



Laborers' & Mechanics' Minimum Rates of Pay

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

State of Alaska
Department of Labor
& Workforce Development

Frank H. Murkowski, Governor
Greg O'Claray, Commissioner
Effective September 1, 2005
Issue 11



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

Jobs are Alaska's Future

September 1, 2005

TO ALL CONTRACTING AGENCIES:

At the Alaska Department of Labor & 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.

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

Because these rates may change, this publication is printed in the spring and fall of every year, so please be sure you are using the appropriate rates. The rates published in this edition become effective September 1, 2005.

All projects with a final bid date of September 11, 2005, or later, must pay the prevailing wage rates contained in this pamphlet. As the law now provides, these rates will remain stable during the life of a contract or for 24 calendar months, whichever is shorter. **The date the prime contract is awarded is the date from which the 24 months will be counted.** Upon expiration of the initial 24-month period, the latest wage rates issued by the department shall become effective for a subsequent 24-month period or until the original contract is completed, whichever occurs first. This process shall be repeated until the original contract is completed.

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

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

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

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

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


Greg O'Claray
Commissioner

Table of Contents

Excerpts from Alaska Law

Sec. 36.05.010. Wage rates on public construction.	iii
Sec. 36.05.040. Filing certified payrolls, wages paid and other information.	iii
Sec. 36.05.045. Fees, notice of work and completions; withholding of payment.	iii
Sec. 36.05.060. Penalty for violation of this chapter.	iv
Sec. 36.05.070. Wage rates in specifications and contracts for public works.	iv
Sec. 36.05.080. Failure to pay agreed wages.	iv
Sec. 36.05.090. Payment of wages from withheld payments and listing contractors who violate contracts. ...	iv
Sec. 36.05.900. Definitions.	v

Additional Information

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

Wage Rates	Pages 1-22
-------------------------	------------

EXCERPTS FROM ALASKA LAW

Sec. 36.05.010. Wage rates on public construction.

A contractor or subcontractor who performs work on public construction in the state, as defined by AS 36.95.010, 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 & 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 & 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 & 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 & 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. There is no fee for a contract under which the total amount payable by the contracting agency is less than \$25,000. 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 & 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 & Workforce Development that
 - (A) the primary contractor has complied with (a) and (b) of this section;
 - (B) the Department of Labor & Workforce Development is not conducting an investigation under this title; and
 - (C) the Department of Labor & 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 exceeding \$2,000 to which the state or a political subdivision of the state is a party that requires or involves the employment of mechanics, laborers, or field surveyors shall 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 contract for public works in the state or a political subdivision shall 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 contract and the local fiscal officer in the case of a political subdivision 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. Definitions.

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

ACCOMMODATIONS AND PER DIEM

The Alaska Department of Labor & Workforce Development has adopted a per diem requirement for blocklayers, bricklayers, carpenters, dredgemen, ironworkers, laborers, piledrivers, power equipment operators, 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 U.S. Post Office 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.

APPRENTICE HIRING REQUIREMENTS

On July 24, 2005, Governor Murkowski issued Administrative Order No. 226, which establishes a 15% goal for hiring apprentices in certain job categories on highway, airport, harbor, dam, tunnel, utility or dredging projects awarded by the Alaska Department of Transportation and Public Facilities that exceed \$2.5 million. This Order will apply to all projects in the referenced categories that are advertised after September 1, 2005. On these projects, the hours worked by apprentices will be compared to the hours worked by journeyman level workers to determine if the 15% goal has been met. This on-the-job training goal is critical to ensure that the Alaskan work force is prepared for the future. For additional details, contact the nearest Wage & Hour office at the address listed on Page ix of this publication. Administrative Order No. 226 may be viewed in its entirety on the Internet at <http://www.gov.state.ak.us/admin-orders/226.html> or call any Wage & Hour office to receive a faxed 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 Labor & Workforce Development in writing, or according to a bona fide apprenticeship program registered with the Bureau of Apprenticeship and Training, U.S. Department of Labor. **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 that has been accepted by the Alaska Department of Labor & Workforce Development, 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 made at least quarterly. 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 quarterly. Contractors who pay fringe benefits to a plan must ensure the plan is one approved by the Internal Revenue Service and accepted by the Alaska Department of Labor & Workforce Development in order for payments to be credited toward the prevailing wage obligation. Health and welfare plans also **must be accepted by the Alaska Department of Labor & Workforce Development prior to being applied to 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 & Workforce Development
Labor Standards & Safety Division
Wage & Hour Administration
P.O. Box 21149
Juneau, AK 99802-1149

**LABOR STANDARDS REGULATIONS
NOTICE REQUEST**

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

Alaska Department of Labor & Workforce Development
Labor Standards & Safety Division
Wage & Hour Administration
3301 Eagle St., Suite 301
Anchorage, AK 99503-4149
Email: Anchorage_LSS-WH@labor.state.ak.us

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

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

For information on any of the following *SEMINARS*:

- Electrical Plumbing Boiler

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

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

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

Name: _____

Mailing Address: _____

Email Address: _____

ALASKA HIRE EMPLOYMENT PREFERENCE

AS 36.10. By authority of A.S. 36.10.150 and 8 AAC 30.064, Labor & Workforce Development Commissioner Greg O'Claray determined, upon an analysis of the most recent detailed employment and labor supply data available, the entire 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 Alaska. This hiring preference applies on a project-by-project, craft-by-craft or occupational basis and must be met each workweek by each contractor/subcontractor.

