

# Laborers' & Mechanics' Minimum Rates of Pay

Effective April 1, 2013  
Issue 26

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



**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**





THE STATE  
of **ALASKA**  
GOVERNOR SEAN PARNELL

**Department of Labor and  
Workforce Development**

Office of the Commissioner

Post Office Box 111149  
Juneau, Alaska 99811  
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April 1, 2013

**TO ALL CONTRACTING AGENCIES:**

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

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

Because these rates may change, this publication is printed in the spring and fall of every year, so please be sure you are using the appropriate rates. The rates published in this edition become effective April 1, 2013.

All projects with a final bid date of April 11, 2013, 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 x.

Sincerely,

Handwritten signature of Dianne Blumer in cursive.  
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.

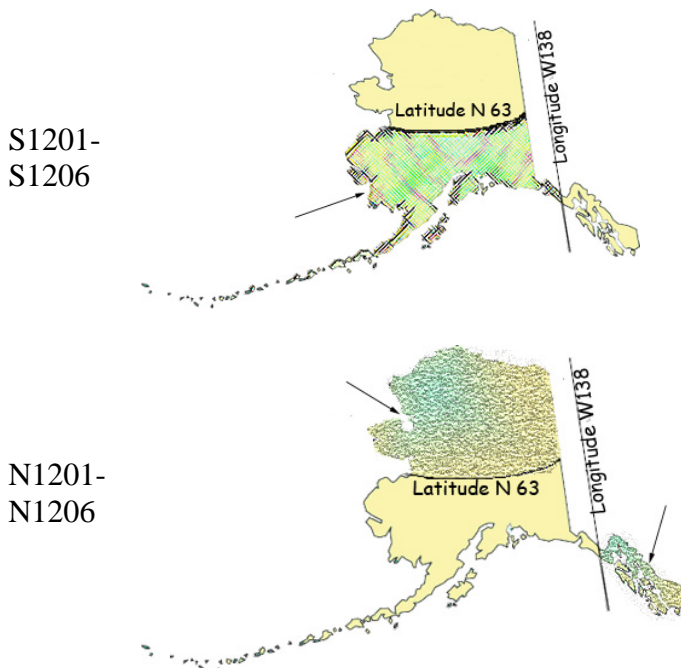
**Sec. 36.05.900. Definition.**

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 x 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](mailto: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

By authority of A.S. 36.10.150 and 8 AAC 30.064, the Commissioner of Labor and Workforce Development has determined the State of Alaska to be a Zone of Underemployment. A Zone of Underemployment requires that Alaska residents who are eligible under AS 36.10.140 be given a minimum of 90 percent employment preference on public works contracts throughout the state in certain job classifications. **This 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 following classifications qualify for a minimum of 90 percent Alaska resident hire preference:

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

This determination became effective July 1, 2011, and remains in effect until June 30, 2013.

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 boilermaker workers. Multiply four workers by 90% and drop the fraction ( $.90 \times 4 = 3.6 - .6 = 3$ ). The remaining number is the number of Alaskan resident boilermakers required to be in compliance in that particular classification for that week.

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

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/home.htm>**

**Anchorage**

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

Email:  
[anchorage.lss-wh@alaska.gov](mailto:anchorage.lss-wh@alaska.gov)

**Juneau**

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

Email:  
[juneau.lss-wh@alaska.gov](mailto:juneau.lss-wh@alaska.gov)

**Fairbanks**

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

Email:  
[fairbanks.lss@alaska.gov](mailto:fairbanks.lss@alaska.gov)

**DEBARMENT LIST**

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

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

Company Name

Date of Debarment

Debarment Expires

No companies are currently debarred.

# Laborers' & Mechanics' Minimum Rates of Pay

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

						VAC	SAF	
<b>A0101</b>	Boilermaker (journeyman)	42.97	8.57	14.28	0.75	3.00	0.34	69.91

## Bricklayers & Blocklayers

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

						L&M		
<b>A0201</b>	Blocklayer	38.03	9.03	8.50	0.55	0.15	0.23	56.49
	Bricklayer							
	Marble or Stone Mason							
	Refractory Worker (Firebrick, Plastic, Castable, and Gunitite Refractory Applications)							
	Terrazzo Worker							
	Tile Setter							

						L&M		
<b>A0202</b>	Tuck Pointer Caulker Cleaner (PCC)	38.03	9.03	8.50	0.55	0.15	0.23	56.49

						L&M		
<b>A0203</b>	Marble & Tile Finisher	32.42	9.03	8.50	0.55	0.15	0.23	50.88
	Terrazzo Finisher							

						L&M		
<b>A0204</b>	Torginal Applicator	36.19	9.03	8.50	0.55	0.15	0.23	54.65

## Carpenters, Statewide

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

						L&M	SAF	
<b>A0301</b>	Carpenter (journeyman)	36.19	9.28	11.28	0.70	0.10	0.15	57.70
	Lather/Drywall/Acoustical							

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

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

						L&M		
<b>N0401</b>	Group I, including:	34.69	6.91	11.80	0.85	0.10		54.35
	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							

