



Laborers' & Mechanics' Minimum Rates of Pay

Effective September 1, 2014
Issue 29

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



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**



THE STATE
of **ALASKA**
GOVERNOR SEAN PARNELL

**Department of Labor and
Workforce Development**

Office of the Commissioner

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September 1, 2014

TO ALL CONTRACTING AGENCIES:

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

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

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

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

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

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

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

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

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

Sincerely,


Dianne Blumer
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.

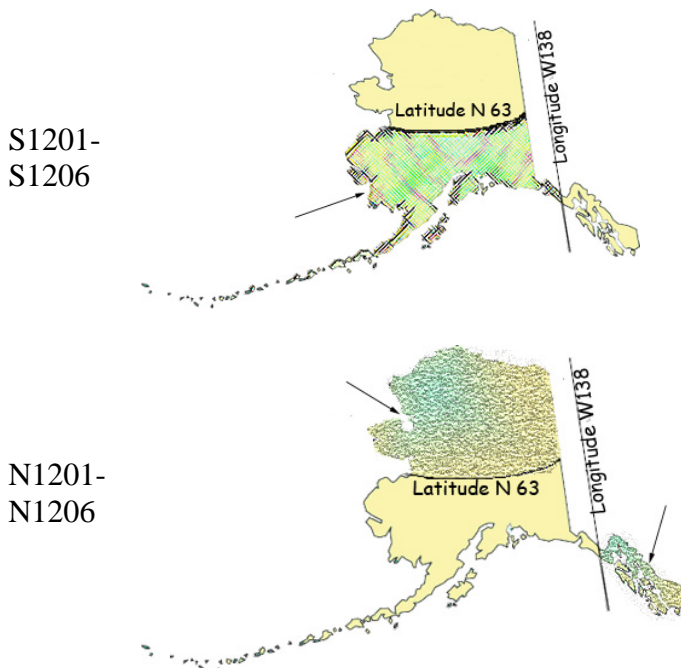
Sec. 36.05.900. Definition.

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:



ACCOMMODATIONS AND PER DIEM

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

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

Employer-Provided Camp or Suitable Accommodations

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

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

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

Per Diem

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

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

APPRENTICE HIRING REQUIREMENTS

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

APPRENTICE RATES

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

FRINGE BENEFIT PLANS

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

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

SPECIAL PREVAILING WAGE RATE DETERMINATION

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

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

Requests made pursuant to the above should be addressed to:

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

-or-

Email: anchorage.lss-wh@alaska.gov

**LABOR STANDARDS REGULATIONS
NOTICE REQUEST**

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

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

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

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

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

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

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

Name: _____

Mailing Address: _____

Email Address: _____

EMPLOYMENT PREFERENCE INFORMATION
(EFFECTIVE August 16, 2013)

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

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

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

Aleutians East Borough: Plumbers and Pipefitters

Aleutians West Borough: Painters

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

Denali Borough: Carpenters

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

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

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

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

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

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

Skagway: None

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

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

Yakutat: None

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

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

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

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

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

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

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

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

**Alaska Department of Labor and Workforce Development
Labor Standards & Safety Division
Wage and Hour Administration
Web site: <http://labor.state.ak.us/lss/pamp600.htm>**

Anchorage

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

Email:
anchorage.lss-wh@alaska.gov

Juneau

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

Email:
juneau.lss-wh@alaska.gov

Fairbanks

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

Email:
fairbanks.lss@alaska.gov

DEBARMENT LIST

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

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

Company Name

Date of Debarment

Debarment Expires

No companies are currently debarred.

Laborers' & Mechanics' Minimum Rates of Pay

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

A0101	Boilermaker (journeyman)	44.01	8.57	15.34	0.75	VAC 3.00	SAF 0.34	72.01
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Bricklayers & Blocklayers

**See note on last page if remote site

A0201	Blocklayer	39.03	9.53	8.50	0.55	L&M 0.15	0.37	58.13
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Bricklayer
 Marble or Stone Mason
 Refractory Worker (Firebrick, Plastic, Castable, and Gunitite Refractory Applications)
 Terrazzo Worker
 Tile Setter

A0202	Tuck Pointer Caulker	39.03	9.53	8.50	0.55	L&M 0.15	0.37	58.13
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Cleaner (PCC)

