------|
| <b>A1601</b> | Group I, including:   | 40.28 | 9.80 | 12.25 | 1.00 | 0.10 | 63.43 |
|              | Shovels, Backhoes, Excavators with all attachments, and Gradealls (3 yards & under) |       |      |       |      |      |       |
|              | Sideboom (under 45 tons)  |       |      |       |      |      |       |
|              | Spreaders Topside (Asphalt Paver, Slurry machine, and similar types)                |       |      |       |      |      |       |
|              | Sub Grader (Gurries, Reclaimer & similar types)                                     |       |      |       |      |      |       |
|              | Tack Tractor  |       |      |       |      |      |       |
|              | Truck Mounted Concrete Pump, Conveyor/Tele-belt, & Creter                           |       |      |       |      |      |       |
|              | Wate Kote Machine   |       |      |       |      |      |       |

|              |  |       |      |       |      | L&M  |       |
|--------------|--|-------|------|-------|------|------|-------|
| <b>A1602</b> | Group IA, including:   | 42.04 | 9.80 | 12.25 | 1.00 | 0.10 | 65.19 |
|              | 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   |       |      |       |      |      |       |
|              | 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  |       |      |       |      |      |       |

|              |  |       |      |       |      | L&M  |       |
|--------------|--|-------|------|-------|------|------|-------|
| <b>A1603</b> | Group II, including:                                 | 39.51 | 9.80 | 12.25 | 1.00 | 0.10 | 62.66 |
|              | Boiler - Fireman                                     |       |      |       |      |      |       |
|              | Cement Hogs & Concrete Pump Operator                 |       |      |       |      |      |       |
|              | Conveyors (except those listed in Group I)           |       |      |       |      |      |       |
|              | Grade Checker  |       |      |       |      |      |       |
|              | Hoists on Steel Erection, Towermobiles & Air Tuggers |       |      |       |      |      |       |
|              | Horizontal/Directional Drill Locator                 |       |      |       |      |      |       |
|              | Licensed Grade Technician                            |       |      |       |      |      |       |
|              | Locomotives, Rod & Geared Engines                    |       |      |       |      |      |       |
|              | Mixers   |       |      |       |      |      |       |
|              | Screening, Washing Plant                             |       |      |       |      |      |       |
|              | Sideboom (cradling rock drill, regardless of size)   |       |      |       |      |      |       |

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| Class Code | Classification of Laborers & Mechanics | BHR | H&W | PEN | TRN | Other | Benefits | THR |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

**Power Equipment Operators**

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

|              |                                      |       |      |       |      |      |                |       |
|--------------|--------------------------------------|-------|------|-------|------|------|----------------|-------|
| <b>A1603</b> | Group II, including:                 | 39.51 | 9.80 | 12.25 | 1.00 | 0.10 | <b>L&amp;M</b> | 62.66 |
|              | Skidder                              |       |      |       |      |      |                |       |
|              | Trenching Machines (under 16 inches) |       |      |       |      |      |                |       |
|              | Water/Waste Water Treatment Operator |       |      |       |      |      |                |       |

|              |  |       |      |       |      |      |                |       |
|--------------|--|-------|------|-------|------|------|----------------|-------|
| <b>A1604</b> | Group III, including:  | 38.79 | 9.80 | 12.25 | 1.00 | 0.10 | <b>L&amp;M</b> | 61.94 |
|              | "A" Frame Trucks, Deck Winches                               |       |      |       |      |      |                |       |
|              | Bombardier (tack or tow rig)                                 |       |      |       |      |      |                |       |
|              | Boring Machine   |       |      |       |      |      |                |       |
|              | Brooms, Power (sweeper, elevator, vacuum, or similar)        |       |      |       |      |      |                |       |
|              | Bump Cutter  |       |      |       |      |      |                |       |
|              | Compressor   |       |      |       |      |      |                |       |
|              | Farm Tractor   |       |      |       |      |      |                |       |
|              | Forklift, Industrial Type                                    |       |      |       |      |      |                |       |
|              | Gin Truck or Winch Truck (with poles when used for hoisting) |       |      |       |      |      |                |       |
|              | 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                                     |       |      |       |      |      |                |       |
|              | 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)                            |       |      |       |      |      |                |       |
|              | Stake Hopper   |       |      |       |      |      |                |       |
|              | Straightening Machine  |       |      |       |      |      |                |       |
|              | Tow Tractor  |       |      |       |      |      |                |       |

|              |                                    |       |      |       |      |      |                |       |
|--------------|------------------------------------|-------|------|-------|------|------|----------------|-------|
| <b>A1605</b> | Group IV, including:               | 32.58 | 9.80 | 12.25 | 1.00 | 0.10 | <b>L&amp;M</b> | 55.73 |
|              | Crane Assistant Engineer/Rig Oiler |       |      |       |      |      |                |       |
|              | Drill Helper                       |       |      |       |      |      |                |       |
|              | Parts & Equipment Coordinator      |       |      |       |      |      |                |       |
|              | Spotter                            |       |      |       |      |      |                |       |

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 |
|------------|--|-----|-----|-----|-----|-------|----------|-----|
|------------|--|-----|-----|-----|-----|-------|----------|-----|

**Power Equipment Operators**

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

|              |  |       |      |       |      |  |                        |       |
|--------------|--|-------|------|-------|------|--|------------------------|-------|
| <b>A1605</b> | Group IV, including:                                     | 32.58 | 9.80 | 12.25 | 1.00 |  | <b>L&amp;M</b><br>0.10 | 55.73 |
|              | Steam Cleaner  |       |      |       |      |  |                        |       |
|              | Swamper (on trenching machines or shovel type equipment) |       |      |       |      |  |                        |       |

**Roofers**

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

|              |                         |       |       |      |      |  |                        |       |
|--------------|-------------------------|-------|-------|------|------|--|------------------------|-------|
| <b>A1701</b> | Roofer & Waterproofer   | 44.62 | 11.75 | 2.91 | 0.81 |  | <b>L&amp;M</b><br>0.10 | 60.22 |
| <b>A1702</b> | Roofer Material Handler | 31.23 | 11.75 | 2.91 | 0.81 |  | <b>L&amp;M</b><br>0.10 | 46.83 |

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

|              |                        |       |       |       |      |  |                        |       |
|--------------|------------------------|-------|-------|-------|------|--|------------------------|-------|
| <b>N1801</b> | Sheet Metal Journeyman | 47.74 | 10.80 | 13.11 | 1.45 |  | <b>L&amp;M</b><br>0.12 | 73.22 |
|--------------|------------------------|-------|-------|-------|------|--|------------------------|-------|