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

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

						<b>L&amp;M</b>	
<b>N0401</b>	Group I, including:	34.69	6.91	11.80	0.85	0.10	54.35
	Patching Concrete						
	Screed Pin Setter						
	Spackling/Skim Coating						
						<b>L&amp;M</b>	
<b>N0402</b>	Group II, including:	34.69	6.91	11.80	0.85	0.10	54.35
	Form Setter						
						<b>L&amp;M</b>	
<b>N0403</b>	Group III, including:	34.69	6.91	11.80	0.85	0.10	54.35
	Concrete Saw (self-powered)						
	Curb & Gutter Machine						
	Floor Grinder						
	Pneumatic Power Tools						
	Power Chipping & Bushing						
	Sand Blasting Architectural Finish						
	Screed & Rodding Machine Operator						
	Troweling Machine Operator						
						<b>L&amp;M</b>	
<b>N0404</b>	Group IV, including:	34.69	6.91	11.80	0.85	0.10	54.35
	Application of All Composition Mastic						
	Application of All Epoxy Material						
	Application of All Plastic Material						
	Finish Colored Concrete						
	Gunite Nozzleman						
	Hand Powered Grinder						
	Tunnel Worker						
						<b>L&amp;M</b>	
<b>N0405</b>	Group V, including:	34.94	6.91	11.80	0.85	0.10	54.60
	Plasterer						

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

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

						<b>L&amp;M</b>	
<b>S0401</b>	Group I, including:	34.44	6.91	11.80	0.85	0.10	54.10
	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						

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

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

						<b>L&amp;M</b>	
<b>S0401</b>	Group I, including:	34.44	6.91	11.80	0.85	0.10	54.10
	Grouting of All Plates						
	Patching Concrete						
	Screed Pin Setter						
	Spackling/Skim Coating						
						<b>L&amp;M</b>	
<b>S0402</b>	Group II, including:	34.44	6.91	11.80	0.85	0.10	54.10
	Form Setter						
						<b>L&amp;M</b>	
<b>S0403</b>	Group III, including:	34.44	6.91	11.80	0.85	0.10	54.10
	Concrete Saw (self-powered)						
	Curb & Gutter Machine						
	Floor Grinder						
	Pneumatic Power Tools						
	Power Chipping & Bushing						
	Sand Blasting Architectural Finish						
	Screed & Rodding Machine Operator						
	Troweling Machine Operator						
						<b>L&amp;M</b>	
<b>S0404</b>	Group IV, including:	34.44	6.91	11.80	0.85	0.10	54.10
	Application of All Composition Mastic						
	Application of All Epoxy Material						
	Application of All Plastic Material						
	Finish Colored Concrete						
	Gunite Nozzleman						
	Hand Powered Grinder						
	Tunnel Worker						
						<b>L&amp;M</b>	
<b>S0405</b>	Group V, including:	34.69	6.91	11.80	0.85	0.10	54.35
	Plasterer						

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

						<b>LEG</b>	
<b>A0501</b>	Baker/Cook	24.17	5.37	5.38		0.05	34.97
						<b>LEG</b>	
<b>A0503</b>	General Helper	21.12	5.37	5.38		0.05	31.92
	Housekeeper						
	Janitor						
	Kitchen Helper						
						<b>LEG</b>	
<b>A0504</b>	Head Cook	24.72	5.37	5.38		0.05	35.52

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
<b>Culinary Workers * See note on last page</b>								
							<b>LEG</b>	
<b>A0505</b>	Head Housekeeper	21.54	5.37	5.38			0.05	32.34
	Head Kitchen Help							
<b>Dredgemen</b>								
**See note on last page if remote site								
							<b>L&amp;M</b>	
<b>A0601</b>	Assistant Engineer, including:	37.51	9.10	9.75	1.00		0.10	57.46
	Craneman							
	Electrical Generator Operator (primary pump/power barge/dredge)							
	Engineer							
	Welder							
							<b>L&amp;M</b>	
<b>A0602</b>	Assistant Mate (deckhand)	36.35	9.10	9.75	1.00		0.10	56.30
							<b>L&amp;M</b>	
<b>A0603</b>	Fireman	36.79	9.10	9.75	1.00		0.10	56.74
							<b>L&amp;M</b>	
<b>A0605</b>	Leverman Clamshell	40.04	9.10	9.75	1.00		0.10	59.99
							<b>L&amp;M</b>	
<b>A0606</b>	Leverman Hydraulic	38.28	9.10	9.75	1.00		0.10	58.23
							<b>L&amp;M</b>	
<b>A0607</b>	Mate & Boatman	37.51	9.10	9.75	1.00		0.10	57.46
							<b>L&amp;M</b>	
<b>A0608</b>	Oiler (dredge)	36.79	9.10	9.75	1.00		0.10	56.74
<b>Electricians</b>								
							<b>L&amp;M</b>	<b>LEG</b>
<b>A0701</b>	Inside Cable Splicer	39.87	10.53	12.60	0.85		0.20	0.15 64.20
							<b>L&amp;M</b>	<b>LEG</b>
<b>A0702</b>	Inside Journeyman Wireman, including:	38.12	10.53	12.54	0.85		0.20	0.15 62.39
	Communications and Technicians							
							<b>L&amp;M</b>	<b>LEG</b>
<b>A0703</b>	Power Cable Splicer	50.52	10.53	15.67	0.85		0.20	0.15 77.92
							<b>L&amp;M</b>	<b>LEG</b>
<b>A0704</b>	Tele Com Cable Splicer	47.03	10.53	14.56	0.85		0.20	0.15 73.32
							<b>L&amp;M</b>	<b>LEG</b>
<b>A0705</b>	Power Journeyman Lineman, including:	48.77	10.53	15.61	0.85		0.20	0.15 76.11
	Power Equipment Operator							
	Technician							
							<b>L&amp;M</b>	<b>LEG</b>
<b>A0706</b>	Tele Com Journeyman Lineman, including:	45.28	10.53	14.51	0.85		0.20	0.15 71.52
	Technician							
	Tele Com Equipment Operator							