A0203	Marble & Tile Finisher	33.27	9.53	8.50	0.55	L&M 0.15	0.37	52.37
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Terrazzo Finisher

A0204	Torginal Applicator	37.14	9.53	8.50	0.55	L&M 0.15	0.37	56.24
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Carpenters, Statewide

**See note on last page if remote site

A0301	Carpenter (journeyman)	37.34	9.78	12.86	0.70	L&M 0.10	SAF 0.15	60.93
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Lather/Drywall/Acoustical

Cement Masons, Region I (North of N63 latitude)

**See note on last page if remote site

N0401	Group I, including:	35.69	7.24	11.80	0.85	L&M 0.10		55.68
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Application of Sealing Compound
 Application of Underlayment
 Building, General
 Cement Mason (journeyman)

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

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

**See note on last page if remote site

N0401 Group I, including:	35.69	7.24	11.80	0.85	L&M		0.10	55.68
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- 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

N0402 Group II, including:	35.69	7.24	11.80	0.85	L&M		0.10	55.68
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- Form Setter

N0403 Group III, including:	35.69	7.24	11.80	0.85	L&M		0.10	55.68
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- 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

N0404 Group IV, including:	35.69	7.24	11.80	0.85	L&M		0.10	55.68
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- 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

N0405 Group V, including:	35.94	7.24	11.80	0.85	L&M		0.10	55.93
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- Plasterer

Cement Masons, Region II (South of N63 latitude)

**See note on last page if remote site

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

Cement Masons, Region II (South of N63 latitude)

**See note on last page if remote site

		BHR	H&W	PEN	TRN	Other	Benefits	THR
S0401	Group I, including:	35.44	7.24	11.80	0.85	0.10	L&M	55.43
	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							
S0402	Group II, including:	35.44	7.24	11.80	0.85	0.10	L&M	55.43
	Form Setter							
S0403	Group III, including:	35.44	7.24	11.80	0.85	0.10	L&M	55.43
	Concrete Saw (self-powered)							
	Curb & Gutter Machine							
	Floor Grinder							
	Pneumatic Power Tools							
	Power Chipping & Bushing							
	Sand Blasting Architectural Finish							
	Screed & Rodding Machine Operator							
	Troweling Machine Operator							
S0404	Group IV, including:	35.44	7.24	11.80	0.85	0.10	L&M	55.43
	Application of All Composition Mastic							
	Application of All Epoxy Material							
	Application of All Plastic Material							
	Finish Colored Concrete							
	Gunite Nozzleman							
	Hand Powered Grinder							
	Tunnel Worker							
S0405	Group V, including:	35.69	7.24	11.80	0.85	0.10	L&M	55.68
	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; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
Culinary Workers * See note on last page							
A0501	Baker/Cook	25.17	5.92	5.73		LEG 0.05	36.87
A0503	General Helper	22.12	5.92	5.73		LEG 0.05	33.82
	Housekeeper						
	Janitor						
	Kitchen Helper						
A0504	Head Cook	25.72	5.92	5.73		LEG 0.05	37.42
A0505	Head Housekeeper	22.54	5.92	5.73		LEG 0.05	34.24
	Head Kitchen Help						
Dredgemen							
**See note on last page if remote site							
A0601	Assistant Engineer, including:	38.51	9.35	10.00	1.00	L&M 0.10	58.96
	Craneman						
	Electrical Generator Operator (primary pump/power barge/dredge)						
	Engineer						
	Welder						
A0602	Assistant Mate (deckhand)	37.35	9.35	10.00	1.00	L&M 0.10	57.80
A0603	Fireman	37.79	9.35	10.00	1.00	L&M 0.10	58.24
A0605	Leverman Clamshell	41.04	9.35	10.00	1.00	L&M 0.10	61.49
A0606	Leverman Hydraulic	39.28	9.35	10.00	1.00	L&M 0.10	59.73
A0607	Mate & Boatman	38.51	9.35	10.00	1.00	L&M 0.10	58.96
A0608	Oiler (dredge)	37.79	9.35	10.00	1.00	L&M 0.10	58.24
Electricians							
A0701	Inside Cable Splicer	39.82	11.06	12.59	0.95	L&M 0.20 LEG 0.15	64.77