*** The waiver process has changed significantly in 2005. Please contact the nearest regional Wage & Hour office listed below for details.**

The following classifications require a minimum of 90-percent Alaska resident hire preference:

Bricklayers	Equipment Operators	Painters	Welders
Carpenters	Insulation Workers	Piledriver Occupations	
Cement Masons	Ironworkers	Plumbers and Pipefitters	
Culinary Workers	Laborers	Roofers	
Electricians	Mechanics	Truck Drivers	

This determination is effective July 1, 2005, and remains in effect until June 30, 2007. For additional information about the Alaska resident hire requirements, contact the nearest Wage & Hour Office.

Please be advised that most public contracts are covered. Funding sources are unique for every project. The inclusion of federal funds does not necessarily remove a project from jurisdiction. If there is any uncertainty about whether the law applies to a particular project, the department requests that you contact the regional Wage & Hour office nearest you for a determination.

**Alaska Department of Labor & Workforce Development
Labor Standards & Safety Division
Wage & Hour Administration
<http://labor.state.ak.us/lss/home.htm>**

Anchorage

3301 Eagle St., Suite 301
Anchorage, Alaska 99503-4149
Phone: (907) 269-4900

Email:
Anchorage_LSS-WH@labor.state.ak.us

Juneau

P.O. Box 21149
Juneau, Alaska 99802-1149
Phone: (907) 465-4842

Email:
Juneau_LSS-WH@labor.state.ak.us

Fairbanks

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

Email:
Fairbanks_LSS@labor.state.ak.us

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 (3) years from the date of debarment.

Company Name

Date of Debarment

Debarment Expires

No companies are currently debarred.

Laborers' & Mechanics' Minimum Rates of Pay

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

Boilermakers

A0101	Boilermaker (journeyman)	34.48	8.02	7.50	0.74	VAC 1.60	52.34
--------------	--------------------------	-------	------	------	------	-------------	-------

Bricklayers & Blocklayers

**See note on last page if remote site

A0201	Blocklayer	31.83	5.55	7.50	0.40	L&M 0.10	45.38
	Bricklayer						
	Marble or Stone Mason						
	Refractory Worker (Firebrick, Plastic, Castable, and Gunitite Refractory Applications)						
	Terrazzo Worker						
	Tile Setter						

A0203	Marble & Tile Finisher	26.40	5.55	7.50	0.40	L&M 0.10	39.95
	Terrazzo Finisher						

A0204	Torginal Applicator	29.74	5.55	7.50	0.40	L&M 0.10	43.29
--------------	---------------------	-------	------	------	------	-------------	-------

A0202	Tuck Pointer Caulker	31.83	5.55	7.50	0.40	L&M 0.10	45.38
	Cleaner (PCC)						

Carpenters, Region I (North of N63 latitude)

**See note on last page if remote site

N0301	Carpenter (journeyman)	31.75	5.50	8.41	0.60	L&M 0.10	46.36
	Drywall Applicator or Lather						

N0304	Fire or Flood Repair Work	32.33	5.50	8.41	0.60	L&M 0.10	46.94
--------------	---------------------------	-------	------	------	------	-------------	-------

Carpenters, Region II (South of N63 latitude)

**See note on last page if remote site

S0301	Carpenter (journeyman)	30.39	5.55	7.90	0.60	L&M 0.10	SAF 0.10	44.64
	Lather/Acoustical							

Cement Masons, Region I (North of N63 latitude)

N0401	Group I, including:	30.52	5.85	5.50	0.75	L&M 0.10	42.72
	Application of Sealing Compound						
	Application of Underlayment						

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

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

Cement Masons, Region I (North of N63 latitude)

		L&M					
N0401	Group I, including:	30.52	5.85	5.50	0.75	0.10	42.72
	Building, General						
	Cement Mason (journeyman)						
	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 Concrete						

		L&M					
N0402	Group II, including:	30.52	5.85	5.50	0.75	0.10	42.72
	Form Setter						

		L&M					
N0403	Group III, including:	30.52	5.85	5.50	0.75	0.10	42.72
	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						

		L&M					
N0404	Group IV, including:	30.52	5.85	5.50	0.75	0.10	42.72
	Application of All Composition Mastic						
	Application of All Epoxy Material						
	Application of All Plastic Material						
	Finish Colored Concrete						
	Gunite Nozzleman						
	Hand Powered Grinder						
	Tunnel Worker						

		L&M					
N0405	Group V, including:	31.05	5.85	5.50	0.75	0.10	43.25
	Plasterer						

Cement Masons, Region II (South of N63 latitude)

		L&M					
S0401	Group I, including:	30.27	5.85	5.50	0.75	0.10	42.47
	Application of Sealing Compound						
	Application of Underlayment						

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

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

Cement Masons, Region II (South of N63 latitude)