- 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

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

|              |                        |       |       |       |      |  |                        |       |
|--------------|------------------------|-------|-------|-------|------|--|------------------------|-------|
| <b>S1801</b> | Sheet Metal Journeyman | 42.70 | 10.80 | 13.49 | 1.68 |  | <b>L&amp;M</b><br>0.43 | 69.10 |
|--------------|------------------------|-------|-------|-------|------|--|------------------------|-------|

- Air Balancing and duct cleaning of HVAC systems

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 |
|------------|--|-----|-----|-----|-----|----------------|-----|
|------------|--|-----|-----|-----|-----|----------------|-----|

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

|              |                        |       |       |       |      | L&M  |       |
|--------------|------------------------|-------|-------|-------|------|------|-------|
| <b>S1801</b> | Sheet Metal Journeyman | 42.70 | 10.80 | 13.49 | 1.68 | 0.43 | 69.10 |

- 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 | 47.25 | 9.67 | 14.10 | 0.52 | 0.25 | 71.79 |

**Surveyors**

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

|              |                  |       |       |       |      | L&M  |       |
|--------------|------------------|-------|-------|-------|------|------|-------|
| <b>A2001</b> | Chief of Parties | 42.81 | 10.58 | 11.89 | 1.15 | 0.10 | 66.53 |

|              |             |       |       |       |      | L&M  |       |
|--------------|-------------|-------|-------|-------|------|------|-------|
| <b>A2002</b> | Party Chief | 41.22 | 10.58 | 11.89 | 1.15 | 0.10 | 64.94 |

|              |   |       |       |       |      | L&M  |       |
|--------------|---|-------|-------|-------|------|------|-------|
| <b>A2003</b> | Line & Grade Technician/Office Technician/GPS, Drones | 40.62 | 10.58 | 11.89 | 1.15 | 0.10 | 64.34 |

|              |  |       |       |       |      | L&M  |       |
|--------------|--|-------|-------|-------|------|------|-------|
| <b>A2004</b> | Associate Party Chief (including Instrument Person & Head Chain Person)/Stake Hop/Grademan | 38.50 | 10.58 | 11.89 | 1.15 | 0.10 | 62.22 |

|              |  |       |       |       |      | L&M  |       |
|--------------|--|-------|-------|-------|------|------|-------|
| <b>A2006</b> | Chain Person (for crews with more than 2 people) | 34.16 | 10.58 | 11.89 | 1.15 | 0.10 | 57.88 |

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

**Truck Drivers**

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

|                                  |       |       |       |      |                        |       |
|----------------------------------|-------|-------|-------|------|------------------------|-------|
| <b>A2101</b> Group I, including: | 39.59 | 10.58 | 11.89 | 1.15 | <b>L&amp;M</b><br>0.10 | 63.31 |
|----------------------------------|-------|-------|-------|------|------------------------|-------|

- 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, side dump, belly dump, & trucks with pups) over 40 yards up to & including 60 yards
- Helicopter Transporter
- Liquid Vac Truck/Super Vac Truck
- Lowboys (including attached trailers & jeeps up to & including 8 axles)
- Material Coordinator or 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>A2102</b> Group 1A including: | 40.86 | 10.58 | 11.89 | 1.15 | <b>L&amp;M</b><br>0.10 | 64.58 |
|----------------------------------|-------|-------|-------|------|------------------------|-------|

- Dump Trucks (including rockbuggy, side dump, belly dump & trucks with pups) over 60 yards up to & including 100 yards (over 100 yards to be negotiated)
- Jeeps (driver under load)
- Lowboys, including tractor attached trailers & jeeps, 9 axles, up to & including 12 axles (over 12 axles or 150 tons to be negotiated)

|                                   |       |       |       |      |                        |       |
|-----------------------------------|-------|-------|-------|------|------------------------|-------|
| <b>A2103</b> Group II, including: | 38.33 | 10.58 | 11.89 | 1.15 | <b>L&amp;M</b><br>0.10 | 62.05 |
|-----------------------------------|-------|-------|-------|------|------------------------|-------|

- All Deltas, Commanders, Rollagons, & similar equipment
- Batch Trucks (8 yards & up)
- Batch Trucks (up to & including 7 yards)
- Boom Truck/Knuckle Truck (over 5 tons)
- Cacasco Truck/Heat Stress Truck
- Construction and Material Safety Technician
- Dump Trucks (including rockbuggy, side dump, belly dump, & trucks with pups) over 20 yards up to & including 40 yards
- Gin Pole Truck, Winch Truck, Wrecker (truck mounted "A" frame manufactured rating over 5 tons)
- Mechanics
- Oil Distributor Driver
- Partsman
- Ready-mix (up to & including 12 yards)

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

**Truck Drivers**

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

|              |  |       |       |       |      |      |     |       |
|--------------|--|-------|-------|-------|------|------|-----|-------|
| <b>A2103</b> | Group II, including:                     | 38.33 | 10.58 | 11.89 | 1.15 | 0.10 | L&M | 62.05 |
|              | Stringing Truck                          |       |       |       |      |      |     |       |
|              | Turn-O-Wagon or DW-10 (not self loading) |       |       |       |      |      |     |       |

|              |   |       |       |       |      |      |     |       |
|--------------|---|-------|-------|-------|------|------|-----|-------|
| <b>A2104</b> | Group III, including:   | 37.51 | 10.58 | 11.89 | 1.15 | 0.10 | L&M | 61.23 |
|              | Boom Truck/Knuckle Truck (up to & including 5 tons)   |       |       |       |      |      |     |       |
|              | Dump Trucks (including rockbuggy, side dump, belly dump, & trucks with pups) over 10 yards up to & including 20 yards |       |       |       |      |      |     |       |
|              | Expeditor (electrical & pipefitting materials)  |       |       |       |      |      |     |       |
|              | Gin Pole Truck, Winch Truck, Wrecker (truck mounted "A" frame manufactured rating 5 tons & under)                     |       |       |       |      |      |     |       |
|              | Greaser - Shop  |       |       |       |      |      |     |       |
|              | Thermal Plastic Layout Technician   |       |       |       |      |      |     |       |
|              | Traffic Control Technician  |       |       |       |      |      |     |       |
|              | Trucks/Jeeps (push or pull)   |       |       |       |      |      |     |       |