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

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

A0702	Inside Journeyman Wireman, including: Technicians	38.79	11.06	12.81	0.95		L&M 0.20	LEG 0.15	63.96
A0703	Power Cable Splicer	51.52	11.06	16.62	0.95		LML 0.35	SAF 0.50	81.00
A0704	Tele Com Cable Splicer	47.45	11.06	14.57	0.95		L&M 0.20	LEG 0.15	74.38
A0705	Power Journeyman Lineman, including: Power Equipment Operator Technician	49.77	11.06	16.56	0.95		LML 0.35	SAF 0.50	79.19
A0706	Tele Com Journeyman Lineman, including: Technician Tele Com Equipment Operator	45.70	11.06	14.52	0.95		L&M 0.20	LEG 0.15	72.58
A0707	Straight Line Installer - Repairman	45.70	11.06	14.52	0.95		L&M 0.20	LEG 0.15	72.58
A0708	Powderman	47.77	11.06	16.50	0.95		LML 0.35	SAF 0.50	77.13
A0710	Material Handler	26.28	10.26	4.54	0.15		L&M 0.15	LEG 0.15	41.53
A0712	Tree Trimmer Groundman	26.67	11.06	9.45	0.15		L&M 0.15	LEG 0.15	47.63
A0713	Journeyman Tree Trimmer	35.34	11.06	9.71	0.15		L&M 0.15	LEG 0.15	56.56
A0714	Vegetation Control Sprayer	38.79	11.06	9.81	0.15		L&M 0.15	LEG 0.15	60.11
A0715	Inside Journeyman Communications CO/PBX	38.07	11.06	12.54	0.95		L&M 0.20	0.15	62.97

Elevator Workers

A0802	Elevator Constructor	35.29	12.73	13.46	0.60		L&M 0.30	VAC 3.21	65.59
A0803	Elevator Constructor Mechanic	50.42	12.73	13.46	0.60		L&M 0.30	VAC 5.59	83.10

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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Heat & Frost Insulators/Asbestos Workers

**See note on last page if remote site

A0902	Asbestos Abatement-Mechanical Systems	36.18	8.84	9.51	0.60	SAF	0.12	55.25
A0903	Asbestos Abatement/General Demolition All Systems	36.18	8.84	9.51	0.60	SAF	0.12	55.25
A0904	Insulator, Group II	36.18	8.84	9.51	0.60	SAF	0.12	55.25
A0905	Fire Stop	36.18	8.84	9.51	0.60	SAF	0.12	55.25

IronWorkers

**See note on last page if remote site

A1101	Ironworkers, including:	36.25	7.58	18.00	0.97	L&M	0.46	IAF	0.10	63.36
	Bender Operators									
	Bridge & Structural									
	Machinery Mover									
	Ornamental									
	Reinforcing									
	Rigger									
	Sheeter									
	Signalman									
	Stage Rigger									
	Toxic Haz-Mat Work									
	Welder									
A1102	Helicopter	37.25	7.58	18.00	0.97	L&M	0.46	IAF	0.10	64.36
	Tower (energy producing windmill type towers to include nacelle and blades)									
A1103	Fence/Barrier Installer	32.75	7.58	17.75	0.97	L&M	0.46	IAF	0.10	59.61
	Guard Rail Installer									
A1104	Guard Rail Layout Man	33.49	7.58	17.75	0.97	L&M	0.46	IAF	0.10	60.35

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

**See note on last page if remote site

N1201	Group I, including:	29.24	7.24	14.84	1.20	L&M	0.20	LEG	0.15	52.87
	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; LML=labor/management fund & LEG combined; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation

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

**See note on last page if remote site

					L&M	LEG	
N1201	Group I, including:	29.24	7.24	14.84	1.20	0.20	0.15 52.87
	Brush Cutter						
	Camp Maintenance Laborer						
	Carpenter Tender or Helper						
	Choke Setter, Hook Tender, Rigger, Signalman						
	Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)						
	Crusher Plant Laborer						
	Demolition Laborer						
	Ditch Digger						
	Dumpman						
	Environmental Laborer (hazard/toxic waste, oil spill)						
	Fence Installer						
	Fire Watch Laborer						
	Flagman						
	Form Stripper						
	General Laborer						
	Guardrail Laborer, Bridge Rail Installer						
	Hydro-seeder Nozzleman						
	Laborer, Building						
	Landscape or Planter						
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block 4 feet or less - highway or landscape work)						
	Material Handler						
	Pneumatic or Power Tools						
	Portable or Chemical Toilet Serviceman						
	Pump Man or Mixer Man						
	Railroad Track Laborer						
	Sandblast, Pot Tender						
	Saw Tender						
	Slurry Work						
	Stake Hopper						
	Steam Cleaner Operator						
	Steam Point or Water Jet Operator						
	Tank Cleaning						
	Utiliwalk & Utilidor Laborer						
	Watchman (construction projects)						
	Window Cleaner						