		L&M					
S0401	Group I, including:	30.27	5.85	5.50	0.75	0.10	42.47
	Building, General						
	Cement Mason (journeyman)						
	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 Concrete						

		L&M					
S0402	Group II, including:	30.27	5.85	5.50	0.75	0.10	42.47
	Form Setter						

		L&M					
S0403	Group III, including:	30.27	5.85	5.50	0.75	0.10	42.47
	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						

		L&M					
S0404	Group IV, including:	30.27	5.85	5.50	0.75	0.10	42.47
	Application of All Composition Mastic						
	Application of All Epoxy Material						
	Application of All Plastic Material						
	Finish Colored Concrete						
	Gunite Nozzleman						
	Hand Powered Grinder						
	Tunnel Worker						

		L&M					
S0405	Group V, including:	30.80	5.85	5.50	0.75	0.10	43.00
	Plasterer						

Culinary Workers * See note on last page

		LEG					
A0501	Baker/Cook	20.89	1.75	4.02		0.05	26.71

		LEG					
A0503	General Helper	18.25	1.75	4.02		0.05	24.07

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

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

Culinary Workers * See note on last page

A0503	General Helper	18.25	1.75	4.02		LEG 0.05	24.07
	Housekeeper						
	Janitor						
	Kitchen Helper						
A0504	Head Cook	21.36	1.75	4.02		LEG 0.05	27.18
A0505	Head Housekeeper	18.61	1.75	4.02		LEG 0.05	24.43
	Head Kitchen Help						

Dredgemen

**See note on last page if remote site

A0601	Assistant Engineer, including:	32.25	6.60	5.25	0.70	L&M 0.05	44.85
	Craneman						
	Electrical Generator Operator (primary pump/power barge/dredge)						
	Engineer						
	Welder						
A0602	Assistant Mate (deckhand)	31.23	6.60	5.25	0.70	L&M 0.05	43.83
A0603	Fireman	31.62	6.60	5.25	0.70	L&M 0.05	44.22
A0605	Leverman Clamshell	34.46	6.60	5.25	0.70	L&M 0.05	47.06
A0606	Leverman Hydraulic	32.92	6.60	5.25	0.70	L&M 0.05	45.52
A0607	Mate & Boatman	32.25	6.60	5.25	0.70	L&M 0.05	44.85
A0608	Oiler	31.62	6.60	5.25	0.70	L&M 0.05	44.22

Electricians

A0701	Inside Cable Splicer	34.67	6.75	8.44	0.55	L&M 0.20	LEG 0.15	50.76
A0702	Inside Journeyman Wireman, including:	32.92	6.75	8.39	0.55	L&M 0.20	LEG 0.15	48.96
	Communications and Technicians							
A0704	Journeyman Lineman, including:	36.05	6.75	10.98	0.55	L&M 0.20	LEG 0.15	54.68
	Equipment Operator							
	Technician							

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
Electricians							
						L&M	LEG
A0706	Material Handler	21.98	5.65	3.66	0.15	0.05	0.15 31.64
						L&M	LEG
A0703	Outside Cable Splicer	37.80	6.75	11.03	0.55	0.20	0.15 56.48
						L&M	LEG
A0705	Powderman	34.05	6.75	10.92	0.55	0.20	0.15 52.62
						L&M	LEG
A0707	Tree trimmer shredder	24.85	6.75	10.65	0.55	0.20	0.15 43.15
Elevator Workers							
						L&M	VAC
A0802	Elevator Constructor	27.61	7.28	4.37	0.37	0.10	2.21 41.94
						L&M	VAC
A0803	Elevator Constructor Mechanic	39.45	7.28	4.37	0.37	0.10	3.16 54.73
Heat & Frost Insulators/Asbestos Workers							
						SAF	
A0903	Asbestos Abatement/General Demolition All Systems	26.45	6.82	3.06	0.60	0.12	37.05
						SAF	
A0902	Asbestos Abatement-Mechanical Systems	26.45	6.82	3.06	0.60	0.12	37.05
						SAF	
A0904	Insulator, Group II	30.39	6.82	3.06	0.60	0.12	40.99
						SAF	
A0905	Insulator, Group III	29.39	6.82	4.06	0.60	0.12	40.99
						SAF	
A0906	Insulator, Group IV	28.39	6.82	5.06	0.60	0.12	40.99
						SAF	
A0907	Insulator, Group V	24.79	6.82	8.66	0.60	0.12	40.99
Helicopter							
						VAC	
A1005	Helicopter Mechanic (normal base of operations)	13.97	0.66			0.40	15.03
						VAC	ONT
A1006	Helicopter Mechanic (remote base of operations)	13.97	0.66			0.40	2.69 17.72
IronWorkers							
**See note on last page if remote site							
						L&M	IAF
A1103	Fence/Barrier Installer Guard Rail Installer	25.55	6.74	8.35	0.76	0.32	0.10 41.82
						L&M	IAF
A1104	Guard Rail Layout Man	26.29	6.74	8.35	0.76	0.32	0.10 42.56
Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation							