|              |   |       |       |       |      |      |     |       |
|--------------|---|-------|-------|-------|------|------|-----|-------|
| <b>A2105</b> | Group IV, including:  | 36.93 | 10.58 | 11.89 | 1.15 | 0.10 | L&M | 60.65 |
|              | Air Cushion or similar type vehicle   |       |       |       |      |      |     |       |
|              | All Terrain Vehicle   |       |       |       |      |      |     |       |
|              | Buggymobile   |       |       |       |      |      |     |       |
|              | Bull Lift & Fork Lift, Fork Lift with Power Boom & Swing Attachment (over 5 tons)                       |       |       |       |      |      |     |       |
|              | Bus Operator (over 30 passengers)   |       |       |       |      |      |     |       |
|              | Cement Spreader, Dry  |       |       |       |      |      |     |       |
|              | Combination Truck-Fuel & Grease   |       |       |       |      |      |     |       |
|              | Compactor (when pulled by rubber tired equipment)   |       |       |       |      |      |     |       |
|              | Dump Trucks (including rockbuggy, side dump, belly dump, & 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  |       |       |       |      |      |     |       |
|              | Grease Truck  |       |       |       |      |      |     |       |
|              | Hydro Seeder, Dual Axle   |       |       |       |      |      |     |       |
|              | Hyster Operators (handling bulk aggregate)  |       |       |       |      |      |     |       |
|              | Loadmaster (air & water operations)   |       |       |       |      |      |     |       |
|              | Lumber Carrier  |       |       |       |      |      |     |       |
|              | Ready-mix, (up to & including 7 yards)  |       |       |       |      |      |     |       |
|              | Rigger (air/water/oilfield)   |       |       |       |      |      |     |       |
|              | Semi or Truck & Trailer   |       |       |       |      |      |     |       |

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



**Truck Drivers**

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

|              |                              |       |       |       |      | L&M  |       |
|--------------|------------------------------|-------|-------|-------|------|------|-------|
| <b>A2105</b> | Group IV, including:         | 36.93 | 10.58 | 11.89 | 1.15 | 0.10 | 60.65 |
|              | Tireman, Light Duty          |       |       |       |      |      |       |
|              | Track Truck Equipment        |       |       |       |      |      |       |
|              | Truck Vacuum Sweeper         |       |       |       |      |      |       |
|              | Warehouseperson              |       |       |       |      |      |       |
|              | Water Truck (Below 250 Bbls) |       |       |       |      |      |       |
|              | Water Truck (straight)       |       |       |       |      |      |       |
|              | Water Wagon, Semi            |       |       |       |      |      |       |

|              |   |       |       |       |      | L&M  |       |
|--------------|---|-------|-------|-------|------|------|-------|
| <b>A2106</b> | Group V, including:   | 36.17 | 10.58 | 11.89 | 1.15 | 0.10 | 59.89 |
|              | 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   |       |       |       |      |      |       |
|              | 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)   |       |       |       |      |      |       |

**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:  | 33.29 | 8.70 | 17.06 | 1.25 | 0.20 | 0.20 | 60.70 |
|              | Brakeman   |       |      |       |      |      |      |       |
|              | Mucker   |       |      |       |      |      |      |       |
|              | Nipper   |       |      |       |      |      |      |       |
|              | Storm Water Pollution Protection Plan Worker (SWPPP Worker - erosion and sediment control Laborer) |       |      |       |      |      |      |       |
|              | Topman & Bull Gang   |       |      |       |      |      |      |       |
|              | Tunnel Track Laborer   |       |      |       |      |      |      |       |
| <b>N2202</b> | Group II, including:   | 34.39 | 8.70 | 17.06 | 1.25 | 0.20 | 0.20 | 61.80 |
|              | Burning & Cutting Torch  |       |      |       |      |      |      |       |

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

|                   |   |            |                |            |            |              |                 |            |
|-------------------|---|------------|----------------|------------|------------|--------------|-----------------|------------|
| <b>Class Code</b> | <b>Classification of Laborers &amp; Mechanics</b> | <b>BHR</b> | <b>H&amp;W</b> | <b>PEN</b> | <b>TRN</b> | <b>Other</b> | <b>Benefits</b> | <b>THR</b> |
|-------------------|---|------------|----------------|------------|------------|--------------|-----------------|------------|

**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:                                    | 34.39 | 8.70 | 17.06 | 1.25           | 0.20       | 61.80 |
|              | Certified Erosion Sediment Control Lead (CESCL Laborer) |       |      |       |                |            |       |
|              | Concrete Laborer  |       |      |       |                |            |       |
|              | Floor Preparation, Core Drilling                        |       |      |       |                |            |       |
|              | Jackhammer/Chipping Gun or Pavement Breaker             |       |      |       |                |            |       |
|              | Laser Instrument Operator                               |       |      |       |                |            |       |
|              | Nozzlemen, Pumpcrete or Shotcrete                       |       |      |       |                |            |       |
|              | Pipelayer Helper  |       |      |       |                |            |       |

|              |                       |       |      |       | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|-----------------------|-------|------|-------|----------------|------------|-------|
| <b>N2203</b> | Group III, including: | 35.38 | 8.70 | 17.06 | 1.25           | 0.20       | 62.79 |
|              | Miner                 |       |      |       |                |            |       |
|              | Retimberman           |       |      |       |                |            |       |

|              |  |       |      |       | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|--|-------|------|-------|----------------|------------|-------|
| <b>N2204</b> | Group IIIA, including:   | 38.98 | 8.70 | 17.06 | 1.25           | 0.20       | 66.39 |
|              | 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) |       |      |       |                |            |       |
|              | Pioneer Drilling & Drilling Off Tugger (all type drills)                                 |       |      |       |                |            |       |
|              | Pipelayer  |       |      |       |                |            |       |
|              | Powderman (Employee Possessor)   |       |      |       |                |            |       |
|              | Storm Water Pollution Protection Plan Specialist (SWPPP Specialist)                      |       |      |       |                |            |       |

|              |  |       |      |       | <b>L&amp;M</b> | <b>LEG</b> |       |
|--------------|--|-------|------|-------|----------------|------------|-------|
| <b>N2206</b> | Group IIIB, including:   | 42.88 | 5.99 | 17.06 | 1.25           | 0.20       | 67.58 |
|              | Federal Powderman (Responsible Person in Charge)                                     |       |      |       |                |            |       |
|              | Grade Checking (setting or transferring of grade marks, line and grade, GPS, drones) |       |      |       |                |            |       |
|              | Stake Hopper   |       |      |       |                |            |       |