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

**Electricians**

						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0707</b>	Straight Line Installer - Repairman	45.28	10.53	14.51	0.85	0.20	0.15	71.52
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0708</b>	Powderman	46.77	10.53	15.55	0.85	0.20	0.15	74.05
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0710</b>	Material Handler	25.90	9.89	4.53	0.15	0.15	0.15	40.77
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0712</b>	Tree Trimmer Groundman	25.45	10.53	9.41	0.15	0.15	0.15	45.84
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0713</b>	Journeyman Tree Trimmer	34.12	10.53	9.67	0.15	0.15	0.15	54.77
						<b>L&amp;M</b>	<b>LEG</b>	
<b>A0714</b>	Vegetation Control Sprayer	37.57	10.53	9.78	0.15	0.15	0.15	58.33

**Elevator Workers**

						<b>L&amp;M</b>	<b>VAC</b>	
<b>A0802</b>	Elevator Constructor	34.70	11.88	12.71	0.60	0.30	3.16	63.35
						<b>L&amp;M</b>	<b>VAC</b>	
<b>A0803</b>	Elevator Constructor Mechanic	49.58	11.88	12.71	0.60	0.30	5.51	80.58

**Heat & Frost Insulators/Asbestos Workers**

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

						<b>SAF</b>		
<b>A0902</b>	Asbestos Abatement-Mechanical Systems	33.43	7.84	9.51	0.60	0.12		51.50
						<b>SAF</b>		
<b>A0903</b>	Asbestos Abatement/General Demolition All Systems	33.43	7.84	9.51	0.60	0.12		51.50
						<b>SAF</b>		
<b>A0904</b>	Insulator, Group II	33.43	7.84	9.51	0.60	0.12		51.50
						<b>SAF</b>		
<b>A0905</b>	Fire Stop	33.43	7.84	9.51	0.60	0.12		51.50

**IronWorkers**

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

						<b>L&amp;M</b>	<b>IAF</b>	
<b>A1101</b>	Ironworkers, including:	33.55	7.21	16.00	0.95	0.43	0.10	58.24
	Bender Operators							
	Bridge & Structural							
	Machinery Mover							
	Ornamental							
	Reinforcing							
	Rigger							
	Sheeter							
	Signalman							
	Stage Rigger							
	Toxic Haz-Mat 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; 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	
<b>A1101</b>	Ironworkers, including:	33.55	7.21	16.00	0.95	0.43	0.10	58.24
	Welder							
<b>A1102</b>	Helicopter	34.55	7.21	16.00	0.95	0.43	0.10	59.24
	Tower (energy producing windmill type towers to include nacelle and blades)							
<b>A1103</b>	Fence/Barrier Installer	30.05	7.21	15.75	0.95	0.43	0.10	54.49
	Guard Rail Installer							
<b>A1104</b>	Guard Rail Layout Man	30.79	7.21	15.75	0.95	0.43	0.10	55.23