IronWorkers

**See note on last page if remote site

						L&M	IAF	
A1102	Helicopter	30.05	6.74	8.60	0.76	0.32	0.10	46.57
	Tower							

						L&M	IAF	
A1101	Ironworkers, including:	29.05	6.74	8.60	0.76	0.32	0.10	45.57
	Bender Operator							
	Bridge & Structural							
	Machinery Mover							
	Ornamental							
	Reinforcing							
	Rigger, including Stage Construction							
	Sheeter							
	Signalman							
	Welder							

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

**See note on last page if remote site

						L&M	LEG	
N1201	Group I, including:	26.08	5.85	5.90	0.95	0.15	0.15	39.08
	Asphalt Worker (shovelman, plant crew)							
	Brush Cutter							
	Camp Maintenance Laborer							
	Carpenter Tender or Helper							
	Choke Setter, Hook Tender, Rigger, Signalman							
	Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)							
	Crusher Plant Laborer							
	Demolition Laborer							
	Ditch Digger							
	Dumpman							
	Environmental Laborer (asbestos, 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							
	Material Handler							
	Pneumatic or Power Tools							
	Portable or Chemical Toilet Serviceman							
	Pump Man or Mixer Man							

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

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

**See note on last page if remote site

					L&M	LEG	
N1201	Group I, including:	26.08	5.85	5.90	0.95	0.15	0.15 39.08
	Railroad Track Laborer						
	Sandblast, Pot Tender						
	Saw Tender						
	Scaffold Building & Erecting						
	Slurry Work						
	Stake Hopper						
	Steam Cleaner Operator						
	Steam Point or Water Jet Operator						
	Tank Cleaning						
	Utiliwalk & Utilidor Laborer						
	Watchman (construction projects)						
	Window Cleaner						

					L&M	LEG	
N1202	Group II, including:	26.89	5.85	5.90	0.95	0.15	0.15 39.89
	Burning & Cutting Torch						
	Cement or Lime Dumper or Handler (sack or bulk)						
	Choker Splicer						
	Chucktender (wagon, air-track & hydraulic drills)						
	Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorm)						
	Culvert Pipe Laborer						
	Environmental Laborer (marine work)						
	Foam Gun or Foam Machine Operator						
	Green Cutter (dam work)						
	Gunite Operator						
	Hod Carrier						
	Jackhammer or Pavement Breaker (more than 45 pounds)						
	Laser Instrument Operator						
	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						
	Sewer Caulker						
	Sewer Plant Maintenance Man						
	Thermal Plastic Applicator						
	Timber Faller, Chainsaw Operator, Filer						
	Timberman						

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

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

**See note on last page if remote site

						L&M	LEG	
N1203	Group III, including:	27.60	5.85	5.90	0.95	0.15	0.15	40.60
	Bit Grinder							
	Camera/Tool/Video Operator							
	Guardrail Machine Operator							
	High Rigger & Tree Topper							
	High Scaler							
	Multiplate							
	Plastic Welding							
	Slurry Seal Squeegee Man							
	Traffic Control Supervisor							
	Welding Certified (in connection with laborer's work)							

						L&M	LEG	
N1204	Group IIIA	30.20	5.85	5.90	0.95	0.15	0.15	43.20
	Asphalt Raker, Asphalt Belly Dump Lay Down							
	Drill Doctor (in the field)							
	Driller (including, but not limited to, wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayers							

						L&M	LEG	
N1206	Group IIIB	31.28	5.85	5.90	0.95	0.15	0.15	44.28
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

						L&M	LEG	
N1205	Group IV	17.81	5.85	5.90	0.95	0.15	0.15	30.81
	Final Building Cleanup							

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	
S1201	Group I, including:	26.18	5.85	5.90	0.85	0.15	0.15	39.08
	Asphalt Worker (shovelman, plant crew)							
	Brush Cutter							
	Camp Maintenance Laborer							
	Carpenter Tender or Helper							
	Choke Setter, Hook Tender, Rigger, Signalman							
	Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)							
	Crusher Plant Laborer							
	Demolition Laborer							
	Ditch Digger							
	Dumpman							

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

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

**See note on last page if remote site

					L&M	LEG	
S1201	Group I, including:	26.18	5.85	5.90	0.85	0.15	0.15 39.08
	Environmental Laborer (asbestos, 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						
	Material Handler						
	Pneumatic or Power Tools						
	Portable or Chemical Toilet Serviceman						
	Pump Man or Mixer Man						
	Railroad Track Laborer						
	Sandblast, Pot Tender						
	Saw Tender						
	Scaffold Building & Erecting						
	Slurry Work						
	Stake Hopper						
	Steam Cleaner Operator						
	Steam Point or Water Jet Operator						
	Tank Cleaning						
	Utiliwalk & Utilidor Laborer						
	Watchman (construction projects)						
	Window Cleaner						
					L&M	LEG	
S1202	Group II, including:	26.99	5.85	5.90	0.85	0.15	0.15 39.89
	Burning & Cutting Torch						
	Cement or Lime Dumper or Handler (sack or bulk)						
	Choker Splicer						
	Chucktender (wagon, air-track & hydraulic drills)						
	Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorm)						
	Culvert Pipe Laborer						
	Environmental Laborer (marine work)						
	Foam Gun or Foam Machine Operator						
	Green Cutter (dam work)						
	Gunite Operator						
	Hod Carrier						
	Jackhammer or Pavement Breaker (more than 45 pounds)						
	Laser Instrument Operator						