					L&M	LEG	
N1202	Group II, including:	30.24	7.24	14.84	1.20	0.20	0.15 53.87
	Burning & Cutting Torch						
	Cement or Lime Dumper or Handler (sack or bulk)						

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

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

**See note on last page if remote site

					L&M	LEG	
N1202	Group II, including:	30.24	7.24	14.84	1.20	0.20	0.15 53.87
	Choker Splicer						
	Chucktender (wagon, air-track & hydraulic drills)						
	Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorman)						
	Culvert Pipe Laborer						
	Cured Inplace Pipelayer						
	Environmental Laborer (asbestos, marine work)						
	Foam Gun or Foam Machine Operator						
	Green Cutter (dam work)						
	Gunite Operator						
	Hod Carrier						
	Jackhammer or Pavement Breaker (more than 45 pounds)						
	Laser Instrument Operator						
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block over 4 feet - highway or landscape work)						
	Mason Tender & Mud Mixer (sewer work)						
	Pilot Car						
	Pipelayer Helper						
	Plasterer, Bricklayer & Cement Finisher Tender						
	Powderman Helper						
	Power Saw Operator						
	Railroad Switch Layout Laborer						
	Sandblaster						
	Scaffold Building & Erecting						
	Sewer Caulker						
	Sewer Plant Maintenance Man						
	Thermal Plastic Applicator						
	Timber Faller, Chainsaw Operator, Filer						
	Timberman						

					L&M	LEG	
N1203	Group III, including:	31.14	7.24	14.84	1.20	0.20	0.15 54.77
	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)						

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

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

**See note on last page if remote site

						L&M	LEG	
N1204	Group IIIA	34.42	7.24	14.84	1.20	0.20	0.15	58.05

- 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	
N1205	Group IV	18.81	7.24	14.84	1.20	0.20	0.15	42.44

- Final Building Cleanup
- Permanent Yard Worker

						L&M	LEG	
N1206	Group IIIB	35.25	7.24	14.84	1.20	0.20	0.15	58.88

- Federally Licensed Powderman (Responsible Person in Charge)
- Grade Checking (setting or transferring of grade marks, line and grade)

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

**See note on last page if remote site

						L&M	LEG	
S1201	Group I, including:	29.24	7.24	14.84	1.20	0.20	0.15	52.87

- Asphalt Worker (shovelman, plant crew)
- Brush Cutter
- Camp Maintenance Laborer
- Carpenter Tender or Helper
- Choke Setter, Hook Tender, Rigger, Signalman
- Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)
- Crusher Plant Laborer
- Demolition Laborer
- Ditch Digger
- Dumpman
- Environmental Laborer (hazard/toxic waste, oil spill)
- Fence Installer
- Fire Watch Laborer
- Flagman
- Form Stripper
- General Laborer
- Guardrail Laborer, Bridge Rail Installer
- Hydro-seeder Nozzleman

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

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

**See note on last page if remote site

					L&M	LEG	
S1201	Group I, including:	29.24	7.24	14.84	1.20	0.20	0.15 52.87
	Laborer, Building						
	Landscaper or Planter						
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block 4 feet or less - highway or landscape work)						
	Material Handler						
	Pneumatic or Power Tools						
	Portable or Chemical Toilet Serviceman						
	Pump Man or Mixer Man						
	Railroad Track Laborer						
	Sandblast, Pot Tender						
	Saw Tender						
	Slurry Work						
	Stake Hopper						
	Steam Cleaner Operator						
	Steam Point or Water Jet Operator						
	Tank Cleaning						
	Utiliwalk & Utilidor Laborer						
	Watchman (construction projects)						
	Window Cleaner						