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

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

						L&M	LEG	
<b>N1201</b>	Group I, including:	29.00	6.91	13.16	1.20	0.20	0.15	50.62
	Asphalt Worker (shovelman, plant crew)							
	Brush Cutter							
	Camp Maintenance Laborer							
	Carpenter Tender or Helper							
	Choke Setter, Hook Tender, Rigger, Signalman							
	Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)							
	Crusher Plant Laborer							
	Demolition Laborer							
	Ditch Digger							
	Dumpman							
	Environmental Laborer (hazard/toxic waste, oil spill)							
	Fence Installer							
	Fire Watch Laborer							
	Flagman							
	Form Stripper							
	General Laborer							
	Guardrail Laborer, Bridge Rail Installer							
	Hydro-seeder Nozzleman							
	Laborer, Building							
	Landscaper or Planter							
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block 4 feet or less - highway or landscape work)							
	Material Handler							
	Pneumatic or Power Tools							
	Portable or Chemical Toilet Serviceman							
	Pump Man or Mixer Man							
	Railroad Track Laborer							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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	
<b>N1201</b>	Group I, including:	29.00	6.91	13.16	1.20	0.20	0.15	50.62
	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	
<b>N1202</b>	Group II, including:	30.00	6.91	13.16	1.20	0.20	0.15	51.62
	Burning & Cutting Torch							
	Cement or Lime Dumper or Handler (sack or bulk)							
	Choker Splicer							
	Chucktender (wagon, air-track & hydraulic drills)							
	Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorman)							
	Culvert Pipe Laborer							
	Cured Inplace Pipelayer							
	Environmental Laborer (asbestos, marine work)							
	Foam Gun or Foam Machine Operator							
	Green Cutter (dam work)							
	Gunite Operator							
	Hod Carrier							
	Jackhammer or Pavement Breaker (more than 45 pounds)							
	Laser Instrument Operator							
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block over 4 feet - highway or landscape work)							
	Mason Tender & Mud Mixer (sewer work)							
	Pilot Car							
	Pipelayer Helper							
	Plasterer, Bricklayer & Cement Finisher Tender							
	Powderman Helper							
	Power Saw Operator							
	Railroad Switch Layout Laborer							
	Sandblaster							
	Scaffold Building & Erecting							
	Sewer Caulker							
	Sewer Plant Maintenance Man							
	Thermal Plastic Applicator							
	Timber Faller, Chainsaw Operator, Filer							

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	
<b>N1202</b>	Group II, including:	30.00	6.91	13.16	1.20	0.20	0.15	51.62
	Timberman							

						L&M	LEG	
<b>N1203</b>	Group III, including:	30.90	6.91	13.16	1.20	0.20	0.15	52.52
	Bit Grinder							
	Camera/Tool/Video Operator							
	Guardrail Machine Operator							
	High Rigger & Tree Topper							
	High Scaler							
	Multiplate							
	Plastic Welding							
	Slurry Seal Squeegee Man							
	Traffic Control Supervisor							
	Welding Certified (in connection with laborer's work)							

						L&M	LEG	
<b>N1204</b>	Group IIIA	34.18	6.91	13.16	1.20	0.20	0.15	55.80
	Asphalt Raker, Asphalt Belly Dump Lay Down							
	Drill Doctor (in the field)							
	Driller (including, but not limited to, wagon drills, air-track drills, hydraulic drills)							
	Licensed Powderman							
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayers							

						L&M	LEG	
<b>N1205</b>	Group IV	18.57	6.91	13.16	1.20	0.20	0.15	40.19
	Final Building Cleanup							
	Permanent Yard Worker							

						L&M	LEG	
<b>N1206</b>	Group IIIB	35.01	6.91	13.16	1.20	0.20	0.15	56.63
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

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

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

						L&M	LEG	
<b>S1201</b>	Group I, including:	29.00	6.91	13.16	1.20	0.20	0.15	50.62
	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							

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	
<b>S1201</b>	Group I, including:	29.00	6.91	13.16	1.20	0.20	0.15 50.62
	Demolition Laborer						
	Ditch Digger						
	Dumpman						
	Environmental Laborer (hazard/toxic waste, oil spill)						
	Fence Installer						
	Fire Watch Laborer						
	Flagman						
	Form Stripper						
	General Laborer						
	Guardrail Laborer, Bridge Rail Installer						
	Hydro-seeder Nozzleman						
	Laborer, Building						
	Landscaper or Planter						
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block 4 feet or less - highway or landscape work)						
	Material Handler						
	Pneumatic or Power Tools						
	Portable or Chemical Toilet Serviceman						
	Pump Man or Mixer Man						
	Railroad Track Laborer						
	Sandblast, Pot Tender						
	Saw Tender						
	Slurry Work						
	Stake Hopper						
	Steam Cleaner Operator						
	Steam Point or Water Jet Operator						
	Tank Cleaning						
	Utiliwalk & Utilidor Laborer						
	Watchman (construction projects)						
	Window Cleaner						
<b>S1202</b>	Group II, including:	30.00	6.91	13.16	1.20	0.20	0.15 51.62
	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						

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	
<b>S1202</b>	Group II, including:	30.00	6.91	13.16	1.20	0.20	0.15 51.62
	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						
<b>S1203</b>	Group III, including:	30.90	6.91	13.16	1.20	0.20	0.15 52.52
	Bit Grinder						
	Camera/Tool/Video Operator						
	Guardrail Machine Operator						
	High Rigger & Tree Topper						
	High Scaler						
	Multiplate						
	Plastic Welding						
	Slurry Seal Squeegee Man						
	Traffic Control Supervisor						
	Welding Certified (in connection with laborer's work)						
<b>S1204</b>	Group IIIA	34.18	6.91	13.16	1.20	0.20	0.15 55.80
	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						

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

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

						L&M	LEG	
<b>S1205</b>	Group IV	18.57	6.91	13.16	1.20	0.20	0.15	40.19
	Final Building Cleanup							
	Permanent Yard Worker							
<b>S1206</b>	Group IIIB	35.01	6.91	13.16	1.20	0.20	0.15	56.63
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade)							