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

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

**See note on last page if remote site

						L&M	LEG	
S1202	Group II, including:	26.99	5.85	5.90	0.85	0.15	0.15	39.89
	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							
	Sewer Caulker							
	Sewer Plant Maintenance Man							
	Thermal Plastic Applicator							
	Timber Faller, Chainsaw Operator, Filer							
	Timberman							
S1203	Group III, including:	27.70	5.85	5.90	0.85	0.15	0.15	40.60
	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)							
S1204	Group IIIA	30.30	5.85	5.90	0.85	0.15	0.15	43.20
	Asphalt Raker, Asphalt Belly Dump Lay Down							
	Drill Doctor (in the field)							
	Driller (including, but not limited to, wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayers							
S1206	Group IIIB	31.38	5.85	5.90	0.85	0.15	0.15	44.28
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							
S1205	Group IV	17.91	5.85	5.90	0.85	0.15	0.15	30.81
	Final Building Cleanup							

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
Millwrights							
						L&M	
A1251	Millwright (journeyman)	32.37	5.50	7.60	1.00	0.25	46.72
						L&M	
A1252	Millwright Welder	32.96	5.50	7.60	1.00	0.25	47.31
Painters, Region I (North of N63 latitude)							
						L&M	
N1301	Group I, including:	27.60	5.77	8.22	0.40	0.20	42.19
	Brush						
	Paper						
	Roller						
	Vinyl						
						L&M	
N1302	Group II, including:	28.10	5.77	8.22	0.40	0.20	42.69
	Buffer Operator						
	Finish Metals						
	Floorcoverer						
	Hazardous Material Handler						
	Lead Based Paint Abatement						
	Pot Tender						
	Radon Mitigation						
	Sandblast						
	Spray						
	Structural						
	Taping & Texturing						
						VAC	
N1304	Group IV	28.28	5.77	6.10	0.47	1.13	41.75
	Glazier						
Painters, Region II (South of N63 latitude)							
						L&M	
S1301	Group I, including:	24.80	5.77	6.78	0.80	0.85	39.00
	Brush						
	General Painter						
	Hand Taper/Drywall						
	Paper						
	Sign						
	Structural Steel						
	Swing Stage						
	Vinyl						
						L&M	
S1302	Group II, including:	25.60	5.77	6.78	0.80	0.85	39.80

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

Painters, Region II (South of N63 latitude)

						L&M		
S1302	Group II, including:	25.60	5.77	6.78	0.80	0.85		39.80
	Epoxy							
	Industrial Painter							
	Pot Tender							
	Sand Blast							
	Spray							
	Tar Applicator							
						L&M		
S1303	Group III, including:	25.00	5.77	6.78	0.80	0.85		39.20
	Machine Taper/Drywall							
						L&M		
S1304	Group IV	28.00	5.77	6.40	0.80	0.10		41.07
	Glazier							
						L&M		
S1305	Group V, including:	27.07	5.77	2.85	0.50	0.07		36.26
	Carpet Installer							
	Floor Applicator							
	Floorcoverer							
	Linoleum Installer							
	Seamless Floor Applicator							
	Soft Tile Installer							
						L&M		
S1306	Group VI, including:	26.60	5.77	6.78	0.80	0.85		40.80
	Steeple Jack Tower							

Piledrivers

**See note on last page if remote site

						L&M	IAF	
A1401	Assistant Dive Tender, Piledriver, Skiff Operator	29.39	5.50	7.75	0.80	0.10	0.10	43.64
	Rigger							
						L&M	IAF	
A1402	Carpenter/Piledriver, Sheet Stabber	30.39	5.50	7.75	0.80	0.10	0.10	44.64
	Framer							
						L&M	IAF	
A1406	Dive Tender	33.06	5.50	7.75	0.80	0.10	0.10	47.31
						L&M	IAF	
A1405	Diver (standby)	34.06	5.50	7.75	0.80	0.10	0.10	48.31
						L&M	IAF	
A1404	Diver (working)	68.13	5.50	7.75	0.80	0.10	0.10	82.38
						L&M	IAF	
A1403	Piledriver-Welder	31.39	5.50	7.75	0.80	0.10	0.10	45.64

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

Plumbers, Region I (North of N63 latitude)

						L&M	S&L	
N1501	Journeyman Pipefitter	33.26	6.25	10.40	0.50	1.10	0.50	52.01
	Plumber							
	Welder							

Plumbers, Region II (South of N63 latitude)

						L&M		
S1501	Journeyman Pipefitter	32.13	6.92	6.15	1.50	0.20		46.90
	Plumber							
	Welder							

Plumbers, Region IIA (1st Judicial District)

						L&M		
X1501	Journeyman Pipefitter	29.59	4.40	7.00	1.40	0.24		42.63
	Plumber							
	Welder							