					L&M	LEG	
S1202	Group II, including:	30.24	7.24	14.84	1.20	0.20	0.15 53.87
	Burning & Cutting Torch						
	Cement or Lime Dumper or Handler (sack or bulk)						
	Choker Splicer						
	Chucktender (wagon, air-track & hydraulic drills)						
	Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorman)						
	Culvert Pipe Laborer						
	Cured Inplace Pipelayer						
	Environmental Laborer (asbestos, marine work)						
	Foam Gun or Foam Machine Operator						
	Green Cutter (dam work)						
	Gunite Operator						
	Hod Carrier						
	Jackhammer or Pavement Breaker (more than 45 pounds)						
	Laser Instrument Operator						
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block over 4 feet - highway or landscape work)						
	Mason Tender & Mud Mixer (sewer work)						
	Pilot Car						
	Pipelayer Helper						

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

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

**See note on last page if remote site

						L&M	LEG	
S1202	Group II, including:	30.24	7.24	14.84	1.20	0.20	0.15	53.87

- Plasterer, Bricklayer & Cement Finisher Tender
- Powderman Helper
- Power Saw Operator
- Railroad Switch Layout Laborer
- Sandblaster
- Scaffold Building & Erecting
- Sewer Caulker
- Sewer Plant Maintenance Man
- Thermal Plastic Applicator
- Timber Faller, Chainsaw Operator, Filer
- Timberman

						L&M	LEG	
S1203	Group III, including:	31.14	7.24	14.84	1.20	0.20	0.15	54.77

- 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	
S1204	Group IIIA	34.42	7.24	14.84	1.20	0.20	0.15	58.05

- 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	
S1205	Group IV	18.81	7.24	14.84	1.20	0.20	0.15	42.44

- Final Building Cleanup
- Permanent Yard Worker

						L&M	LEG	
S1206	Group IIIB	35.25	7.24	14.84	1.20	0.20	0.15	58.88

- Federally Licensed Powderman (Responsible Person in Charge)

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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Laborers (The area that is south of N63 latitude and west of W138 longitude)

**See note on last page if remote site

						L&M	LEG	
S1206	Group IIIB	35.25	7.24	14.84	1.20	0.20	0.15	58.88

Grade Checking (setting or transferring of grade marks, line and grade)

Millwrights

						L&M		
A1251	Millwright (journeyman)	35.74	9.78	10.51	1.00	0.25	0.15	57.43

						L&M		
A1252	Millwright Welder	36.33	9.78	10.51	1.00	0.25	0.15	58.02

Painters, Region I (North of N63 latitude)

**See note on last page if remote site

						L&M		
N1301	Group I, including:	30.96	7.69	11.10	0.83	0.07		50.65

- Brush
- General Painter
- Hand Taping
- Hazardous Material Handler
- Lead-Based Paint Abatement
- Roll

						L&M		
N1302	Group II, including:	31.48	7.69	11.10	0.83	0.07		51.17

- Bridge Painter
- Epoxy Applicator
- General Drywall Finisher
- Hand/Spray Texturing
- Industrial Coatings Specialist
- Machine/Automatic Taping
- Pot Tender
- Sandblasting
- Specialty Painter
- Spray
- Structural Steel Painter
- Wallpaper/Vinyl Hanger

N1304	Group IV, including:	37.07	7.69	10.96	0.80	0.05		56.57
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- Glazier
- Storefront/Automatic Door Mechanic

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

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

**See note on last page if remote site

N1305 Group V, including:	29.65	7.69	5.02	0.83	0.07	43.26
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- 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

S1301 Group I, including :	29.20	7.69	10.85	0.83	L&M 0.07	48.64
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- Brush
- General Painter
- Hand Taping
- Hazardous Material Handler
- Lead-Based Paint Abatement
- Roll
- Spray

S1302 Group II, including :	30.45	7.69	10.85	0.83	L&M 0.07	49.89
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- General Drywall Finisher
- Hand/Spray Texturing
- Machine/Automatic Taping
- Wallpaper/Vinyl Hanger

S1303 Group III, including :	30.55	7.69	10.85	0.83	L&M 0.07	49.99
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- Bridge Painter
- Epoxy Applicator
- Industrial Coatings Specialist
- Pot Tender
- Sandblasting
- Specialty Painter
- Structural Steel Painter

S1304 Group IV, including:	37.07	7.69	10.21	0.83	L&M 0.07	55.87
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- Glazier
- Storefront/Automatic Door Mechanic