**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:  | 33.29 | 8.70 | 17.06 | 1.25           | 0.20       | 60.70 |
|              | Brakeman   |       |      |       |                |            |       |
|              | Mucker   |       |      |       |                |            |       |
|              | Nipper   |       |      |       |                |            |       |
|              | Storm Water Pollution Protection Plan Worker (SWPPP Worker - erosion and sediment control Laborer) |       |      |       |                |            |       |
|              | 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; 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

|   | 34.39 | 8.70 | 17.06 | 1.25 | L&M<br>0.20 | LEG<br>0.20 | 61.80 |
|---|-------|------|-------|------|-------------|-------------|-------|
| <b>S2202</b> Group II, including:                       |       |      |       |      |             |             |       |
| Burning & Cutting Torch                                 |       |      |       |      |             |             |       |
| Certified Erosion Sediment Control Lead (CESCL Laborer) |       |      |       |      |             |             |       |
| Concrete Laborer  |       |      |       |      |             |             |       |
| Floor Preparation, Core Drilling                        |       |      |       |      |             |             |       |
| Jackhammer/Chipping Gun or Pavement Breaker             |       |      |       |      |             |             |       |
| Laser Instrument Operator                               |       |      |       |      |             |             |       |
| Nozzle men, Pumpcrete or Shotcrete                      |       |      |       |      |             |             |       |
| Pipelayer Helper  |       |      |       |      |             |             |       |

|                                    | 35.38 | 8.70 | 17.06 | 1.25 | L&M<br>0.20 | LEG<br>0.20 | 62.79 |
|------------------------------------|-------|------|-------|------|-------------|-------------|-------|
| <b>S2203</b> Group III, including: |       |      |       |      |             |             |       |
| Miner                              |       |      |       |      |             |             |       |
| Retimberman                        |       |      |       |      |             |             |       |

|  | 38.98 | 8.70 | 17.06 | 1.25 | L&M<br>0.20 | LEG<br>0.20 | 66.39 |
|--|-------|------|-------|------|-------------|-------------|-------|
| <b>S2204</b> Group IIIA, including:  |       |      |       |      |             |             |       |
| 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) |       |      |       |      |             |             |       |
| Pioneer Drilling & Drilling Off Tugger (all type drills)                                 |       |      |       |      |             |             |       |
| Pipelayer  |       |      |       |      |             |             |       |
| Powderman (Employee Possessor)   |       |      |       |      |             |             |       |
| Storm Water Pollution Protection Plan Specialist (SWPPP Specialist)                      |       |      |       |      |             |             |       |

|  | 42.88 | 5.99 | 17.06 | 1.25 | L&M<br>0.20 | LEG<br>0.20 | 67.58 |
|--|-------|------|-------|------|-------------|-------------|-------|
| <b>S2206</b> Group IIIB, including:  |       |      |       |      |             |             |       |
| Federal Powderman (Responsible Person in Charge)                                     |       |      |       |      |             |             |       |
| Grade Checking (setting or transferring of grade marks, line and grade, GPS, drones) |       |      |       |      |             |             |       |
| Stake Hopper   |       |      |       |      |             |             |       |

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

|                       |       |      |       |      |             |       |
|-----------------------|-------|------|-------|------|-------------|-------|
| <b>A2207</b> Group I  | 44.31 | 9.80 | 12.25 | 1.00 | L&M<br>0.10 | 67.46 |
| <b>A2208</b> Group IA | 46.24 | 9.80 | 12.25 | 1.00 | L&M<br>0.10 | 69.39 |
| <b>A2209</b> Group II | 43.46 | 9.80 | 12.25 | 1.00 | L&M<br>0.10 | 66.61 |

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| Class Code | Classification of Laborers & Mechanics | BHR | H&W | PEN | TRN | Other Benefits | THR |
|------------|--|-----|-----|-----|-----|----------------|-----|
|------------|--|-----|-----|-----|-----|----------------|-----|

**Tunnel Workers, Power Equipment Operators**

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

|              |           |       |      |       |      |             |       |
|--------------|-----------|-------|------|-------|------|-------------|-------|
| <b>A2210</b> | Group III | 42.67 | 9.80 | 12.25 | 1.00 | L&M<br>0.10 | 65.82 |
| <b>A2211</b> | Group IV  | 35.84 | 9.80 | 12.25 | 1.00 | L&M<br>0.10 | 58.99 |

\* 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.

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

General Decision Number: AK190001 03/29/2019 AK1

Superseded General Decision Number: AK20180001

State: Alaska

Construction Types: Building and Heavy

Counties: Alaska Statewide.

BUILDING AND HEAVY CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

| Modification Number | Publication Date |
|---------------------|------------------|
| 0                   | 01/04/2019       |
| 1                   | 01/11/2019       |
| 2                   | 01/18/2019       |
| 3                   | 02/22/2019       |
| 4                   | 03/01/2019       |
| 5                   | 03/29/2019       |
| 6                   | 03/29/2019       |

ASBE0097-001 01/01/2018

Rates

Fringes

Asbestos Workers/Insulator  
(includes application of all  
insulating materials  
protective coverings,

|   |       |
|---|-------|
| coatings and finishings to<br>all types of mechanical<br>systems).....\$ 38.68  | 21.57 |
| HAZARDOUS MATERIAL HANDLER<br>(includes preparation,<br>wetting, stripping, removal<br>scrapping, vacuming, bagging,<br>and disposing of all<br>insulation materials, whether<br>they contain asbestos or not,<br>from mechanical systems).....\$ 37.38 | 19.55 |

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BOIL0502-002 10/01/2017

|                          | Rates | Fringes |
|--------------------------|-------|---------|
| BOILERMAKER.....\$ 46.17 |       | 29.70   |

-----  
BRAK0001-002 07/01/2018

|   | Rates | Fringes |
|---|-------|---------|
| Bricklayer, Blocklayer,<br>Stonemason, Marble Mason,<br>Tile Setter, Terrazzo Worker.....\$ 40.81 |       | 19.77   |
| Tile & Terrazzo Finisher.....\$ 34.79   |       | 19.62   |

-----  
CARP1501-001 09/01/2016

|                         | Rates | Fringes |
|-------------------------|-------|---------|
| MILLWRIGHT.....\$ 36.74 |       | 22.99   |