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

						L&M		
A1601	Group I, including:	32.92	6.60	5.25	0.70	0.05		45.52
	Asphalt Roller							
	Back Filler							
	Barrier Machine (Zipper)							
	Batch Plant Operator, (batch & mixer over 200 yards per hour)							
	Beltcrete with Power Pack & similar conveyors							
	Bending Machine							
	Boat Coxwain							
	Bulldozer							
	Cableways, Highlines & Cablecars							
	Cleaning Machine							
	Coating Machine							
	Concrete Hydro Blaster							
	Cranes (45 tons & under or 150 feet of boom & under (including jib & attachments))							
	(a) Backhoes, Clamshells, Draglines, Gradalls (3 yards & under), Shovels							
	(b) Hydralifts or Transporters, (all track or truck type)							
	(c) Derricks							
	Crushers							
	Deck Winches, Double Drum							
	Ditching or Trenching Machine (16 inch or over)							
	Drilling Machines, Core, Cable, Rotary and Exploration							

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

Power Equipment Operators

**See note on last page if remote site

		L&M					
A1601	Group I, including:	32.92	6.60	5.25	0.70	0.05	45.52
	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, Sno Cat						
	Hydro Ax, Feller Buncher & similar						
	Loaders:						
	(a) Forklifts (with power boom & swing attachment)						
	(b) Front End & Overhead, (2-1/2 yards through 5 yards)						
	(c) Loaders, (with forks or pipe clamp)						
	(d) Loaders, (elevating belt type, Euclid & similar types)						
	Mechanic, Welder, Bodyman, Electrical, Camp & Maintenance Engineer						
	Micro Tunneling Machine						
	Mixers: Mobile type with hoist combination						
	Motor Patrol Grader						
	Mucking Machine: Mole, Tunnel Drill, Horizontal/Directional Drill Operator and/or Shield						
	Operator on Dredges						
	Piledriver Engineer, L.B. Foster Puller or similar paving breaker						
	Power Plant Turbine Operator 200 k.w & over (power plants or combination of power units over 300 k.w.)						
	Sauerman-Bagley						
	Scraper (through 40 yards)						
	Service Oiler/Service Engineer						
	Shot Blast Machine						
	Sideboom (under 45 tons)						
	Spreaders, Blaw Knox, Cedarapids, Barber Greene, Slurry Machine						
	Sub Grader (Gurries, C.M.I. & C.M.I. Roto Mills & similar types)						
	Tack Tractor						
	Truck Mounted Concrete Pump, Conveyor & Creter						
	Unlicensed Off-Road Hauler						
	Wate Kote Machine						

		L&M					
A1602	Group IA, including:	34.46	6.60	5.25	0.70	0.05	47.06
	Camera/Tool/Video Operator (Slipline)						
	Cranes (over 45 tons or 150 feet including jib & attachments)						
	(a) Shovels, Backhoes, Draglines, Clamshells (over 3 yards)						
	(b) Tower Cranes						
	Loaders (over 5 yards)						
	Motor Patrol Grader (finish: when finishing to final grade and/or to hubs, or for asphalt)						
	Power Plants (1000 k.w. & over)						

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

Power Equipment Operators

**See note on last page if remote site

		L&M					
A1602	Group IA, including:	34.46	6.60	5.25	0.70	0.05	47.06
	Quad						
	Scrapers (over 40 yards)						
	Screed						
	Sidebooms (over 45 tons)						
	Slip Form Paver, C.M.I. & similar types						
		L&M					
A1603	Group II, including:	32.25	6.60	5.25	0.70	0.05	44.85
	Batch Plant Operator (batch & mixer 200 yards per hour & under)						
	Boiler - Fireman						
	Cement Hogs & Concrete Pump Operator						
	Certified Grade Technician						
	Conveyors (except those listed in Group I)						
	Hoists on Steel Erection, Towermobiles & Air Tuggers						
	Horizontal/Directional Drill Locator						
	Loaders, Elevating Grader, Dumor & similar						
	Locomotives, Rod & Geared Engines						
	Mixers						
	Screening, Washing Plant						
	Sideboom (cradling rock drill, regardless of size)						
	Skidder						
	Trenching Machines (under 16 inches)						
		L&M					
A1604	Group III, including:	31.62	6.60	5.25	0.70	0.05	44.22
	"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 & Stake Hopper						
	Hoists, Air Tuggers, Elevators						
	Loaders:						
	(a) Elevating-Athey, Barber Greene & similar types						
	(b) Forklifts or Lumber Carrier (on construction job sites)						
	(c) Forklifts, (with tower)						
	(d) Overhead & Front End, (under 2-1/2 yards)						
	Locomotives: Dinkey (air, steam, gas & electric) Speeders						
	Mechanics, Light Duty						
	Mixers, (concrete mixers & batch 200 yards per hour & under)						

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

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

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

		L&M					
A1604	Group III, including:	31.62	6.60	5.25	0.70	0.05	44.22
	Oil, Blower Distribution						
	Posthole Digger, Mechanical						
	Pot Fireman (power agitated)						
	Power Plant, Turbine Operator, (under 300 k.w.)						
	Pumps, Water						
	Roller, (other than Plantmix)						
	Saws, Concrete						
	Straightening Machine						
	Tow Tractor						