S1305 Group V, including:	29.65	7.69	5.02	0.83	L&M 0.07	43.26
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- Carpet Installer

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

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

**See note on last page if remote site

						L&M	
S1305	Group V, including:	29.65	7.69	5.02	0.83	0.07	43.26
	Floor Coverer						
	Heat Weld/Cove Base						
	Linoleum/Soft Tile Installer						

Piledrivers

**See note on last page if remote site

						L&M	IAF
A1401	Piledriver	37.34	9.78	12.86	0.70	0.10	60.93
	Assistant Dive Tender						
	Carpenter/Piledriver						
	Rigger						
	Sheet Stabber						
	Skiff Operator						
A1402	Piledriver-Welder/Toxic Worker	38.34	9.78	12.86	0.70	0.10	61.93
A1403	Remotely Operated Vehicle Pilot/Technician	41.65	9.78	12.86	0.70	0.10	65.24
	Single Atmosphere Suit, Bell or Submersible Pilot						
A1404	Diver (working) ***See note on last page	81.45	9.78	12.86	0.70	0.10	105.04
A1405	Diver (standby) ***See note on last page	41.65	9.78	12.86	0.70	0.10	65.24
A1406	Dive Tender ***See note on last page	40.65	9.78	12.86	0.70	0.10	64.24
A1407	Welder (American Welding Society, Certified Welding Inspector)	42.90	9.78	12.86	0.70	0.10	66.49

Plumbers, Region I (North of N63 latitude)

						L&M	S&L
N1501	Journeyman Pipefitter	40.96	7.40	12.70	1.10	1.10	63.26
	Plumber						
	Welder						

Plumbers, Region II (South of N63 latitude)

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

Plumbers, Region II (South of N63 latitude)

						L&M	
S1501	Journeyman Pipefitter	39.21	8.67	10.82	1.50	0.20	60.40
	Plumber						
	Welder						

Plumbers, Region IIA (1st Judicial District)

						L&M	
X1501	Journeyman Pipefitter	37.02	12.47	11.00	2.50	0.24	63.23
	Plumber						
	Welder						

Power Equipment Operators

**See note on last page if remote site

						L&M	
A1601	Group I, including:	39.28	9.35	10.00	1.00	0.10	59.73

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

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

Power Equipment Operators

**See note on last page if remote site

						L&M	
A1601	Group I, including:	39.28	9.35	10.00	1.00	0.10	59.73

- 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)
- Mechanic, Welder, Bodyman, Electrical, Camp & Maintenance Engineer
- Micro Tunneling Machine
- Mixers: Mobile type with hoist combination
- Motor Patrol Grader
- Mucking Machine: Mole, Tunnel Drill, Horizontal/Directional Drill Operator and/or Shield
- Operator on Dredges
- Piledriver Engineer, L.B. Foster, Puller or similar paving breaker
- Plant Operator (Asphalt & Concrete)
- Power Plant, Turbine Operator 200 k.w & over (power plants or combination of power units over 300 k.w.)
- Remote Controlled Equipment
- Scraper (through 40 yards)
- Service Oiler/Service Engineer
- Shot Blast Machine
- Shovels, Backhoes, Excavators with all attachments, and Gradealls (3 yards & under)
- Sideboom (under 45 tons)
- Spreaders, Blaw Knox, Cedarapids, Barber Greene, Slurry Machine
- Sub Grader (Gurries, Reclaimer & similar types)
- Tack Tractor
- Truck Mounted Concrete Pump, Conveyor & Creter
- Unlicensed Off-Road Hauler
- Wate Kote Machine

						L&M	
A1602	Group IA, including:	41.04	9.35	10.00	1.00	0.10	61.49

- Camera/Tool/Video Operator (Slipline)
- Certified Welder, Electrical Mechanic, Camp Maintenance Engineer, Mechanic (over 10,000 hours)
- Cranes (over 45 tons or 150 feet including jib & attachments)
 - (a) Clamshells & Draglines (over 3 yards)
 - (b) Tower Cranes
- Licensed Water/Waste Water Treatment Operator
- Loaders (over 5 yards)

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

Power Equipment Operators

**See note on last page if remote site

A1602 Group IA, including:	41.04	9.35	10.00	1.00	L&M 0.10	61.49
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- 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