-----  
CARP2520-003 09/01/2018

|   | Rates | Fringes |
|---|-------|---------|
| Diver   |       |         |
| Stand-by.....\$ 42.65                                 |       | 25.66   |
| Tender.....\$ 41.65                                   |       | 25.66   |
| Working.....\$ 82.45                                  |       | 25.66   |
| Piledriver  |       |         |
| Piledriver; Skiff Operator<br>and Rigger.....\$ 38.34 |       | 25.66   |
| Sheet Stabber.....\$ 38.34                            |       | 25.66   |
| Welder.....\$ 43.90                                   |       | 25.66   |

DEPTH PAY PREMIUM FOR DIVERS BELOW WATER SURFACE:

|                     |                 |
|---------------------|-----------------|
| 50-100 feet         | \$1.00 per foot |
| 101 feet and deeper | \$2.00 per foot |

ENCLOSURE PAY PREMIUM WITH NO VERTICAL ASCENT:

|                    |                     |
|--------------------|---------------------|
| 5-50 FEET          | \$1.00 PER FOOT/DAY |
| 51-100 FEET        | \$2.00 PER FOOT/DAY |
| 101 FEET AND ABOVE | \$3.00 PER FOOT/DAY |

SATURATION DIVING:

The standby rate applies until saturation starts. The

saturation diving rate applies when divers are under pressure continuously until work task and decompression are complete. the diver rate shall be paid for all saturation hours.

WORK IN COMBINATION OF CLASSIFICATIONS:

Employees working in any combination of classifications within the diving crew (except dive supervisor) in a shift are paid in the classification with the highest rate for that shift.

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 CARP4059-001 09/01/2018

|   | Rates    | Fringes |
|---|----------|---------|
| CARPENTER                                 |          |         |
| Including Lather and Drywall Hanging..... | \$ 38.34 | 25.66   |

-----  
 ELEC1547-004 04/01/2018

|                    | Rates    | Fringes    |
|--------------------|----------|------------|
| CABLE SPLICER..... | \$ 39.82 | 3%+\$26.44 |
| ELECTRICIAN.....   | \$ 39.49 | 3%+\$26.69 |

-----  
 ELEC1547-005 04/01/2018

Line Construction

|  | Rates    | Fringes  |
|--|----------|----------|
| CABLE SPLICER.....                                       | \$ 52.57 | 3%+30.81 |
| Linemen (Including Equipment Operators, Technician)..... | \$ 50.52 | 3%+30.81 |
| Powderman.....   | \$ 48.52 | 3%+30.81 |
| TREE TRIMMER.....  | \$ 36.21 | 3%+24.19 |

-----  
 ELEV0019-002 01/01/2019

|                        | Rates    | Fringes    |
|------------------------|----------|------------|
| ELEVATOR MECHANIC..... | \$ 57.23 | 33.705+a+b |

FOOTNOTE: a. Employer contributes 8% of the basic hourly rate for over 5 year's service and 6% of the basic hourly rate for 6 months to 5 years' of service as vacation paid credit. b. Eight paid holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving, and Christmas Day

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 ENGI0302-002 01/01/2019

| Rates | Fringes |
|-------|---------|
|-------|---------|

POWER EQUIPMENT OPERATOR

|               |          |       |
|---------------|----------|-------|
| GROUP 1.....  | \$ 40.53 | 23.65 |
| GROUP 1A..... | \$ 42.29 | 23.65 |
| GROUP 2.....  | \$ 39.76 | 23.65 |
| GROUP 3.....  | \$ 39.04 | 23.65 |
| GROUP 4.....  | \$ 32.83 | 23.65 |
| TUNNEL WORK   |          |       |
| GROUP 1.....  | \$ 44.58 | 23.65 |
| GROUP 1A..... | \$ 46.52 | 23.65 |
| GROUP 2.....  | \$ 43.74 | 23.65 |
| GROUP 3.....  | \$ 42.94 | 23.65 |
| GROUP 4.....  | \$ 36.11 | 23.65 |

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Asphalt Roller: Breakdown, Intermediate, and Finish; Back Filler; Barrier Machine (Zipper); Beltcrete with power pack and similar conveyors; Bending Machine; Boat Coxwains; Bulldozers; Cableways, Highlines and Cablecars; Cleaning Machine; Coating Machine; Concrete Hydro Blaster; Cranes-45 tons and under or 150 foot boom and under (including jib and 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); Drilling Machines, core, cable, rotary and exploration; Finishing Machine Operator, Concrete Paving, Laser Screed, Sidewalk, Curb and Gutter Machine; Helicopters; Hover Craft, Flex Craft, Loadmaster, Air Cushion, All Terrain Vehicle, Rollagon, Bargecable, Nodwell, and Snow Cat; Hydro Ax: Feller Buncher and similar; Loaders (2 1/2 yards through 5 yards, including all attachments): Forklifts with telescopic boom and swing attachment, Overhead and front end, 2 1/2 yards through 5 yards, Loaders with forks or pipe clamps; Loaders, elevating belt type, Euclid and similar types; Mechanics, Bodyman; Micro Tunneling Machine; Mixers: Mobile type w/hoist combination; Motor Patrol Grader; Mucking Machines: Mole, Tunnel Drill, Horizontal/Directional Drill Operator, and/or Shield; Operator on Dredges; Piledriver Engineers, L. B. Foster, Puller or similar Paving Breaker; Power Plant, Turbine Operator, 200 k.w. and over (power plants or combination of power units over 300 k.w.); Scrapers-through 40 yards; Service Oiler/Service Engineer; Sidebooms-under 45 tons; Shot Blast Machine; Shovels, Backhoes, Excavators with all attachments, and Gradealls (3 yards and under), Spreaders, Blaw Knox, Cedarapids, Barber Greene, Slurry Machine; Sub-grader (Gurries, Reclaimer, and similar types); Tack tractor; Truck mounted Concrete Pumps, Conveyor, Creter; Water Kote Machine; Unlicensed off road hauler

GROUP 1A: Camera/Tool/Video Operator (Slipline), Cranes-over 45 tons or 150 foot (including jib and attachments): (a) Clamshells and Draglines (over 3 yards), (b) Tower cranes; Licensed Water/Waste Water Treatment Operator; Loaders over 5 yds.; Certified Welder, Electrical Mechanic, Camp Maintenance Engineer, Mechanic (over 10,000 hours); 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. and over; Quad; Screed; Shovels, Backhoes, Excavators with all attachments (over 3 yards), Sidebooms over 45 tons; Slip Form Paver, C.M.I. and similar types; Scrapers over 40 yards;

GROUP 2: Boiler-fireman; Cement Hog and Concrete Pump Operator; Conveyors (except as listed in group 1); Hoist on steel erection; Towermobiles and Air Tuggers; Horizontal/Directional Drill Locator; Licensed Grade Technician; Loaders, (i.e., Elevating Grader and Material Transfer Vehicle); Locomotives: rod and geared engines; Mixers; Screening, Washing Plant; Sideboom (cradling rock drill regardless of size); Skidder; Trenching Machine under 16 inches; Waste/ Waste Water Treatment Operator.