		L&M					
A1605	Group IV, including:	26.20	6.60	5.25	0.70	0.05	38.80
	Drill Helper						
	Parts & Equipment Coordinator						
	Rig Oiler/Assistant Engineer (over 85 tons or 100 foot boom)						
	Spotter						
	Steam Cleaner						
	Swamper (on trenching machines or shovel type equipment)						

Roofers, Region I (North of N63 latitude)

		L&M					
N1701	Roofer & Waterproofer	32.12	3.43	6.26	0.31	0.05	42.17

Roofers, Region II (South of N63 latitude)

		L&M					
S1701	Roofer & Waterproofer	30.12	3.43	6.26	0.31	0.05	40.17

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

		L&M					
N1801	Sheet Metal Journeyman	35.95	5.45	8.48	1.12	0.25	51.25
	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						

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

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

		L&M					
N1801	Sheet Metal Journeyman	35.95	5.45	8.48	1.12	0.25	51.25
	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 erections of sheet metal work						
	Sheet Metal shelving						
	Sheet Metal venting, chimneys and breaching						
	Skylight installation						

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

		L&M					
S1801	Sheet Metal Journeyman	33.34	5.60	7.95	1.00	0.30	48.19
	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 erections of sheet metal work						
	Sheet Metal shelving						
	Sheet Metal venting, chimneys and breaching						
	Skylight installation						

Sprinkler Fitters

		L&M					
A1901	Sprinkler Fitter	36.05	6.10	6.85	0.30	0.20	49.50

Surveyors

**See note on last page if remote site

		L&M					
A2004	Associate Party Chief (including Instrument Person & Head Chain Person)	31.37	5.75	5.25	0.60	0.10	43.07

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
Surveyors							
**See note on last page if remote site							
						L&M	
A2006	Chain Person (for crews with more than 2 people)	27.74	5.75	5.25	0.60	0.10	39.44
						L&M	
A2001	Chief of Parties	34.99	5.75	5.25	0.60	0.10	46.69
						L&M	
A2003	Line & Grade Technician/Office Technician	33.16	5.75	5.25	0.60	0.10	44.86
						L&M	
A2002	Party Chief	33.66	5.75	5.25	0.60	0.10	45.36
						L&M	
A2005	Stake Hop/Grademan	28.92	5.75	5.25	0.60	0.10	40.62
Truck Drivers/Surveyors							
**See note on last page if remote site							
						L&M	
A2102	Group 1A including: Dump Trucks (including rockbuggy & trucks with pups, over 60 yards up to & including 100 yards) Jeeps (driver under load)	33.79	5.75	5.25	0.60	0.10	45.49
						L&M	
A2101	Group I, including: Air/Sea Traffic Controllers Ambulance/Fire Truck Driver (EMT certified) Boat Coxswain Captains & Pilots (air & water) Deltas, Commanders, Rollagons, & similar equipment (when pulling sleds, trailers or similar equipment) Dump Trucks (including rockbuggy & trucks with pups) over 40 yards up to & including 60 yards Helicopter Transporter Lowboys (including attached trailers & Jeeps, up to & including 12 axles) Material Coordinator and Purchasing Agent Ready-mix (over 12 yards up to & including 15 yards) Semi with Double Box Mixer Tireman, Heavy Duty/Fueler Water Wagon (250 Bbls and above)	32.72	5.75	5.25	0.60	0.10	44.42
						L&M	
A2103	Group II, including: All Delta's, Commanders, Rollagons, & similar equipment Construction and Material Safety Technician Dump Trucks (including rockbuggy & trucks with pups, over 20 yards up to & including 40 yards) Lowboys (including attached trailers & Jeeps up to & including 8 axles) Mechanics Ready-mix (over 7 yards up to & including 12 yards) Super Vac Truck/Cacasco Truck/Heat Stress Truck	31.65	5.75	5.25	0.60	0.10	43.35
Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation							

Truck Drivers/Surveyors

**See note on last page if remote site

		L&M					
A2103	Group II, including: Turn-O-Wagon or DW-10 (not self loading)	31.65	5.75	5.25	0.60	0.10	43.35
A2104	Group III, including: Batch Trucks (8 yards & up) Dump Trucks (including rockbuggy & trucks with pups, over 10 yards up to & including 20 yards) Expeditor (electrical & pipefitting materials) Greaser - Shop Oil Distributor Driver Partsman Thermal Plastic Layout Technician Traffic Control Technician Trucks/Jeeps (push or pull)	30.96	5.75	5.25	0.60	0.10	42.66
A2105	Group IV, including: Air Cushion or similar type vehicle All Terrain Vehicle Boom Truck/Knuckle Truck (over 5 tons) Buggymobile Bull Lift & Fork Lift, Fork Lift with Power Boom & Swing Attachment (over 5 tons) Bus Operator (over 30 passengers) Combination Truck-Fuel & Grease Compactor (when pulled by rubber tired equipment) Dump Trucks (including Rockbuggy & trucks with pups up to & including 10 yards) Dumpster Expeditor (general) Fire Truck/Ambulance Driver Flat Beds, Dual Rear Axle Foam Distributor Truck Dual Axle Front End Loader with Fork Gin Pole Truck, Winch Truck, Wrecker (truck mounted "A" frame manufactured rating over 5 tons) Grease Truck Hydro Seeder, Dual Axle Hyster Operators (handling bulk aggregate) Loadmaster (air & water operations) Lumber Carrier Ready-mix, (up to & including 7 yards) Rigger (air/water/oilfield) Semi or Truck & Trailer	30.48	5.75	5.25	0.60	0.10	42.18