A1603 Group II, including:	38.51	9.35	10.00	1.00	L&M 0.10	58.96
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- Boiler - Fireman
- Cement Hogs & Concrete Pump Operator
- Conveyors (except those listed in Group I)
- Hoists on Steel Erection, Towermobiles & Air Tuggers
- Horizontal/Directional Drill Locator
- Licensed Grade Technician
- Loaders (i.e., Elevating Grader & Material Transfer Vehicle)
- Locomotives, Rod & Geared Engines
- Mixers
- Screening, Washing Plant
- Sideboom (cradling rock drill, regardless of size)
- Skidder
- Trenching Machines (under 16 inches)
- Water/Waste Water Treatment Operator

A1604 Group III, including:	37.79	9.35	10.00	1.00	L&M 0.10	58.24
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- "A" Frame Trucks, Deck Winches
- Bombardier (tack or tow rig)
- Boring Machine
- Brooms, Power
- Bump Cutter
- Compressor
- Farm Tractor
- Forklift, Industrial Type
- Gin Truck or Winch Truck (with poles when used for hoisting)
- Grade Checker & Stake Hopper
- Hoists, Air Tuggers, Elevators
- Loaders:
 - (a) Elevating-Athey, Barber Greene & similar types

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

Power Equipment Operators

**See note on last page if remote site

A1604 Group III, including:	37.79	9.35	10.00	1.00	L&M		0.10	58.24
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- (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)
- Straightening Machine
- Tow Tractor

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

Roofers

**See note on last page if remote site

A1701 Roofer & Waterproofer	42.95	7.43	2.91	0.81	L&M		0.10	0.02	54.22
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A1702 Roofer Material Handler	30.07	7.43	2.91	0.81	L&M		0.10	0.02	41.34
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Sheet Metal Workers, Region I (North of N63 latitude)

N1801 Sheet Metal Journeyman	45.68	8.80	10.34	1.32	L&M		0.25	66.39
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- Air Balancing and duct cleaning of HVAC systems
- Brazing, soldering or welding of metals

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

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

							L&M	
N1801	Sheet Metal Journeyman	45.68	8.80	10.34	1.32	0.25		66.39

- 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)

							L&M	
S1801	Sheet Metal Journeyman	40.49	8.80	11.42	1.18	0.33		62.22

- 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

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

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

A1901	Sprinkler Fitter	42.89	8.52	13.05	0.45	L&M 0.25	65.16
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Surveyors

**See note on last page if remote site

A2001	Chief of Parties	42.31	8.78	9.99	1.25	L&M 0.10	62.43
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A2002	Party Chief	40.72	8.78	9.99	1.25	L&M 0.10	60.84
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A2003	Line & Grade Technician/Office Technician	40.12	8.78	9.99	1.25	L&M 0.10	60.24
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A2004	Associate Party Chief (including Instrument Person & Head Chain Person)	38.00	8.78	9.99	1.25	L&M 0.10	58.12
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A2005	Stake Hop/Grademan	35.07	8.78	9.99	1.25	L&M 0.10	55.19
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A2006	Chain Person (for crews with more than 2 people)	33.66	8.78	9.99	1.25	L&M 0.10	53.78
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Truck Drivers

**See note on last page if remote site

A2101	Group I, including:	39.09	8.78	9.99	1.25	L&M 0.10	59.21
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- Air/Sea Traffic Controllers
- Ambulance/Fire Truck Driver (EMT certified)
- Boat Coxswain
- Captains & Pilots (air & water)
- Deltas, Commanders, Rollagons, & similar equipment (when pulling sleds, trailers or similar equipment)
- Dump Trucks (including rockbuggy & trucks with pups) over 40 yards up to & including 60 yards
- Helicopter Transporter
- Lowboys, including attached trailers & jeeps, up to & including 12 axles (over 12 axles or 150 tons to be negotiated)
- Material Coordinator and Purchasing Agent
- Ready-mix (over 12 yards up to & including 15 yards) (over 15 yards to be negotiated)
- Semi with Double Box Mixer
- Tireman, Heavy Duty/Fueler
- Water Wagon (250 Bbls and above)

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

Truck Drivers

**See note on last page if remote site

A2102 Group 1A including:	40.36	8.78	9.99	1.25	L&M		0.10	60.48
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Dump Trucks (including rockbuggy & trucks with pups) over 60 yards up to & including 100 yards (over 100 yards to be negotiated)
Jeeps (driver under load)