**Millwrights**

						L&M		
<b>A1251</b>	Millwright (journeyman)	34.59	9.28	8.93	1.00	0.25	0.15	54.20
<b>A1252</b>	Millwright Welder	35.18	9.28	8.93	1.00	0.25	0.15	54.79

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

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

						L&M		
<b>N1301</b>	Group I, including:	30.15	7.25	11.10	0.80	0.10		49.40
	Brush							
	General Painter							
	Hand Taping							
	Hazardous Material Handler							
	Lead-Based Paint Abatement							
	Roll							
<b>N1302</b>	Group II, including:	30.67	7.25	11.10	0.80	0.10		49.92
	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							
<b>N1304</b>	Group IV, including:	35.76	7.25	10.61	0.80	0.05		54.47
	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; 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
<b>Painters, Region I (North of N63 latitude)</b>							
**See note on last page if remote site							
<b>N1305</b>	Group V, including:	30.09	7.25	5.02	0.80	0.10	43.26
	Carpet Installer						
	Floor Coverer						
	Heat Weld/Cove Base						
	Linoleum/Soft Tile Installer						
<b>Painters, Region II (South of N63 latitude)</b>							
**See note on last page if remote site							
						<b>L&amp;M</b>	
<b>S1301</b>	Group I, including :	28.39	7.25	10.85	0.80	0.10	47.39
	Brush						
	General Painter						
	Hand Taping						
	Hazardous Material Handler						
	Lead-Based Paint Abatement						
	Roll						
	Spray						
						<b>L&amp;M</b>	
<b>S1302</b>	Group II, including :	29.64	7.25	10.85	0.80	0.10	48.64
	General Drywall Finisher						
	Hand/Spray Texturing						
	Machine/Automatic Taping						
	Wallpaper/Vinyl Hanger						
						<b>L&amp;M</b>	
<b>S1303</b>	Group III, including :	29.74	7.25	10.85	0.80	0.10	48.74
	Bridge Painter						
	Epoxy Applicator						
	Industrial Coatings Specialist						
	Pot Tender						
	Sandblasting						
	Specialty Painter						
	Structural Steel Painter						
						<b>L&amp;M</b>	
<b>S1304</b>	Group IV, including:	35.76	7.25	9.86	0.80	0.10	53.77
	Glazier						
	Storefront/Automatic Door Mechanic						
						<b>L&amp;M</b>	
<b>S1305</b>	Group V, including:	30.09	7.25	5.02	0.80	0.10	43.26
	Carpet Installer						
	Floor Coverer						
	Heat Weld/Cove Base						
	Linoleum/Soft Tile 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; 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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**Piledrivers**

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

						L&M	IAF	
<b>A1401</b>	Piledriver	36.19	9.28	11.28	0.70	0.10	0.15	57.70
	Assistant Dive Tender							
	Carpenter/Piledriver							
	Rigger							
	Sheet Stabber							
	Skiff Operator							
<b>A1402</b>	Piledriver-Welder/Toxic Worker	37.19	9.28	11.28	0.70	0.10	0.15	58.70
<b>A1403</b>	Remotely Operated Vehicle Pilot/Technician	40.50	9.28	11.28	0.70	0.10	0.15	62.01
	Single Atmosphere Suit, Bell or Submersible Pilot							
<b>A1404</b>	Diver (working) ***See note on last page	80.30	9.28	11.28	0.70	0.10	0.15	101.81
<b>A1405</b>	Diver (standby) ***See note on last page	40.50	9.28	11.28	0.70	0.10	0.15	62.01
<b>A1406</b>	Dive Tender ***See note on last page	39.50	9.28	11.28	0.70	0.10	0.15	61.01
<b>A1407</b>	Welder (American Welding Society, Certified Welding Inspector)	41.75	9.28	11.28	0.70	0.10	0.15	63.26

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

						L&M	S&L	
<b>N1501</b>	Journeyman Pipefitter	39.21	6.85	12.50	0.85	1.10		60.51
	Plumber							
	Welder							

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

						L&M		
<b>S1501</b>	Journeyman Pipefitter	37.06	8.32	10.82	1.50	0.20		57.90
	Plumber							
	Welder							

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

						L&M		
<b>X1501</b>	Journeyman Pipefitter	36.02	11.72	11.00	2.30	0.24		61.28
	Plumber							
	Welder							