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

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

Truck Drivers/Surveyors

**See note on last page if remote site

		L&M					
A2105	Group IV, including:	30.48	5.75	5.25	0.60	0.10	42.18
	Stringing Truck						
	Tireman, Light Duty						
	Track Truck Equipment						
	Vacuum Truck, Truck Vacuum Sweeper						
	Warehouseperson						
	Water Truck, Dual Axle						
	Water Wagon, Semi						

		L&M					
A2106	Group V, including:	29.82	5.75	5.25	0.60	0.10	41.52
	Batch Truck (up to & including 7 yards)						
	Boom Truck/Knuckle Truck (up to & including 5 tons)						
	Buffer Truck						
	Bull Lifts & Fork Lifts, Fork Lifts with Power Boom & Swing Attachments (up to & including 5 tons)						
	Bus Operator (up to 30 passengers)						
	Farm Type Rubber Tired Tractor (when material handling or pulling wagons on a construction project)						
	Flat Beds, Single Rear Axle						
	Foam Distributor Truck Single Axle						
	Fuel Handler (station/bulk attendant)						
	Gear/Supply Truck						
	Gin Pole Truck, Winch Truck, Wrecker (Truck Mounted "A" Frame manufactured rating 5 tons & under)						
	Gravel Spreader Box Operator on Truck						
	Hydro Seeders, Single axle						
	Pickups (pilot cars & all light-duty vehicles)						
	Rigger/Swamper						
	Tack Truck						
	Team Drivers (Horses, Mules, & similar equipment)						
	Water Truck (Below 250 Bbls)						

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

**See note on last page if remote site

						L&M	LEG	
N2201	Group I, including:	28.70	5.85	5.90	0.95	0.15	0.15	41.70
	Brakeman							
	Mucker							
	Nipper							
	Topman & Bull Gang							
	Tunnel Track Laborer							

						L&M	LEG	
N2202	Group II, including:	29.59	5.85	5.90	0.95	0.15	0.15	42.59

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

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

**See note on last page if remote site

						L&M	LEG	
N2202	Group II, including:	29.59	5.85	5.90	0.95	0.15	0.15	42.59
	Burning & Cutting Torch							
	Concrete Laborer							
	Jackhammer							
	Laser Instrument Operator							
	Nozzlemen, Pumpcrete or Shotcrete							
	Pipelayer Helper							

						L&M	LEG	
N2203	Group III, including:	30.37	5.85	5.90	0.95	0.15	0.15	43.37
	Miner							
	Retimberman							

						L&M	LEG	
N2204	Group IIIA, including:	33.23	5.85	5.90	0.95	0.15	0.15	46.23
	Asphalt Raker, Asphalt Belly Dump Lay Down							
	Drill Doctor (in the field)							
	Driller (including, but not limited to wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayer							

						L&M	LEG	
N2206	Group IIIB, including:	34.42	5.85	5.90	0.95	0.15	0.15	47.42
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

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

**See note on last page if remote site

						L&M	LEG	
S2201	Group I, including:	28.80	5.85	5.90	0.85	0.15	0.15	41.70
	Brakeman							
	Mucker							
	Nipper							
	Topman & Bull Gang							
	Tunnel Track Laborer							

						L&M	LEG	
S2202	Group II, including:	29.69	5.85	5.90	0.85	0.15	0.15	42.59
	Burning & Cutting Torch							
	Concrete Laborer							
	Jackhammer							
	Laser Instrument Operator							
	Nozzlemen, Pumpcrete or Shotcrete							
	Pipelayer Helper							

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

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

**See note on last page if remote site

						L&M	LEG	
S2203	Group III, including:	30.47	5.85	5.90	0.85	0.15	0.15	43.37
	Miner							
	Retimberman							
S2204	Group IIIA, including:	33.33	5.85	5.90	0.85	0.15	0.15	46.23
	Asphalt Raker, Asphalt Belly Dump Lay Down							
	Drill Doctor (in the field)							
	Driller (including, but not limited to wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayer							
S2206	Group IIIB, including:	34.52	5.85	5.90	0.85	0.15	0.15	47.42
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

Tunnel Workers, Power Equipment Operators

**See note on last page if remote site

						L&M		
A2207	Group I	36.21	6.60	5.25	0.70	0.05		48.81
A2208	Group IA	37.90	6.60	5.25	0.70	0.05		50.50
A2209	Group II	35.47	6.60	5.25	0.70	0.05		48.07
A2210	Group III	34.78	6.60	5.25	0.70	0.05		47.38
A2211	Group IV	28.82	6.60	5.25	0.70	0.05		41.42

* 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.