GROUP 3: "A" Frame Trucks, Deck Winches: single power drum; 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 and Stake Hopper; Hoist, Air Tuggers, Elevators; Loaders: (a) Elevating-Athey, Barber Green and similar types (b) Forklifts or Lumber Carrier (on construction job site) (c) Forklifts with Tower (d) Overhead and Front-end, under 2 1/2 yds. Locomotives: Dinkey (air, steam, gas and electric) Speeders; Mechanics (light duty); Oil, Blower Distribution; Post Hole Diggers, mechanical; Pot Fireman (power agitated); Power Plant, Turbine Operator, under 200 k.w.; Pumps-water; Roller-other than Plantmix; Saws, concrete; Skid Steer with all attachments; Straightening Machine; Tow Tractor

GROUP 4: Rig Oiler/Crane Assistant Engineer; Parts and Equipment Coordinator; Swamper (on trenching machines or shovel type equipment); Spotter; Steam Cleaner; Drill Helper.

FOOTNOTE: Groups 1-4 receive 10% premium while performing tunnel or underground work. Rig Oiler/Crane Assistant Engineer shall be required on cranes over 85 tons or over 100 feet of boom.

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IRON0751-003 07/01/2018

|                              | Rates    | Fringes |
|------------------------------|----------|---------|
| IRONWORKER                   |          |         |
| BRIDGE, STRUCTURAL,          |          |         |
| ORNAMENTAL, REINFORCING      |          |         |
| MACHINERY MOVER, RIGGER,     |          |         |
| SHEETER, STAGE RIGGER,       |          |         |
| BENDER OPERATOR.....         | \$ 37.90 | 31.48   |
| FENCE, BARRIER INSTALLER.... | \$ 34.40 | 31.48   |
| GUARDRAIL INSTALLERS.....    | \$ 35.14 | 31.48   |
| GUARDRAIL LAYOUT MAN.....    | \$ 35.14 | 31.48   |
| HELICOPTER, TOWER.....       | \$ 38.90 | 31.48   |

LAB00341-005 04/01/2018

|  | Rates    | Fringes |
|--|----------|---------|
| Laborers: South of the 63rd<br>Parallel & West of Longitude<br>138 Degrees |          |         |
| GROUP 1.....   | \$ 30.26 | 27.01   |
| GROUP 2.....   | \$ 31.26 | 27.01   |
| GROUP 3.....   | \$ 32.16 | 27.01   |
| GROUP 3A.....  | \$ 35.44 | 27.01   |
| GROUP 3B.....  | \$ 39.98 | 24.30   |
| GROUP 4.....   | \$ 19.83 | 27.01   |
| TUNNELS, SHAFTS, AND RAISES  |          |         |
| GROUP 1.....   | \$ 33.29 | 27.01   |
| GROUP 2.....   | \$ 34.39 | 27.01   |
| GROUP 3.....   | \$ 35.38 | 27.01   |
| GROUP 3A.....  | \$ 38.98 | 27.01   |
| GROUP 3B.....  | \$ 42.88 | 24.30   |

#### LABORERS CLASSIFICATIONS

GROUP 1: Asphalt Workers (shovelman, plant crew); Brush Cutters; Camp Maintenance Laborer; Carpenter Tenders; Choke Setters, Hook Tender, Rigger, Signalman; Concrete Laborer (curb and gutter, chute handler, grouting, curing, screeding); Crusher Plant Laborer; Demolition Laborer; Ditch Diggers; Dump Man; Environmental Laborer (asbestos (limited to nonmechanical systems), hazardous and toxic waste, oil spill); Fence Installer; Fire Watch Laborer; Flagman; Form Strippers; General Laborer; Guardrail Laborer, Bridge Rail Installers; Hydro-Seeder Nozzleman; Laborers (building); Landscape or Planter; Laying of Decorative Block (retaining walls, flowered decorative block 4 feet and below); Material Handlers; Pneumatic or Power Tools; Portable or Chemical Toilet Serviceman; Pump Man or Mixer Man; Railroad Track Laborer; Sandblast, Pot Tender; Saw Tenders; Scaffold Building and Erecting; Slurry Work; Stake Hopper; Steam Point or Water Jet Operator; Steam Cleaner Operator; Tank Cleaning; Utiliwalk, Utilidor Laborer and Conduit Installer; Watchman (construction projects); Window Cleaner

GROUP 2: Burning and Cutting Torch; Cement or Lime Dumper or Handler (sack or bulk); Choker Splicer; Chucktender (wagon, airtrack and hydraulic drills); Concrete Laborers (power buggy, concrete saws, pumpcrete nozzleman, vibratorman); Culvert Pipe Laborer; Cured in place Pipelayer; Environmental Laborer (marine work, oil spill skimmer operator, small boat operator); Foam Gun or Foam Machine Operator; Green Cutter (dam work); Gunnite Operator; Hod Carriers; Jackhammer or Pavement Breakers (more than 45 pounds); Laying of Decorative Block (retaining walls, flowered decorative block above 4 feet); Mason Tender and Mud Mixer (sewer work); Pilot Car; Plasterer, Bricklayer and Cement Finisher Tenders; Power Saw Operator; Railroad Switch Layout Laborer; Sandblaster; Sewer Caulkers; Sewer

Plant Maintenance Man; Thermal Plastic Applicator; Timber Faller, chain saw operator, filer; Timberman

GROUP 3: Alarm Installer; Bit Grinder; Guardrail Machine Operator; High Rigger and tree topper; High Scaler; Multiplate; Slurry Seal Squeegee Man

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers

GROUP 3B: Grade checker (setting or transferring of grade marks, line and grade)

GROUP 4: Final Building Cleanup

TUNNELS, SHAFTS, AND RAISES CLASSIFICATIONS

GROUP 1: Brakeman; Muckers; Nippers; Topman and Bull Gang; Tunnel Track Laborer

GROUP 2: Burning and Cutting Torch; Concrete Laborers; Jackhammers; Nozzleman, Pumpcrete or Shotcrete.