**Power Equipment Operators**

\*\*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; 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	
<b>A1601</b>	Group I, including:	38.28	9.10	9.75	1.00	0.10	58.23
	Asphalt Roller: Breakdown, Intermediate, and Finish						
	Back Filler						
	Barrier Machine (Zipper)						
	Beltcrete with Power Pack & similar conveyors						
	Bending Machine						
	Boat Coxswain						
	Bulldozer						
	Cableways, Highlines & Cablecars						
	Cleaning Machine						
	Coating Machine						
	Concrete Hydro Blaster						
	Cranes (45 tons & under or 150 feet of boom & under (including jib & attachments))						
	(a) Hydralifts or Transporters, (all track or truck type)						
	(b) Derricks						
	Crushers						
	Deck Winches, Double Drum						
	Ditching or Trenching Machine (16 inch or over)						
	Drag Scraper, Yarder, and similar types						
	Drilling Machines, Core, Cable, Rotary and Exploration						
	Finishing Machine Operator, Concrete Paving, Laser Screed, Sidewalk, Curb & Gutter Machine						
	Helicopters						
	Hover Craft, Flex Craft, Loadmaster, Air Cushion, All-Terrain Vehicle, Rollagon, Bargecable, Nodwell, & Snow Cat						
	Hydro Ax, Feller Buncher & similar						
	Licensed Line & Grade						
	Loaders (2 1/2 yards through 5 yards, including all attachments):						
	(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.)						

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**Power Equipment Operators**

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

						L&M		
<b>A1601</b>	Group I, including:	38.28	9.10	9.75	1.00	0.10		58.23
	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		
<b>A1602</b>	Group IA, including:	40.04	9.10	9.75	1.00	0.10		59.99
	Camera/Tool/Video Operator (Slipline)							
	Certified Welder, Electrical Mechanic, Camp Maintenance Engineer, Mechanic (over 10,000 hours)							
	Cranes (over 45 tons or 150 feet including jib & attachments)							
	(a) Clamshells & Draglines (over 3 yards)							
	(b) Tower Cranes							
	Licensed Water/Waste Water Treatment Operator							
	Loaders (over 5 yards)							
	Motor Patrol Grader, Dozer, Grade Tractor, Roto-Mill/Profiler (finish: when finishing to final grade and/or to hubs, or for asphalt)							
	Power Plants (1000 k.w. & over)							
	Quad							
	Scrapers (over 40 yards)							
	Screed							
	Shovels, Backhoes, Excavators with all attachments (over 3 yards)							
	Sidebooms (over 45 tons)							
	Slip Form Paver, C.M.I. & similar types							
						L&M		
<b>A1603</b>	Group II, including:	37.51	9.10	9.75	1.00	0.10		57.46
	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							

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**Power Equipment Operators**

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

							L&M	
<b>A1603</b>	Group II, including:	37.51	9.10	9.75	1.00	0.10		57.46
	Mixers							
	Screening, Washing Plant							
	Sideboom (cradling rock drill, regardless of size)							
	Skidder							
	Trenching Machines (under 16 inches)							
	Water/Waste Water Treatment Operator							

							L&M	
<b>A1604</b>	Group III, including:	36.79	9.10	9.75	1.00	0.10		56.74
	"A" Frame Trucks, Deck Winches							
	Bombardier (tack or tow rig)							
	Boring Machine							
	Brooms, Power							
	Bump Cutter							
	Compressor							
	Farm Tractor							
	Forklift, Industrial Type							
	Gin Truck or Winch Truck (with poles when used for hoisting)							
	Grade Checker & Stake Hopper							
	Hoists, Air Tuggers, Elevators							
	Loaders:							
	(a) Elevating-Athey, Barber Greene & similar types							
	(b) Forklifts or Lumber Carrier (on construction job sites)							
	(c) Forklifts, (with tower)							
	(d) Overhead & Front End, (under 2-1/2 yards)							
	Locomotives: Dinkey (air, steam, gas & electric) Speeders							
	Mechanics, Light Duty							
	Oil, Blower Distribution							
	Posthole Digger, Mechanical							
	Pot Fireman (power agitated)							
	Power Plant, Turbine Operator, (under 200 k.w.)							
	Pumps, Water							
	Roller (other than Asphalt)							
	Saws, Concrete							
	Skid Hustler							
	Skid Steer (with all attachments)							
	Straightening Machine							
	Tow Tractor							

							L&M	
<b>A1605</b>	Group IV, including:	30.58	9.10	9.75	1.00	0.10		50.53
	Crane Assistant Engineer/Rig Oiler							
	Drill Helper							
	Parts & Equipment Coordinator							

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

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

							L&M	
<b>A1605</b>	Group IV, including:	30.58	9.10	9.75	1.00	0.10		50.53
	Spotter							
	Steam Cleaner							
	Swamper (on trenching machines or shovel type equipment)							

**Roofers**

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

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

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

							L&M	
<b>N1801</b>	Sheet Metal Journeyman	44.08	7.95	10.34	1.32	0.25		63.94
	Air Balancing and duct cleaning of HVAC systems							
	Brazing, soldering or welding of metals							
	Demolition of sheet metal HVAC systems							
	Fabrication and installation of exterior wall sheathing, siding, metal roofing, flashing, decking and architectural sheet metal work							
	Fabrication and installation of heating, ventilation and air conditioning ducts and equipment							
	Fabrication and installation of louvers and hoods							
	Fabrication and installation of sheet metal lagging							
	Fabrication and installation of stainless steel commercial or industrial food service equipment							
	Manufacture, fabrication assembly, installation and alteration of all ferrous and nonferrous metal work							
	Metal lavatory partitions							
	Preparation of drawings taken from architectural and engineering plans required for fabrication and erection of sheet metal work							
	Sheet Metal shelving							
	Sheet Metal venting, chimneys and breaching							
	Skylight installation							