A2103 Group II, including:	37.83	8.78	9.99	1.25	L&M		0.10	57.95
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All Deltas, Commanders, Rollagons, & similar equipment
Boom Truck/Knuckle Truck (over 5 tons)
Construction and Material Safety Technician
Dump Trucks (including rockbuggy & 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)
Lowboys (including attached trailers & jeeps up to & including 8 axles)
Mechanics
Partsman
Ready-mix (over 7 yards up to & including 12 yards)
Stringing Truck
Super Vac Truck/Cacasco Truck/Heat Stress Truck
Turn-O-Wagon or DW-10 (not self loading)

A2104 Group III, including:	37.01	8.78	9.99	1.25	L&M		0.10	57.13
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Batch Trucks (8 yards & up)
Boom Truck/Knuckle Truck (up to & including 5 tons)
Dump Trucks (including rockbuggy & 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
Oil Distributor Driver
Thermal Plastic Layout Technician
Traffic Control Technician
Trucks/Jeeps (push or pull)

A2105 Group IV, including:	36.43	8.78	9.99	1.25	L&M		0.10	56.55
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Air Cushion or similar type vehicle
All Terrain Vehicle
Buggymobile
Bull Lift & Fork Lift, Fork Lift with Power Boom & Swing Attachment (over 5 tons)

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

Truck Drivers

**See note on last page if remote site

					L&M		
A2105	Group IV, including:	36.43	8.78	9.99	1.25	0.10	56.55
	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						
	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						
	Tireman, Light Duty						
	Track Truck Equipment						
	Vacuum Truck, Truck Vacuum Sweeper						
	Warehouseperson						
	Water Truck (Below 250 Bbls)						
	Water Truck, Dual Axle						
	Water Wagon, Semi						

					L&M		
A2106	Group V, including:	35.67	8.78	9.99	1.25	0.10	55.79
	Batch Truck (up to & including 7 yards)						
	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						

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

Truck Drivers

**See note on last page if remote site

						L&M	
A2106	Group V, including:	35.67	8.78	9.99	1.25	0.10	55.79
	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	
N2201	Group I, including:	32.16	7.24	14.84	1.20	0.20	0.15	55.79
	Brakeman							
	Mucker							
	Nipper							
	Topman & Bull Gang							
	Tunnel Track Laborer							

						L&M	LEG	
N2202	Group II, including:	33.26	7.24	14.84	1.20	0.20	0.15	56.89
	Burning & Cutting Torch							
	Concrete Laborer							
	Jackhammer							
	Laser Instrument Operator							
	Nozzlemen, Pumpcrete or Shotcrete							
	Pipelayer Helper							

						L&M	LEG	
N2203	Group III, including:	34.25	7.24	14.84	1.20	0.20	0.15	57.88
	Miner							
	Retimberman							

						L&M	LEG	
N2204	Group IIIA, including:	37.86	7.24	14.84	1.20	0.20	0.15	61.49
	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:	38.78	7.24	14.84	1.20	0.20	0.15	62.41
	Federally Licensed Powderman (Responsible Person in Charge)							

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

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

						L&M	LEG	
N2206	Group IIIB, including:	38.78	7.24	14.84	1.20	0.20	0.15	62.41
	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:	32.16	7.24	14.84	1.20	0.20	0.15	55.79
	Brakeman							
	Mucker							
	Nipper							
	Topman & Bull Gang							
	Tunnel Track Laborer							

						L&M	LEG	
S2202	Group II, including:	33.26	7.24	14.84	1.20	0.20	0.15	56.89
	Burning & Cutting Torch							
	Concrete Laborer							
	Jackhammer							
	Laser Instrument Operator							
	Nozzlemen, Pumpcrete or Shotcrete							
	Pipelayer Helper							

						L&M	LEG	
S2203	Group III, including:	34.25	7.24	14.84	1.20	0.20	0.15	57.88
	Miner							
	Retimberman							

						L&M	LEG	
S2204	Group IIIA, including:	37.86	7.24	14.84	1.20	0.20	0.15	61.49
	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	
S2206	Group IIIB, including:	38.78	7.24	14.84	1.20	0.20	0.15	62.41
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
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Tunnel Workers, Power Equipment Operators

**See note on last page if remote site

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

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

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

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

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