GROUP 3: Miner; Retimberman

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers.

GROUP 3B: Grade checker (setting or transferring of grade marks, line and grade)

Tunnel shaft and raise rates only apply to workers regularly employed inside a tunnel portal or shaft collar.

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LAB00942-001 04/01/2018

|  | Rates    | Fringes |
|--|----------|---------|
| Laborers: North of the 63rd<br>Parallel & East of Longitude<br>138 Degrees |          |         |
| GROUP 1.....   | \$ 30.26 | 27.21   |
| GROUP 2.....   | \$ 31.26 | 27.21   |
| GROUP 3.....   | \$ 32.16 | 27.21   |
| GROUP 3A.....  | \$ 35.44 | 27.21   |
| GROUP 3B.....  | \$ 38.98 | 24.50   |
| GROUP 4.....   | \$ 19.83 | 27.21   |
| TUNNELS, SHAFTS, AND RAISES  |          |         |
| GROUP 1.....   | \$ 33.29 | 27.21   |
| GROUP 2.....   | \$ 34.39 | 27.21   |
| GROUP 3.....   | \$ 35.38 | 27.21   |

|               |          |       |
|---------------|----------|-------|
| GROUP 3A..... | \$ 38.98 | 27.21 |
| GROUP 3B..... | \$ 42.88 | 24.50 |

LABORERS CLASSIFICATIONS

GROUP 1: Asphalt Workers (shovelman, plant crew); Brush Cutters; Camp Maintenance Laborer; Carpenter Tenders; Choke Setters, Hook Tender, Rigger, Signalman; Concrete Laborer (curb and gutter, chute handler, grouting, curing, screeding); Crusher Plant Laborer; Demolition Laborer; Ditch Diggers; Dump Man; Environmental Laborer (asbestos (limited to nonmechanical systems), hazardous and toxic waste, oil spill); Fence Installer; Fire Watch Laborer; Flagman; Form Strippers; General Laborer; Guardrail Laborer, Bridge Rail Installers; Hydro-Seeder Nozzleman; Laborers (building); Landscape or Planter; Laying of Decorative Block (retaining walls, flowered decorative block 4 feet and below); Material Handlers; Pneumatic or Power Tools; Portable or Chemical Toilet Serviceman; Pump Man or Mixer Man; Railroad Track Laborer; Sandblast, Pot Tender; Saw Tenders; Scaffold Building and Erecting; Slurry Work; Stake Hopper; Steam Point or Water Jet Operator; Steam Cleaner Operator; Tank Cleaning; Utiliwalk, Utilidor Laborer and Conduit Installer; Watchman (construction projects); Window Cleaner

GROUP 2: Burning and Cutting Torch; Cement or Lime Dumper or Handler (sack or bulk); Choker Splicer; Chucktender (wagon, airtrack and hydraulic drills); Concrete Laborers (power buggy, concrete saws, pumpcrete nozzleman, vibratorman); Culvert Pipe Laborer; Cured in place Pipelayer; Environmental Laborer (marine work, oil spill skimmer operator, small boat operator); Foam Gun or Foam Machine Operator; Green Cutter (dam work); Gunnite Operator; Hod Carriers; Jackhammer or Pavement Breakers (more than 45 pounds); Laying of Decorative Block (retaining walls, flowered decorative block above 4 feet); Mason Tender and Mud Mixer (sewer work); Pilot Car; Plasterer, Bricklayer and Cement Finisher Tenders; Power Saw Operator; Railroad Switch Layout Laborer; Sandblaster; Sewer Caulkers; Sewer Plant Maintenance Man; Thermal Plastic Applicator; Timber Faller, chain saw operator, filer; Timberman

GROUP 3: Alarm Installer; Bit Grinder; Guardrail Machine Operator; High Rigger and tree topper; High Scaler; Multiplate; Slurry Seal Squeegee Man

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers

GROUP 3B: Grade checker (setting or transferring of grade marks, line and grade)

GROUP 4: Final Building Cleanup

TUNNELS, SHAFTS, AND RAISES CLASSIFICATIONS

GROUP 1: Brakeman; Muckers; Nippers; Topman and Bull Gang;  
Tunnel Track Laborer

GROUP 2: Burning and Cutting Torch; Concrete Laborers;  
Jackhammers; Nozzleman, Pumpcrete or Shotcrete.

GROUP 3: Miner; Retimberman

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill  
Doctor (in the field); Drillers (including, but not limited  
to, wagon drills, air track drills; hydraulic drills);  
Powderman; Pioneer Drilling and Drilling Off Tugger (all  
type drills); Pipelayers.

GROUP 3B: Grade checker (setting or transferring of grade  
marks, line and grade)

Tunnel shaft and raise rates only apply to workers regularly  
employed inside a tunnel portal or shaft collar.

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PAIN1959-001 07/01/2018

NORTH OF THE 63RD PARALLEL

|  | Rates    | Fringes |
|--|----------|---------|
| PAINTER  |          |         |
| BRUSH/ROLLER PAINT OR WALL<br>COVERER.....   | \$ 32.09 | 21.09   |
| TAPING, TEXTURING,<br>STRUCTURAL PAINTING,<br>SANDBLASTING, POT TENDER,<br>FINISH METAL, SPRAY,<br>BUFFER OPERATOR, RADON<br>MITIGATION, LEAD BASED<br>PAINT ABATEMENT, HAZARDOUS<br>MATERIAL HANDLER..... | \$ 32.61 | 21.09   |

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PAIN1959-002 07/01/2018

SOUTH OF THE 63RD PARALLEL

|  | Rates    | Fringes |
|--|----------|---------|
| PAINTER  |          |         |
| Brush, Roller, Sign, Paper<br>and Vinyl, Swing Stage,<br>Hand Taper/Drywall,<br>Structural Steel, and<br>Commercial Spray..... | \$ 32.09 | 21.09   |
| Machine Taper/Drywall.....   | \$ 32.61 | 21.09   |
| Spray-Sand/Blast, Epoxy<br>and Tar Applicator.....   | \$ 32.61 | 20.09   |