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

							L&M	
<b>S1801</b>	Sheet Metal Journeyman	39.49	7.95	10.85	1.10	0.33		59.72
	Air Balancing and duct cleaning of HVAC systems							
	Brazing, soldering or welding of metals							
	Demolition of sheet metal HVAC systems							

Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund; 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 II (South of N63 latitude)**

							L&M	
<b>S1801</b>	Sheet Metal Journeyman	39.49	7.95	10.85	1.10	0.33		59.72
	Fabrication and installation of exterior wall sheathing, siding, metal roofing, flashing, decking and architectural sheet metal work							
	Fabrication and installation of heating, ventilation and air conditioning ducts and equipment							
	Fabrication and installation of louvers and hoods							
	Fabrication and installation of sheet metal lagging							
	Fabrication and installation of stainless steel commercial or industrial food service equipment							
	Manufacture, fabrication assembly, installation and alteration of all ferrous and nonferrous metal work							
	Metal lavatory partitions							
	Preparation of drawings taken from architectural and engineering plans required for fabrication and erection of sheet metal work							
	Sheet Metal shelving							
	Sheet Metal venting, chimneys and breaching							
	Skylight installation							

**Sprinkler Fitters**

							L&M	
<b>A1901</b>	Sprinkler Fitter	41.23	8.42	12.80	0.45	0.25		63.15

**Surveyors**

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

							L&M	
<b>A2001</b>	Chief of Parties	41.49	7.13	9.28	1.15	0.10		59.15
<b>A2002</b>	Party Chief	39.90	7.13	9.28	1.15	0.10		57.56
<b>A2003</b>	Line & Grade Technician/Office Technician	39.30	7.13	9.28	1.15	0.10		56.96
<b>A2004</b>	Associate Party Chief (including Instrument Person & Head Chain Person)	37.18	7.13	9.28	1.15	0.10		54.84
<b>A2005</b>	Stake Hop/Grademan	34.25	7.13	9.28	1.15	0.10		51.91
<b>A2006</b>	Chain Person (for crews with more than 2 people)	32.84	7.13	9.28	1.15	0.10		50.50

**Truck Drivers**

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

							L&M	
<b>A2101</b>	Group I, including:	38.27	7.13	9.28	1.15	0.10		55.93
	Air/Sea Traffic Controllers							
	Ambulance/Fire Truck Driver (EMT certified)							

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**

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

		<b>L&amp;M</b>					
<b>A2101</b>	Group I, including:	38.27	7.13	9.28	1.15	0.10	55.93
	Boat Coxswain						
	Captains & Pilots (air & water)						
	Deltas, Commanders, Rollagons, & similar equipment (when pulling sleds, trailers or similar equipment)						
	Dump Trucks (including rockbuggy & trucks with pups) over 40 yards up to & including 60 yards						
	Helicopter Transporter						
	Lowboys, including attached trailers & jeeps, up to & including 12 axles (over 12 axles or 150 tons to be negotiated)						
	Material Coordinator and Purchasing Agent						
	Ready-mix (over 12 yards up to & including 15 yards) (over 15 yards to be negotiated)						
	Semi with Double Box Mixer						
	Tireman, Heavy Duty/Fueler						
	Water Wagon (250 Bbls and above)						
		<b>L&amp;M</b>					
<b>A2102</b>	Group 1A including:	39.54	7.13	9.28	1.15	0.10	57.20
	Dump Trucks (including rockbuggy & trucks with pups) over 60 yards up to & including 100 yards (over 100 yards to be negotiated)						
	Jeeps (driver under load)						
		<b>L&amp;M</b>					
<b>A2103</b>	Group II, including:	37.01	7.13	9.28	1.15	0.10	54.67
	All Deltas, Commanders, Rollagons, & similar equipment						
	Construction and Material Safety Technician						
	Dump Trucks (including rockbuggy & trucks with pups) over 20 yards up to & including 40 yards						
	Lowboys (including attached trailers & jeeps up to & including 8 axles)						
	Mechanics						
	Partsman						
	Ready-mix (over 7 yards up to & including 12 yards)						
	Stringing Truck						
	Super Vac Truck/Cacasco Truck/Heat Stress Truck						
	Turn-O-Wagon or DW-10 (not self loading)						
		<b>L&amp;M</b>					
<b>A2104</b>	Group III, including:	36.19	7.13	9.28	1.15	0.10	53.85
	Batch Trucks (8 yards & up)						
	Dump Trucks (including rockbuggy & trucks with pups) over 10 yards up to & including 20 yards						
	Expeditor (electrical & pipefitting materials)						
	Greaser - Shop						
	Oil Distributor Driver						
	Thermal Plastic Layout Technician						
	Traffic Control Technician						

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**Truck Drivers**

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

<b>A2104</b>	Group III, including:	36.19	7.13	9.28	1.15	0.10	53.85
	Trucks/Jeeps (push or pull)						

<b>A2105</b>	Group IV, including:	35.61	7.13	9.28	1.15	0.10	53.27
	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						
	Tireman, Light Duty						
	Track Truck Equipment						
	Vacuum Truck, Truck Vacuum Sweeper						
	Warehouseperson						
	Water Truck, Dual Axle						
	Water Wagon, Semi						

<b>A2106</b>	Group V, including:	34.85	7.13	9.28	1.15	0.10	52.51
	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)						

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**Truck Drivers**

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

						L&M	
<b>A2106</b>	Group V, including:	34.85	7.13	9.28	1.15	0.10	52.51
	Bus Operator (up to 30 passengers)						
	Farm Type Rubber Tired Tractor (when material handling or pulling wagons on a construction project)						
	Flat Beds, Single Rear Axle						
	Foam Distributor Truck Single Axle						
	Fuel Handler (station/bulk attendant)						
	Gear/Supply Truck						
	Gin Pole Truck, Winch Truck, Wrecker (truck mounted "A" frame manufactured rating 5 tons & under)						
	Gravel Spreader Box Operator on Truck						
	Hydro Seeders, Single axle						
	Pickups (pilot cars & all light-duty vehicles)						
	Rigger/Swamper						
	Tack Truck						
	Team Drivers (horses, mules, & similar equipment)						
	Water Truck (Below 250 Bbls)						

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

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

						L&M	LEG
<b>N2201</b>	Group I, including:	31.90	6.91	13.16	1.20	0.20	0.15 53.52
	Brakeman						
	Mucker						
	Nipper						
	Topman & Bull Gang						
	Tunnel Track Laborer						
<b>N2202</b>	Group II, including:	33.00	6.91	13.16	1.20	0.20	0.15 54.62
	Burning & Cutting Torch						
	Concrete Laborer						
	Jackhammer						
	Laser Instrument Operator						
	Nozzlemen, Pumpcrete or Shotcrete						
	Pipelayer Helper						
<b>N2203</b>	Group III, including:	33.99	6.91	13.16	1.20	0.20	0.15 55.61
	Miner						
	Retimberman						
<b>N2204</b>	Group IIIA, including:	37.60	6.91	13.16	1.20	0.20	0.15 59.22
	Asphalt Raker, Asphalt Belly Dump Lay Down						
	Drill Doctor (in the field)						

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

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

					L&M	LEG	
<b>N2204</b>	Group IIIA, including:	37.60	6.91	13.16	1.20	0.20	0.15 59.22
	Driller (including, but not limited to wagon drills, air-track drills, hydraulic drills)						
	Licensed Powderman						
	Pioneer Drilling & Drilling Off Tugger (all type drills)						
	Pipelayer						
<b>N2206</b>	Group IIIB, including:	38.51	6.91	13.16	1.20	0.20	0.15 60.13
	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	
<b>S2201</b>	Group I, including:	31.90	6.91	13.16	1.20	0.20	0.15 53.52
	Brakeman						
	Mucker						
	Nipper						
	Topman & Bull Gang						
	Tunnel Track Laborer						
<b>S2202</b>	Group II, including:	33.00	6.91	13.16	1.20	0.20	0.15 54.62
	Burning & Cutting Torch						
	Concrete Laborer						
	Jackhammer						
	Laser Instrument Operator						
	Nozzlemen, Pumpcrete or Shotcrete						
	Pipelayer Helper						
<b>S2203</b>	Group III, including:	33.99	6.91	13.16	1.20	0.20	0.15 55.61
	Miner						
	Retimberman						
<b>S2204</b>	Group IIIA, including:	37.60	6.91	13.16	1.20	0.20	0.15 59.22
	Asphalt Raker, Asphalt Belly Dump Lay Down						
	Drill Doctor (in the field)						
	Driller (including, but not limited to wagon drills, air-track drills, hydraulic drills)						
	Licensed Powderman						
	Pioneer Drilling & Drilling Off Tugger (all type drills)						
	Pipelayer						
<b>S2206</b>	Group IIIB, including:	38.51	6.91	13.16	1.20	0.20	0.15 60.13
	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; 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, Laborers (The area that is south of N63 latitude and west of W138 longitude)**

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

						L&M	LEG	
<b>S2206</b>	Group IIIB, including:	38.51	6.91	13.16	1.20	0.20	0.15	60.13
	Grade Checking (setting or transferring of grade marks, line and grade)							

**Tunnel Workers, Power Equipment Operators**

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

						L&M		
<b>A2207</b>	Group I	42.11	9.10	9.75	1.00	0.10		62.06
<b>A2208</b>	Group IA	44.04	9.10	9.75	1.00	0.10		63.99
<b>A2209</b>	Group II	41.26	9.10	9.75	1.00	0.10		61.21
<b>A2210</b>	Group III	40.47	9.10	9.75	1.00	0.10		60.42
<b>A2211</b>	Group IV	33.64	9.10	9.75	1.00	0.10		53.59

\* 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; ONT=overnight; PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate; VAC=vacation