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PAIN1959-003 07/01/2018

NORTH OF THE 63RD PARALLEL

|              | Rates    | Fringes |
|--------------|----------|---------|
| GLAZIER..... | \$ 39.28 | 23.49   |

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PAIN1959-004 07/01/2018

|                          | Rates    | Fringes |
|--------------------------|----------|---------|
| FLOOR LAYER: Carpet..... | \$ 29.13 | 14.06   |

-----  
PAIN1959-006 07/01/2018

SOUTH OF THE 63RD PARALLEL

|              | Rates    | Fringes |
|--------------|----------|---------|
| GLAZIER..... | \$ 39.28 | 23.49   |

-----  
PLAS0867-001 02/01/2016

|                              | Rates    | Fringes |
|------------------------------|----------|---------|
| PLASTERER                    |          |         |
| North of the 63rd parallel.. | \$ 37.25 | 20.41   |
| South of the 63rd parallel.. | \$ 37.00 | 20.41   |

-----  
PLAS0867-004 02/01/2016

|                                | Rates    | Fringes |
|--------------------------------|----------|---------|
| CEMENT MASON/CONCRETE FINISHER |          |         |
| North of the 63rd parallel..   | \$ 37.25 | 20.41   |
| South of the 63rd parallel..   | \$ 37.00 | 20.41   |

-----  
PLUM0262-002 07/01/2018

East of the 141st Meridian

|                           | Rates    | Fringes |
|---------------------------|----------|---------|
| Plumber; Steamfitter..... | \$ 38.02 | 27.12   |

-----  
PLUM0367-002 12/03/2018

South of the 63rd Parallel

|                           | Rates    | Fringes |
|---------------------------|----------|---------|
| Plumber; Steamfitter..... | \$ 39.00 | 26.70   |

-----  
PLUM0375-002 07/01/2018

North of the 63rd Parallel

|  | Rates | Fringes |
|--|-------|---------|
|--|-------|---------|

Plumber; Steamfitter.....\$ 41.46 26.40

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PLUM0669-002 04/01/2017

Rates Fringes

SPRINKLER FITTER.....\$ 46.00 23.29

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ROOF0189-006 04/01/2018

Rates Fringes

ROOFER.....\$ 44.62 15.50

-----  
SHEE0023-003 07/01/2018

South of the 63rd Parallel

Rates Fringes

SHEET METAL WORKER.....\$ 42.70 26.40

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SHEE0023-004 07/01/2017

North of the 63rd Parallel

Rates Fringes

SHEET METAL WORKER.....\$ 47.74 23.48

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\* TEAM0959-003 03/01/2019

Rates Fringes

TRUCK DRIVER

|               |          |       |
|---------------|----------|-------|
| GROUP 1.....  | \$ 39.94 | 24.12 |
| GROUP 1A..... | \$ 41.21 | 24.12 |
| GROUP 2.....  | \$ 38.68 | 24.12 |
| GROUP 3.....  | \$ 37.86 | 24.12 |
| GROUP 4.....  | \$ 37.28 | 24.12 |
| GROUP 5.....  | \$ 36.52 | 24.12 |

GROUP 1: Semi with Double Box Mixer; Dump Trucks (including rockbuggy and trucks with pups) over 40 yards up to and including 60 yards; Deltas, Commanders, Rollogans and similar equipment when pulling sleds, trailers or similar equipment; Boat Coxswain; Lowboys including attached trailers and jeeps, up to and including 12 axles; Ready-mix over 12 yards up to and including 15 yards); Water Wagon (250 Bbls and above); Tireman, Heavy Duty/Fueler

GROUP 1A: Dump Trucks (including Rockbuggy and Trucks with pups) over 60 yards up to and including 100 yards; Jeeps (driver under load)

GROUP 2: Turn-O-Wagon or DW-10 not self-loading; All Deltas, Commanders, Rollogans, and similar equipment; Mechanics;

Dump Trucks (including Rockbuggy and Trucks with pups) over 20 yards up to and including 40 yards; Lowboys including attached trailers and jeeps up to and including 8 axles; Super vac truck/cacasco truck/heat stress truck; Ready-mix over 7 yards up to and including 12 yards; Partsman; Stringing Truck

GROUP 3: Dump Trucks (including Rockbuggy and Trucks with pups) over 10 yards up to and including 20 yards; batch trucks 8 yards and up; Oil distributor drivers; Oil Distributor Drivers; Trucks/Jeeps (push or pull); Traffic Control Technician

GROUP 4: Buggymobile; Semi or Truck and trailer; Dumpster; Tireman (light duty); Dump Trucks (including Rockbuggy and Truck with pups) up to and including 10 yards; Track Truck Equipment; Grease Truck; Flat Beds, dual rear axle; Hyster Operators (handling bulk aggregate); Lumber Carrier; Water Wagon, semi; Water Truck, dual axle; Gin Pole Truck, Winch Truck, Wrecker, Truck Mounted "A" Frame manufactured rating over 5 tons; Bull Lifts and Fork Lifts with Power Boom and Swing attachments, over 5 tons; Front End Loader with Forks; Bus Operator over 30 passengers; All Terrain Vehicles; Boom Truck/Knuckle Truck over 5 tons; Foam Distributor Truck/dual axle; Hydro-seeders, dual axle; Vacuum Trucks, Truck Vacuum Sweepers; Loadmaster (air and water); Air Cushion or similar type vehicle; Fire Truck/Ambulance Driver; Combination Truck-fuel and grease; Compactor (when pulled by rubber tired equipment); Rigger (air/water/oilfield); Ready Mix, up to and including 7 yards;

GROUP 5: Gravel Spreader Box Operator on Truck; Flat Beds, single rear axle; Boom Truck/Knuckle Truck up to and including 5 tons; Pickups (Pilot Cars and all light duty vehicles); Water Wagon (Below 250 Bbls); Gin Pole Truck, Winch Truck, Wrecker, Truck Mounted "A" Frame, manufactured rating 5 tons and under; Bull Lifts and Fork Lifts (fork lifts with power broom and swing attachments up to and including 5 tons); Buffer Truck; Tack Truck; Farm type Rubber Tired Tractor (when material handling or pulling wagons on a construction project); Foam Distributor, single axle; Hydro-Seeders, single axle; Team Drivers (horses, mules and similar equipment); Fuel Handler (station/bulk attendant); Batch Truck, up to and including 7 yards; Gear/Supply Truck; Bus Operator, Up to 30 Passengers; Rigger/Swamper

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any



solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average

rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION