

**AGREEMENT WITH MCKIM CORPORATION  
FOR PUBLIC IMPROVEMENT  
FOR  
LAURIE MEADOWS PEDESTRIAN AND BICYCLE SAFETY IMPROVEMENTS PROJECT  
CITY PROJECT NO. 460034  
FEDERAL PROJECT NO. CML-5102(050)**

THIS AGREEMENT FOR PUBLIC IMPROVEMENTS ("Agreement"), made and entered into in the City of San Mateo, County of San Mateo, State of California, by and between the **CITY OF SAN MATEO**, a municipal corporation existing under the laws of the State of California, (hereinafter called "City") and **MCKIM CORPORATION**, a corporation, with offices at 60 4<sup>th</sup> Street, #210, Gilroy, CA 95020 (hereinafter called "Contractor"), entered into this day of \_\_\_\_\_.

**RECITALS:**

- (a) City has taken appropriate proceedings to authorize construction of the public work and improvements or other matters herein provided, and execution of this Agreement.
- (b) A notice was duly published for bids for the contract for the improvement hereinafter described.
- (c) After notice duly given, on the date hereof, the City awarded the contract for the construction of the improvements hereinafter described to Contractor.

IT IS AGREED, as follows:

1. Scope of Work. Contractor shall perform the work according to the Contract Book entitled:

**LAURIE MEADOWS PEDESTRIAN AND BICYCLE SAFETY IMPROVEMENTS PROJECT  
CITY PROJECT NO. 460034  
FEDERAL PROJECT NO. CML-5102(050)**

2. Contract Price. City shall pay, and the Contractor shall accept, the sum of three hundred sixty thousand, six hundred forty-seven dollars, and seventy-five cents. (\$360,647.75) in full payment for the work set forth above.

Said price is determined by the prices contained in Contractor's bid, and shall be paid as described in the Contract Book. In the event work is performed or materials furnished in addition to or a reduction of those set forth in Contractor's bid and the specifications herein, such work and materials will be paid for as described in the Contract Book.

3. The Contract Documents. The complete contract consists of the following

documents: this Agreement; the Notice Inviting Sealed Proposals; the Accepted Proposal; the Contract Book which includes the Special Provisions and Contract Drawings, the State of California Department of Transportation Standard Specifications and Plans, 2018 Edition, the Faithful Performance Bond, and the Labor and Material Bond (hereinafter referred to as the "contract documents").

All rights and obligations of City and Contractor is fully set forth and described in the contract documents. The contract documents constitute the entire contract between the parties hereto pertaining to the subject matter hereof, fully supersede any and all prior understandings, representations, warranties and agreements between the parties hereto, or any of them, pertaining to the subject matter hereof, and may be modified only by written agreement signed by all of the parties hereto.

All of the above-named documents are complementary and are intended to operate in harmony, so that any work called for in one, and not mentioned in the other, or vice versa, is to be executed the same as if mentioned in all said documents. In the event of any variation or discrepancy between any portion of this Agreement and any portion of the contract documents, this Agreement shall prevail. The precedence of the remaining contract documents will be as specified in the Contract Book.

4. Schedule. All work shall be performed in accordance with the schedule provided pursuant to the Contract Book.

5. Performance by Sureties. In the event of any termination as hereinbefore provided, City shall immediately give written notice thereof to Contractor and Contractor's sureties, and the sureties shall have the right to take over and perform the Agreement, provided, however, that if the sureties, within 5 days after giving them said notice of termination, do not give City written notice of their intention to take over the performance thereof within 5 days after notice to City of such election, City may take over the work and prosecute the same to completion, by contract or by any other method it may deem advisable, for the account, and at the expense of Contractor, and the sureties shall be liable to City for any excess cost or damages occasioned City thereby; and, in such event, City may, without liability for so doing, take possession of, and utilize in completing the work, such materials, appliances, plant and other property belonging to Contractor as may be on the site of the work and necessary therefor.

6. Legal Work Day - Penalties for Violation. Eight hours of labor shall constitute a legal day's work. Contractor shall not require more than 8 hours' labor in a day and 40 hours in a calendar week from any person employed by Contractor in the performance of such work unless such excess work is compensated for at not less than 1-1/2 times the basic rate of pay. Contractor shall forfeit as a penalty to City the sum of \$25.00 for each laborer, workman or mechanic employed in the execution of this contract by Contractor, or by any subcontractor for each calendar day during which such laborer, workman or mechanic is required or permitted to labor more than 8 hours in any calendar day and 40 hours in any one calendar week in violation of the provisions of Sections 1810 and 1816, inclusive, of the Labor Code of the State of

California.

7. Prevailing Wage Scale. The prevailing wage scale as determined by the Director of Industrial Relations of the State of California, in force on the day the bid was announced, will be the minimum paid to all craftsmen and laborers working on this project. Contractor shall also require any subcontractors who work or provide any services related to the project to pay all persons performing labor or rendering service under said subcontract or other arrangement at least the general prevailing rate of wages, determined as set forth herein for the respective crafts and employments, including such wages for holiday and overtime work. A copy of the correct determination will be posted at the job site. It is understood that it is the responsibility of Contractor to determine the correct scale. Copies of the prevailing wage rates are on file at the City Clerk's office, however, errors or defects in the materials in the City Clerk's office will not excuse a bidder's failure to comply with the actual scale then in force. Contractor must submit certified payrolls to the Department of Industrial Relations in accordance with Labor Code Section 1776.

8. Senate Bill 854 Compliance Required. In accordance with Labor Code Sections 1725.5 and 1771.1, all contractors and subcontractors must be registered with the Department of Industrial Relations. In accordance with Labor Code Section 1771.4 the contractor must post job site notices as required by regulation and this project will be subject to compliance monitoring and enforcement by the Department of Industrial Relations.

9. Insurance. The Contractor shall procure and maintain for the duration of the contract and five years thereafter the insurance as specified in Exhibit A of this agreement.

10. Hold Harmless and Indemnity Provision. Contractor agrees to hold harmless, defend, and indemnify the City, its elected and appointed officials, employees, and agents from and against any and all claims, loss, liability, damage, and expense arising from performance of this Agreement, including claims, loss, liability, damage, and expense caused or claimed to be caused by passive negligence of the City, its elected and appointed officials, employees, and agents; provided, however that this provision does not apply to claims, loss, liability, damage or expense arising from (a) the sole negligence or willful misconduct of the City or (b) the active negligence of the City; further provided, that this provision shall not affect the validity of any insurance contract, workers' compensation or other agreement issued by an admitted insurer as defined by the Insurance Code. Contract will defend City of San Mateo, its elected and appointed officials, employees, and agents, against any such claims

11. Attorney Fees. Attorney fees in total amount not exceeding \$5,000 shall be recoverable as costs (that is, by the filing of a cost bill) by the prevailing party in any action or actions to enforce the provisions of the contract documents. The above \$5,000 limit is the total of attorney fees recoverable whether in the trial court, appellate court, or otherwise, and regardless of the number of attorneys, trials, appeals or actions. It is the intent that neither party to this Agreement shall have to pay the other more than \$5,000 for attorney fees arising out of an action, or actions, to enforce the provisions of the contract documents. The parties expect and

hope there will be no litigation and that any differences will be resolved amicably.

12. Mediation. Should any dispute arise out of this Agreement, any party may request that it be submitted to mediation. The parties shall meet in mediation within 30 days of a request. The mediator shall be agreed to by the mediating parties; in the absence of an agreement, the parties shall each submit one name from mediators listed by either the American Arbitration Association, the California State Board of Mediation and Conciliation, or other agreed-upon service. The mediator shall be selected by a blind draw.

The cost of mediation shall be borne equally by the parties. Neither party shall be deemed the prevailing party. No party shall be permitted to file a legal action without first meeting in mediation and making a good faith attempt to reach a mediated settlement. The mediation process, once commenced by a meeting with the mediator, shall last until agreement is reached by the parties but not more than 60 days, unless the maximum time is extended by the parties.

13. Provisions Cumulative. The provisions of this agreement are cumulative, and in addition to and not in limitation of, any other rights or remedies available to City.

14. Notices. All notices shall be in writing, and delivered in person or transmitted by certified mail, postage prepaid.

Notices required to be given to City shall be addressed as follows:

Director of Public Works  
City of San Mateo  
330 West 20th  
Avenue  
San Mateo, CA 94403

Notices required to be given to Contractor shall be addressed as appears in the signature block as shown on the Bidder's Statement.

15. Interpretation. As used herein any gender includes each other gender, the singular includes the plural and vice versa.

16. Governing Law and Venue. This Agreement, the contract documents, and the performance hereon shall be governed, interpreted, construed, and regulated by the laws of the State of California. The parties agree that any action related to this Agreement or the contract documents will be venued in the County of San Mateo.

17. Headings. The title and headings of the various sections of this Agreement and the contract documents are intended solely for convenience of reference and are not intended to explain, modify, or place any construction on any provisions.

18. No Partnership or Agency. Nothing in this Agreement nor the contract documents shall be deemed to constitute a partnership in law between City and Contractor, or any sub-contractor, to constitute either party as an agent of the other for any purpose; or to entitle either party to commit or bind the other in any manner unless expressly agreed upon in the contract documents.

19. Severability. If any part or provision of the contract documents is determined by any court to be illegal, invalid, or unenforceable, in whole or in part, the contract documents shall continue to be valid as to its other provisions and the remainder of the affected provision, unless it can be concluded from the circumstances that, in the absence of the provisions found to be null and void, the parties would not have entered into the contract documents. The parties shall use all reasonable efforts to replace any and all provisions or parts found to be null and void with provisions that are valid under the applicable law and come closest to their original intention.

20. Waiver. None of the following shall operate as a waiver of any provision of the contract documents, or of any power herein reserved by the City, or any right to damages herein provided: 1) inspection by the City or its authorized agents or representatives; 2) any order or certificate for payment, for any payment for, or acceptance of the whole or any part of the work by the City; 3) an extension of time; or 4) any position taken by the City or its authorized agents or representatives.

21. Warranty. Contractor warrants and guarantees that the materials and equipment provided shall be at least of the quality specified and new unless otherwise required or permitted by the contract documents, and, if no quality is specified, then the materials and equipment shall be of commercial grade, suitable for heavy public use in facilities of similar size and complexity, that the work performed hereunder will be free from defects, and that the work will conform to the requirements of the contract documents.

IN WITNESS WHEREOF, this agreement between the CITY OF SAN MATEO and MCKIM CORPORATION has been duly executed by the parties hereinabove named, as of the day and year first above written.

CITY OF SAN MATEO

CONTRACTOR

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AZALEA MITCH  
PUBLIC WORKS DIRECTOR

DocuSigned by:  
*Santino Orozco*  
8591C29EA14B4EE...

SANTINO OROZCO  
Its Authorized Agent  
PRESIDENT

If a Corporation, can be either 1) President or 2) Vice President plus an additional corporate officer (i.e., Secretary, Treasurer) who shall sign below.

APPROVED AS TO FORM

ADDITIONAL CORPORATE OFFICER  
(if necessary per the above)

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Linh Nguyen  
Assistant City Attorney

<Insert Name>  
<Insert Title>

**Attachments:**

- Exhibit A: Insurance Requirements
- Exhibit B: FHWA – 1273
- Exhibit C: Federal Wage Rates

## Exhibit A

### Insurance Requirements for Construction Contracts

Contractor shall procure and maintain for the duration of the contract, *and for five years thereafter*, insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder by the Contractor, his agents, representatives, employees, or subcontractors.

#### MINIMUM SCOPE AND LIMIT OF INSURANCE

Coverage shall be at least as broad as:

1. **Commercial General Liability (CGL):** Insurance Services Office (ISO) Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than **\$5,000,000** per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 or 25 04) or the general aggregate limit shall be twice the required occurrence limit.
2. **Automobile Liability:** Insurance Services Office Form CA 0001 covering Code 1 (any auto), with limits no less than **\$5,000,000** per accident for bodily injury and property damage.
3. **Workers' Compensation** insurance as required by the State of California, with Statutory Limits, and Employers' Liability insurance with a limit of no less than \$1,000,000 per accident for bodily injury or disease.
4. **Builder's Risk (Course of Construction)** insurance utilizing an "All Risk" (Special Perils) coverage form, with limits equal to the completed value of the project and no coinsurance penalty provisions. (Not required for this project)
5. **Surety Bonds** as described below.
6. **Professional Liability** (if Design/Build), with limits no less than \$2,000,000 per occurrence or claim, and \$2,000,000 policy aggregate. (Not required for this project)
7. **Contractors' Pollution Legal Liability** and/or Asbestos Legal Liability and/or Errors and Omissions (if project involves environmental hazards) with limits no less than \$1,000,000 per occurrence or claim, and \$2,000,000 policy aggregate.

If the contractor maintains broader coverage and/or higher limits than the minimums shown above, the Entity requires and shall be entitled to the broader coverage and/or higher limits maintained by the contractor. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the Entity.

#### **Self-Insured Retentions**

Self-insured retentions must be declared to and approved by the Entity. At the option of the Entity, either: the contractor shall cause the insurer shall to reduce or eliminate such self-insured retentions as respects the Entity, its officers, officials, employees, and volunteers; or the Contractor shall provide a financial guarantee satisfactory to the Entity guaranteeing payment of losses and related investigations, claim administration, and defense expenses. The

policy language shall provide, or be endorsed to provide, that the self-insured retention may be satisfied by either the named insured or Entity.

### ***Other Insurance Provisions***

The insurance policies are to contain, or be endorsed to contain, the following provisions:

1. **The Entity, its officers, officials, employees, and volunteers are to be covered as additional insureds** on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations and automobiles owned, leased, hired, or borrowed by or on behalf of the Contractor. General liability coverage can be provided in the form of an endorsement to the Contractor's insurance (at least as broad as ISO Form CG 20 10, CG 11 85 or **both** CG 20 10, CG 20 26, CG 20 33, or CG 20 38; **and** CG 20 37 forms if later revisions used).
2. For any claims related to this project, the **Contractor's insurance coverage shall be primary** insurance coverage at least as broad as ISO CG 20 01 04 13 as respects the Entity, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the Entity, its officers, officials, employees, or volunteers shall be excess of the Contractor's insurance and shall not contribute with it.
3. Each insurance policy required by this clause shall provide that coverage shall not be canceled, except with notice to the Entity.

### ***Builder's Risk (Course of Construction) Insurance***

Contractor may submit evidence of Builder's Risk insurance in the form of Course of Construction coverage. Such coverage shall **name the Entity as a loss payee** as their interest may appear.

If the project does not involve new or major reconstruction, at the option of the Entity, an Installation Floater may be acceptable. For such projects, a Property Installation Floater shall be obtained that provides for the improvement, remodel, modification, alteration, conversion or adjustment to existing buildings, structures, processes, machinery and equipment. The Property Installation Floater shall provide property damage coverage for any building, structure, machinery or equipment damaged, impaired, broken, or destroyed during the performance of the Work, including during transit, installation, and testing at the Entity's site.

### ***Claims Made Policies – (If at all possible avoid and require occurrence type CGL policies)***

If any coverage required is written on a claims-made coverage form:

1. The retroactive date must be shown, and this date must be before the execution date of the contract or the beginning of contract work.
2. Insurance must be maintained and evidence of insurance must be provided for at least five years after completion of contract work.
3. If coverage is canceled or non-renewed, and not replaced with another claims-made policy form with a retroactive date prior to the contract effective, or start of work date,

the Contractor must purchase extended reporting period coverage for a minimum of five years after completion of contract work.

4. A copy of the claims reporting requirements must be submitted to the Entity for review.
5. If the services involve lead-based paint or asbestos identification/remediation, the Contractors Pollution Liability policy shall not contain lead-based paint or asbestos exclusions. If the services involve mold identification/remediation, the Contractors Pollution Liability policy shall not contain a mold exclusion, and the definition of Pollution shall include microbial matter, including mold.

#### ***Acceptability of Insurers***

Insurance is to be placed with insurers authorized to conduct business in the state with a current A.M. Best rating of no less than A: VII, unless otherwise acceptable to the Entity.

#### ***Waiver of Subrogation***

**Contractor hereby agrees to waive rights of subrogation which any insurer of Contractor may acquire** from Contractor by virtue of the payment of any loss. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation. **The Workers' Compensation policy shall be endorsed with a waiver of subrogation** in favor of the Entity for all work performed by the Contractor, its employees, agents and subcontractors.

#### ***Verification of Coverage***

Contractor shall furnish the Entity with original Certificates of Insurance including all required amendatory endorsements (or copies of the applicable policy language effecting coverage required by this clause) and a copy of the Declarations and Endorsement Page of the CGL policy listing all policy endorsements to Entity before work begins. However, failure to obtain the required documents prior to the work beginning shall not waive the Contractor's obligation to provide them. The Entity reserves the right to require complete, certified copies of all required insurance policies, including endorsements, required by these specifications, at any time.

#### ***Subcontractors***

Contractor shall require and verify that all subcontractors maintain insurance meeting all the requirements stated herein, and Contractor shall ensure that Entity is an additional insured on insurance required from subcontractors. For CGL coverage subcontractors shall provide coverage with a form at least as broad as CG 20 38 04 13.

#### ***Surety Bonds***

Contractor shall provide the following Surety Bonds:

1. Bid bond
2. Performance bond
3. Payment bond
4. Maintenance bond

The Payment Bond and the Performance Bond shall be in a sum equal to the contract price. If the Performance Bond provides for a one-year warranty a separate Maintenance Bond is not necessary. If the warranty period specified in the contract is for longer than one year a Maintenance Bond equal to 10% of the contract price is required. Bonds shall be duly executed

by a responsible corporate surety, authorized to issue such bonds in the State of California and secured through an authorized agent with an office in California.

***Special Risks or Circumstances***

Entity reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other circumstances.

## Exhibit B

### FHWA - 1273

FHWA-1273 -- Revised May 1, 2012

#### REQUIRED CONTRACT PROVISIONS FEDERAL-AID CONSTRUCTION CONTRACTS

- I. General
  - II. Nondiscrimination
  - III. Nonsegregated Facilities
  - IV. Davis-Bacon and Related Act Provisions
  - V. Contract Work Hours and Safety Standards Act Provisions
  - VI. Subletting or Assigning the Contract
  - VII. Safety: Accident Prevention
  - VIII. False Statements Concerning Highway Projects
  - IX. Implementation of Clean Air Act and Federal Water Pollution Control Act
  - X. Compliance with Governmentwide Suspension and Debarment Requirements
  - XI. Certification Regarding Use of Contract Funds for Lobbying
- #### ATTACHMENTS

- A. Employment and Materials Preference for Appalachian Development Highway System or Appalachian Local Access Road Contracts (included in Appalachian contracts only)

#### I. GENERAL

1. Form FHWA-1273 must be physically incorporated in each construction contract funded under Title 23 (excluding emergency contracts solely intended for debris removal). The contractor (or subcontractor) must insert this form in each subcontract and further require its inclusion in all lower tier subcontracts (excluding purchase orders, rental agreements and other agreements for supplies or services). The applicable requirements of Form FHWA-1273 are incorporated by reference for work done under any purchase order, rental agreement or agreement for other services. The prime contractor shall be responsible for compliance by any subcontractor, lower-tier subcontractor or service provider. Form FHWA-1273 must be included in all Federal-aid design-build contracts, in all subcontracts and in lower tier subcontracts (excluding subcontracts for design services, purchase orders, rental agreements and other agreements for supplies or services). The design-builder shall be responsible for compliance by any subcontractor, lower-tier subcontractor or service provider. Contracting agencies may reference Form FHWA-1273 in bid proposal or request for proposal documents, however, the Form FHWA-1273 must be physically incorporated (not referenced) in all contracts, subcontracts and lower-tier subcontracts (excluding purchase orders, rental agreements and other agreements for supplies or services related to a construction contract).
2. Subject to the applicability criteria noted in the following sections, these contract provisions shall apply to all work performed on the contract by the contractor's own organization and with the assistance of workers under the contractor's immediate superintendence and to all work performed on the contract by piecework, station work, or by subcontract.
3. A breach of any of the stipulations contained in these Required Contract Provisions may be sufficient grounds for withholding of progress payments, withholding of final payment, termination of the contract, suspension / debarment or any other action determined to be appropriate by the contracting agency and FHWA.
4. Selection of Labor: During the performance of this contract, the contractor shall not use convict labor for any purpose within the limits of a construction project on a Federal-aid highway unless it is labor performed by convicts who are on parole, supervised release, or probation. The term Federal-aid highway

does not include roadways functionally classified as local roads or rural minor collectors.

#### II. NONDISCRIMINATION

The provisions of this section related to 23 CFR Part 230 are applicable to all Federal-aid construction contracts and to all related construction subcontracts of \$10,000 or more. The provisions of 23 CFR Part 230 are not applicable to material supply, engineering, or architectural service contracts. In addition, the contractor and all subcontractors must comply with the following policies: Executive Order 11246, 41 CFR 60, 29 CFR 1625-1627, Title 23 USC Section 140, the Rehabilitation Act of 1973, as amended (29 USC 794), Title VI of the Civil Rights Act of 1964, as amended, and related regulations including 49 CFR Parts 21, 26 and 27; and 23 CFR Parts 200, 230, and 633.

The contractor and all subcontractors must comply with: the requirements of the Equal Opportunity Clause in 41 CFR 60-1.4(b) and, for all construction contracts exceeding \$10,000, the Standard Federal Equal Employment Opportunity Construction Contract Specifications in 41 CFR 60-4.3.

Note: The U.S. Department of Labor has exclusive authority to determine compliance with Executive Order 11246 and the policies of the Secretary of Labor including 41 CFR 60, and 29 CFR 1625-1627. The contracting agency and the FHWA have the authority and the responsibility to ensure compliance with Title 23 USC Section 140, the Rehabilitation Act of 1973, as amended (29 USC 794), and Title VI of the Civil Rights Act of 1964, as amended, and related regulations including 49 CFR Parts 21, 26 and 27; and 23 CFR Parts 200, 230, and 633. The following provision is adopted from 23 CFR 230, Appendix A, with appropriate revisions to conform to the U.S. Department of Labor (US DOL) and FHWA requirements.

1. **Equal Employment Opportunity:** Equal employment opportunity (EEO) requirements not to discriminate and to take affirmative action to assure equal opportunity as set forth under laws, executive orders, rules, regulations (28 CFR 35, 29 CFR 1630, 29 CFR 1625-1627, 41 CFR 60 and 49 CFR 27) and orders of the Secretary of Labor as modified by the provisions prescribed herein, and imposed pursuant to 23 U.S.C. 140 shall constitute the EEO and specific affirmative action standards for the contractor's project activities under this contract. The provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) set forth under 28 CFR 35 and 29 CFR 1630 are incorporated by reference in this contract. In the execution of this contract, the contractor agrees to comply with the following minimum specific requirement activities of EEO:
  - a. The contractor will work with the contracting agency and the Federal Government to ensure that it has made every good faith effort to provide equal opportunity with respect to all of its terms and conditions of employment and in their review of activities under the contract.
  - b. The contractor will accept as its operating policy the following statement:

"It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training."

2. **EEO Officer:** The contractor will designate and make known to the contracting officers an EEO Officer who will have the responsibility for and must be capable of effectively

administering and promoting an active EEO program and who must be assigned adequate authority and responsibility to do so.

**3. Dissemination of Policy:** All members of the contractor's staff who are authorized to hire, supervise, promote, and discharge employees, or who recommend such action, or who are substantially involved in such action, will be made fully cognizant of, and will implement, the contractor's EEO policy and contractual responsibilities to provide EEO in each grade and classification of employment. To ensure that the above agreement will be met, the following actions will be taken as a minimum:

- a. Periodic meetings of supervisory and personnel office employees will be conducted before the start of work and then not less often than once every six months, at which time the contractor's EEO policy and its implementation will be reviewed and explained. The meetings will be conducted by the EEO Officer.
- b. All new supervisory or personnel office employees will be given a thorough indoctrination by the EEO Officer, covering all major aspects of the contractor's EEO obligations within thirty days following their reporting for duty with the contractor.
- c. All personnel who are engaged in direct recruitment for the project will be instructed by the EEO Officer in the contractor's procedures for locating and hiring minorities and women.
- d. Notices and posters setting forth the contractor's EEO policy will be placed in areas readily accessible to employees, applicants for employment and potential employees.
- e. The contractor's EEO policy and the procedures to implement such policy will be brought to the attention of employees by means of meetings, employee handbooks, or other appropriate means.

**4. Recruitment:** When advertising for employees, the contractor will include in all advertisements for employees the notation: "An Equal Opportunity Employer." All such advertisements will be placed in publications having a large circulation among minorities and women in the area from which the project work force would normally be derived.

- a. The contractor will, unless precluded by a valid bargaining agreement, conduct systematic and direct recruitment through public and private employee referral sources likely to yield qualified minorities and women. To meet this requirement, the contractor will identify sources of potential minority group employees, and establish with such identified sources procedures whereby minority and women applicants may be referred to the contractor for employment consideration.
- b. In the event the contractor has a valid bargaining agreement providing for exclusive hiring hall referrals, the contractor is expected to observe the provisions of that agreement to the extent that the system meets the contractor's compliance with EEO contract provisions. Where implementation of such an agreement has the effect of discriminating against minorities or women, or obligates the contractor to do the same, such implementation violates Federal nondiscrimination provisions.
- c. The contractor will encourage its present employees to refer minorities and women as applicants for employment. Information and procedures with regard to referring such applicants will be discussed with employees.

**5. Personnel Actions:** Wages, working conditions, and employee benefits shall be established and administered, and personnel actions of every type, including hiring, upgrading, promotion, transfer, demotion, layoff, and termination, shall be taken without regard to race, color, religion, sex, national origin, age or disability. The following procedures shall be followed:

- a. The contractor will conduct periodic inspections of project sites to insure that working conditions and employee facilities do not indicate discriminatory treatment of project site personnel.
- b. The contractor will periodically evaluate the spread of wages paid within each classification to determine any evidence of discriminatory wage practices.
- c. The contractor will periodically review selected personnel actions in depth to determine whether there is evidence of discrimination. Where evidence is found, the contractor will promptly take corrective action. If the review indicates that the discrimination may extend beyond the actions reviewed, such corrective action shall include all affected persons.

d. The contractor will promptly investigate all complaints of alleged discrimination made to the contractor in connection with its obligations under this contract, will attempt to resolve such complaints, and will take appropriate corrective action within a reasonable time. If the investigation indicates that the discrimination may affect persons other than the complainant, such corrective action shall include such other persons. Upon completion of each investigation, the contractor will inform every complainant of all of their avenues of appeal.

**6. Training and Promotion:**

- a. The contractor will assist in locating, qualifying, and increasing the skills of minorities and women who are applicants for employment or current employees. Such efforts should be aimed at developing full journey level status employees in the type of trade or job classification involved.
- b. Consistent with the contractor's work force requirements and as permissible under Federal and State regulations, the contractor shall make full use of training programs, i.e., apprenticeship, and on-the-job training programs for the geographical area of contract performance. In the event a special provision for training is provided under this contract, this subparagraph will be superseded as indicated in the special provision. The contracting agency may reserve training positions for persons who receive welfare assistance in accordance with 23 U.S.C. 140(a).
- c. The contractor will advise employees and applicants for employment of available training programs and entrance requirements for each.
- d. The contractor will periodically review the training and promotion potential of employees who are minorities and women and will encourage eligible employees to apply for such training and promotion.

**7. Unions:** If the contractor relies in whole or in part upon unions as a source of employees, the contractor will use good faith efforts to obtain the cooperation of such unions to increase opportunities for minorities and women. Actions by the contractor, either directly or through a contractor's association acting as agent, will include the procedures set forth below:

- a. The contractor will use good faith efforts to develop, in cooperation with the unions, joint training programs aimed toward qualifying more minorities and women for membership in the unions and increasing the skills of minorities and women so that they may qualify for higher paying employment.
- b. The contractor will use good faith efforts to incorporate an EEO clause into each union agreement to the end that such union will be contractually bound to refer applicants without regard to their race, color, religion, sex, national origin, age or disability.
- c. The contractor is to obtain information as to the referral practices and policies of the labor union except that to the extent such information is within the exclusive possession of the labor union and such labor union refuses to furnish such information to the contractor, the contractor shall so certify to the contracting agency and shall set forth what efforts have been made to obtain such information.
- d. In the event the union is unable to provide the contractor with a reasonable flow of referrals within the time limit set forth in the collective bargaining agreement, the contractor will, through independent recruitment efforts, fill the employment vacancies without regard to race, color, religion, sex, national origin, age or disability; making full efforts to obtain qualified and/or qualifiable minorities and women. The failure of a union to provide sufficient referrals (even though it is obligated to provide exclusive referrals under the terms of a collective bargaining agreement) does not relieve the contractor from the requirements of this paragraph. In the event the union referral practice prevents the contractor from meeting the obligations pursuant to Executive Order 11246, as amended, and these special provisions, such contractor shall immediately notify the contracting agency.

**8. Reasonable Accommodation for Applicants / Employees with Disabilities:** The contractor must be familiar with the requirements for and comply with the Americans with Disabilities Act and all rules and regulations established there under. Employers must provide reasonable accommodation in all employment activities unless to do so would cause an undue hardship.

### **9. Selection of Subcontractors, Procurement of Materials and Leasing of Equipment:**

The contractor shall not discriminate on the grounds of race, color, religion, sex, national origin, age or disability in the selection and retention of subcontractors, including procurement of materials and leases of equipment. The contractor shall take all necessary and reasonable steps to ensure nondiscrimination in the administration of this contract.

a. The contractor shall notify all potential subcontractors and suppliers and lessors of their EEO obligations under this contract.

b. The contractor will use good faith efforts to ensure subcontractor compliance with their EEO obligations.

### **10. Assurance Required by 49 CFR 26.13(b):**

a. The requirements of 49 CFR Part 26 and the State DOT's U.S. DOT-approved DBE program are incorporated by reference.

b. The contractor or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The contractor shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of DOT-assisted contracts. Failure by the contractor to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as the contracting agency deems appropriate.

**11. Records and Reports:** The contractor shall keep such records as necessary to document compliance with the EEO requirements. Such records shall be retained for a period of three years following the date of the final payment to the contractor for all contract work and shall be available at reasonable times and places for inspection by authorized representatives of the contracting agency and the FHWA.

a. The records kept by the contractor shall document the following:

- (1) The number and work hours of minority and non-minority group members and women employed in each work classification on the project;
  - (2) The progress and efforts being made in cooperation with unions, when applicable, to increase employment opportunities for minorities and women; and
  - (3) The progress and efforts being made in locating, hiring, training, qualifying, and upgrading minorities and women;
- b. The contractors and subcontractors will submit an annual report to the contracting agency each July for the duration of the project, indicating the number of minority, women, and non-minority group employees currently engaged in each work classification required by the contract work. This information is to be reported on [Form FHWA-1391](#). The staffing data should represent the project work force on board in all or any part of the last payroll period preceding the end of July. If on-the-job training is being required by special provision, the contractor will be required to collect and report training data. The employment data should reflect the work force on board during all or any part of the last payroll period preceding the end of July.

### **III. NONSEGREGATED FACILITIES**

This provision is applicable to all Federal-aid construction contracts and to all related construction subcontracts of \$10,000 or more.

The contractor must ensure that facilities provided for employees are provided in such a manner that segregation on the basis of race, color, religion, sex, or national origin cannot result. The contractor may neither require such segregated use by written or oral policies nor tolerate such use by employee custom. The contractor's obligation extends further to ensure that its employees are not assigned to perform their services at any location, under the contractor's control, where the facilities are segregated. The term "facilities" includes waiting rooms, work areas, restaurants and other eating areas, time clocks, restrooms, washrooms, locker rooms, and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, and housing provided for employees. The contractor shall provide separate or single-user restrooms and necessary dressing or sleeping areas to assure privacy between sexes.

### **IV. DAVIS-BACON AND RELATED ACT PROVISIONS**

This section is applicable to all Federal-aid construction projects exceeding \$2,000 and to all related subcontracts and lower-tier

subcontracts (regardless of subcontract size). The requirements apply to all projects located within the right-of-way of a roadway that is functionally classified as Federal-aid highway. This excludes roadways functionally classified as local roads or rural minor collectors, which are exempt. Contracting agencies may elect to apply these requirements to other projects.

The following provisions are from the U.S. Department of Labor regulations in 29 CFR 5.5 "Contract provisions and related matters" with minor revisions to conform to the FHWA-1273 format and FHWA program requirements.

#### **1. Minimum wages**

a. All laborers and mechanics employed or working upon the site of the work, will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR part 3)), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. Contributions made or costs reasonably anticipated for bona fide fringe benefits under section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of paragraph 1.d. of this section; also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under paragraph 1.b. of this section) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.

b. (1) The contracting officer shall require that any class of laborers or mechanics, including helpers, which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. The contracting officer shall approve an additional classification and wage rate and fringe benefits therefore only when the following criteria have been met:

- (i) The work to be performed by the classification requested is not performed by a classification in the wage determination; and
- (ii) The classification is utilized in the area by the construction industry; and
- (iii) The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.

(2) If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and the contracting officer agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), a report of the action taken shall be sent by the contracting officer to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, DC 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.

(3) In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and the contracting officer do not agree on the proposed classification and wage rate (including the amount designated for fringe

benefits, where appropriate), the contracting officer shall refer the questions, including the views of all interested parties and the recommendation of the contracting officer, to the Wage and Hour Administrator for determination. The Wage and Hour Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.

(4) The wage rate (including fringe benefits where appropriate) determined pursuant to paragraphs 1.b.(2) or 1.b.(3) of this section, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

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

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

## **2. Withholding**

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

## **3. Payrolls and basic records**

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

b. (1) The contractor shall submit weekly for each week in which any contract work is performed a copy of all payrolls to

the contracting agency. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i), except that full social security numbers and home addresses shall not be included on weekly transmittals. Instead the payrolls shall only need to include an individually identifying number for each employee ( e.g. , the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at <http://www.dol.gov/esa/whd/forms/wh347instr.htm> or its successor site. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors.

Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to the contracting agency for transmission to the State DOT, the FHWA or the Wage and Hour Division of the Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this section for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to the contracting agency..

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

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

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

(iii) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract.(3) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by paragraph 3.b.(2) of this section.

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

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

## **4. Apprentices and trainees**

a. Apprentices (programs of the USDOL).

Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship

program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice.

The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed.

Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination.

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

b. Trainees (programs of the USDOL).

Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration.

Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed.

In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

c. Equal employment opportunity. The utilization of apprentices, trainees and journeymen under this part shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR part 30. d. Apprentices and Trainees (programs of the U.S. DOT).

Apprentices and trainees working under apprenticeship and skill training programs which have been certified by the Secretary of Transportation as promoting EEO in connection with Federal-aid highway construction programs are not subject to the requirements of paragraph 4 of this Section IV. The straight time hourly wage rates for apprentices and trainees under such programs will be established by the particular programs. The ratio of apprentices and trainees to journeymen shall not be greater than permitted by the terms of the particular program.

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

**6. Subcontracts.** The contractor or subcontractor shall insert Form FHWA-1273 in any subcontracts and also require the subcontractors to include Form FHWA-1273 in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in 29 CFR 5.5.

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

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

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

**10. Certification of eligibility.**

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

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

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

## **V. CONTRACT WORK HOURS AND SAFETY STANDARDS ACT**

The following clauses apply to any Federal-aid construction contract in an amount in excess of \$100,000 and subject to the overtime provisions of the Contract Work Hours and Safety Standards Act. These clauses shall be inserted in addition to the clauses required by 29 CFR 5.5(a) or 29 CFR 4.6. As used in this paragraph, the terms laborers and mechanics include watchmen and guards.

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

**2. Violation; liability for unpaid wages; liquidated damages.** In the event of any violation of the clause set forth in paragraph (1.) of this section, the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or

mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (1.) of this section, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (1.) of this section.

**3. Withholding for unpaid wages and liquidated damages.**

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

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

**VI. SUBLETTING OR ASSIGNING THE CONTRACT**

This provision is applicable to all Federal-aid construction contracts on the National Highway System.

1. The contractor shall perform with its own organization contract work amounting to not less than 30 percent (or a greater percentage if specified elsewhere in the contract) of the total original contract price, excluding any specialty items designated by the contracting agency. Specialty items may be performed by subcontract and the amount of any such specialty items performed may be deducted from the total original contract price before computing the amount of work required to be performed by the contractor's own organization (23 CFR 635.116).

a. The term "perform work with its own organization" refers to workers employed or leased by the prime contractor, and equipment owned or rented by the prime contractor, with or without operators. Such term does not include employees or equipment of a subcontractor or lower tier subcontractor, agents of the prime contractor, or any other assignees. The term may include payments for the costs of hiring leased employees from an employee leasing firm meeting all relevant Federal and State regulatory requirements. Leased employees may only be included in this term if the prime contractor meets all of the following conditions:

- (1) the prime contractor maintains control over the supervision of the day-to-day activities of the leased employees;
- (2) the prime contractor remains responsible for the quality of the work of the leased employees;
- (3) the prime contractor retains all power to accept or exclude individual employees from work on the project; and
- (4) the prime contractor remains ultimately responsible for the payment of predetermined minimum wages, the submission of payrolls, statements of compliance and all other Federal regulatory requirements.

b. "Specialty Items" shall be construed to be limited to work that requires highly specialized knowledge, abilities, or equipment not ordinarily available in the type of contracting organizations qualified and expected to bid or propose on the contract as a whole and in general are to be limited to minor components of the overall contract.

2. The contract amount upon which the requirements set forth in paragraph (1) of Section VI is computed includes the cost of material and manufactured products which are to be purchased or produced by the contractor under the contract provisions.

3. The contractor shall furnish (a) a competent superintendent or supervisor who is employed by the firm, has full authority to direct performance of the work in accordance with the contract requirements, and is in charge of all construction operations (regardless of who performs the work) and (b) such other of its own organizational resources (supervision, management, and

engineering services) as the contracting officer determines is necessary to assure the performance of the contract.

4. No portion of the contract shall be sublet, assigned or otherwise disposed of except with the written consent of the contracting officer, or authorized representative, and such consent when given shall not be construed to relieve the contractor of any responsibility for the fulfillment of the contract. Written consent will be given only after the contracting agency has assured that each subcontract is evidenced in writing and that it contains all pertinent provisions and requirements of the prime contract.

5. The 30% self-performance requirement of paragraph (1) is not applicable to design-build contracts; however, contracting agencies may establish their own self-performance requirements.

**VII. SAFETY: ACCIDENT PREVENTION**

This provision is applicable to all Federal-aid construction contracts and to all related subcontracts.

1. In the performance of this contract the contractor shall comply with all applicable Federal, State, and local laws governing safety, health, and sanitation (23 CFR 635). The contractor shall provide all safeguards, safety devices and protective equipment and take any other needed actions as it determines, or as the contracting officer may determine, to be reasonably necessary to protect the life and health of employees on the job and the safety of the public and to protect property in connection with the performance of the work covered by the contract.

2. It is a condition of this contract, and shall be made a condition of each subcontract, which the contractor enters into pursuant to this contract, that the contractor and any subcontractor shall not permit any employee, in performance of the contract, to work in surroundings or under conditions which are unsanitary, hazardous or dangerous to his/her health or safety, as determined under construction safety and health standards (29 CFR 1926) promulgated by the Secretary of Labor, in accordance with Section 107 of the Contract Work Hours and Safety Standards Act (40 U.S.C. 3704).

3. Pursuant to 29 CFR 1926.3, it is a condition of this contract that the Secretary of Labor or authorized representative thereof, shall have right of entry to any site of contract performance to inspect or investigate the matter of compliance with the construction safety and health standards and to carry out the duties of the Secretary under Section 107 of the Contract Work Hours and Safety Standards Act (40 U.S.C.3704).

**VIII. FALSE STATEMENTS CONCERNING HIGHWAY PROJECTS**

This provision is applicable to all Federal-aid construction contracts and to all related subcontracts.

In order to assure high quality and durable construction in conformity with approved plans and specifications and a high degree of reliability on statements and representations made by engineers, contractors, suppliers, and workers on Federal-aid highway projects, it is essential that all persons concerned with the project perform their functions as carefully, thoroughly, and honestly as possible. Willful falsification, distortion, or misrepresentation with respect to any facts related to the project is a violation of Federal law. To prevent any misunderstanding regarding the seriousness of these and similar acts, Form FHWA-1022 shall be posted on each Federal-aid highway project (23 CFR 635) in one or more places where it is readily available to all persons concerned with the project:

18 U.S.C. 1020 reads as follows: "Whoever, being an officer, agent, or employee of the United States, or of any State or Territory, or whoever, whether a person, association, firm, or corporation, knowingly makes any false statement, false representation, or false report as to the character, quality, quantity, or cost of the material used or to be used, or the quantity or quality of the work performed or to be performed, or the cost thereof in connection with the submission of plans, maps, specifications, contracts, or costs of construction on any highway or related project submitted for approval to the Secretary of Transportation; or Whoever knowingly makes any false statement, false representation, false report or false claim with respect to the character, quality, quantity, or cost of any work performed or to be performed, or materials furnished or to be furnished, in

connection with the construction of any highway or related project approved by the Secretary of Transportation; or Whoever knowingly makes any false statement or false representation as to material fact in any statement, certificate, or report submitted pursuant to provisions of the Federal-aid Roads Act approved July 1, 1916, (39 Stat. 355), as amended and supplemented;

Shall be fined under this title or imprisoned not more than 5 years or both."

#### **IX. IMPLEMENTATION OF CLEAN AIR ACT AND FEDERAL WATER POLLUTION CONTROL ACT**

This provision is applicable to all Federal-aid construction contracts and to all related subcontracts.

By submission of this bid/proposal or the execution of this contract, or subcontract, as appropriate, the bidder, proposer, Federal-aid construction contractor, or subcontractor, as appropriate, will be deemed to have stipulated as follows:

1. That any person who is or will be utilized in the performance of this contract is not prohibited from receiving an award due to a violation of Section 508 of the Clean Water Act or Section 306 of the Clean Air Act.

2. That the contractor agrees to include or cause to be included the requirements of paragraph (1) of this Section X in every subcontract, and further agrees to take such action as the contracting agency may direct as a means of enforcing such requirements.

#### **X. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY AND VOLUNTARY EXCLUSION**

This provision is applicable to all Federal-aid construction contracts, design-build contracts, subcontracts, lower-tier subcontracts, purchase orders, lease agreements, consultant contracts or any other covered transaction requiring FHWA approval or that is estimated to cost \$25,000 or more – as defined in 2 CFR Parts 180 and 1200.

##### **1. Instructions for Certification – First Tier Participants:**

a. By signing and submitting this proposal, the prospective first tier participant is providing the certification set out below.

b. The inability of a person to provide the certification set out below will not necessarily result in denial of participation in this

covered transaction. The prospective first tier participant shall submit an explanation of why it cannot provide the certification set out below. The certification or explanation will be considered

in connection with the department or agency's determination whether to enter into this transaction. However, failure of the prospective first tier participant to furnish a certification or an explanation shall disqualify such a person from participation in this transaction. c. The certification in this clause is a material

representation of fact upon which reliance was placed when the contracting agency determined to enter into this transaction. If it is later determined that the prospective participant knowingly rendered an erroneous certification, in addition to other

remedies available to the Federal Government, the contracting agency may terminate this transaction for cause of default. d. The prospective first tier participant shall provide immediate

written notice to the contracting agency to whom this proposal is submitted if any time the prospective first tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances. e.

The terms "covered transaction," "debarred," "suspended," "ineligible," "participant," "person," "principal," and "voluntarily excluded," as used in this clause, are defined in 2 CFR Parts 180 and 1200. "First Tier Covered Transactions" refers to any

covered transaction between a grantee or subgrantee of Federal funds and a participant (such as the prime or general contractor). "Lower Tier Covered Transactions" refers to any covered transaction under a First Tier Covered Transaction

(such as subcontracts). "First Tier Participant" refers to the participant who has entered into a covered transaction with a grantee or subgrantee of Federal funds (such as the prime or general contractor). "Lower Tier Participant" refers to any

participant who has entered into a covered transaction with a First Tier Participant or other Lower Tier Participants (such as subcontractors and suppliers). f. The prospective first tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not

knowingly enter into any lower tier covered transaction with a

person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency entering into this transaction. g. The prospective first tier

participant further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion-Lower Tier

Covered Transactions," provided by the department or contracting agency, entering into this covered transaction, without modification, in all lower tier covered transactions and in

all solicitations for lower tier covered transactions exceeding the \$25,000 threshold. h. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower

tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant is responsible for ensuring that its principals are not suspended,

debarred, or otherwise ineligible to participate in covered transactions. To verify the eligibility of its principals, as well as the eligibility of any lower tier prospective participants, each participant may, but is not required to, check the Excluded Parties List System website (<https://www.epls.gov/>), which is compiled by the General Services Administration. i. Nothing

contained in the foregoing shall be construed to require the establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of the prospective participant is not required to

exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

j. Except for transactions authorized under paragraph (f) of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency may terminate this transaction for cause or default.

\*\*\*\*\*

##### **2. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion – First Tier Participants:**

a. The prospective first tier participant certifies to the best of its knowledge and belief, that it and its principals:

(1) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participating in covered transactions by any Federal department or agency;

(2) Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(3) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (a)(2) of this certification; and

(4) Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State or local) terminated for cause or default.

b. Where the prospective participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

**2. Instructions for Certification - Lower Tier Participants:** (Applicable to all subcontracts, purchase orders and other lower tier transactions requiring prior FHWA approval or estimated to cost \$25,000 or more - 2 CFR Parts 180 and 1200)

a. By signing and submitting this proposal, the prospective lower tier is providing the certification set out below.

b. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department, or agency with which this transaction originated

may pursue available remedies, including suspension and/or debarment.

c. The prospective lower tier participant shall provide immediate written notice to the person to which this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous by reason of changed circumstances.

d. The terms "covered transaction," "debarred," "suspended," "ineligible," "participant," "person," "principal," and "voluntarily excluded," as used in this clause, are defined in 2 CFR Parts 180 and 1200. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations. "First Tier Covered Transactions" refers to any covered transaction between a grantee or subgrantee of Federal funds and a participant (such as the prime or general contractor). "Lower Tier Covered Transactions" refers to any covered transaction under a First Tier Covered Transaction (such as subcontracts). "First Tier Participant" refers to the participant who has entered into a covered transaction with a grantee or subgrantee of Federal funds (such as the prime or general contractor). "Lower Tier Participant" refers any participant who has entered into a covered transaction with a First Tier Participant or other Lower Tier Participants (such as subcontractors and suppliers).

e. The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.

f. The prospective lower tier participant further agrees by submitting this proposal that it will include this clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion-Lower Tier Covered Transaction," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions exceeding the \$25,000 threshold.

g. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant is responsible for ensuring that its principals are not suspended, debarred, or otherwise ineligible to participate in covered transactions. To verify the eligibility of its principals, as well as the eligibility of any lower tier prospective participants, each participant may, but is not required to, check the Excluded Parties List System website (<https://www.epls.gov/>), which is compiled by the General Services Administration.

h. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

i. Except for transactions authorized under paragraph e of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

\*\*\*\*\*

**Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion--Lower Tier Participants:**

1. The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participating in covered transactions by any Federal department or agency.

2. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

\*\*\*\*\*

**XI. CERTIFICATION REGARDING USE OF CONTRACT FUNDS FOR LOBBYING**

This provision is applicable to all Federal-aid construction contracts and to all related subcontracts which exceed \$100,000 (49 CFR 20).

1. The prospective participant certifies, by signing and submitting this bid or proposal, to the best of his or her knowledge and belief, that:

a. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

b. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

2. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. 1352. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

3. The prospective participant also agrees by submitting its bid or proposal that the participant shall require that the language of this certification be included in all lower tier subcontracts, which exceed \$100,000 and that all such recipients shall certify and disclose accordingly.

**ATTACHMENT A - EMPLOYMENT AND MATERIALS PREFERENCE FOR APPALACHIAN DEVELOPMENT HIGHWAY SYSTEM OR APPALACHIAN LOCAL ACCESS ROAD CONTRACTS**

This provision is applicable to all Federal-aid projects funded under the Appalachian Regional Development Act of 1965.

1. During the performance of this contract, the contractor undertaking to do work which is, or reasonably may be, done as on-site work, shall give preference to qualified persons who regularly reside in the labor area as designated by the DOL wherein the contract work is situated, or the subregion, or the Appalachian counties of the State wherein the contract work is situated, except:

a. To the extent that qualified persons regularly residing in the area are not available.

b. For the reasonable needs of the contractor to employ supervisory or specially experienced personnel necessary to assure an efficient execution of the contract work.

c. For the obligation of the contractor to offer employment to present or former employees as the result of a lawful collective bargaining contract, provided that the number of nonresident persons employed under this subparagraph (1c) shall not exceed 20 percent of the total number of employees employed by the contractor on the contract work, except as provided in subparagraph (4) below.

2. The contractor shall place a job order with the State Employment Service indicating (a) the classifications of the laborers, mechanics and other employees required to perform the contract work, (b) the number of employees required in each classification, (c) the date on which the participant estimates such employees will be required, and (d) any other pertinent information required by the State Employment Service to complete the job order form. The job order may be placed with the State Employment Service in writing or by telephone. If during the course of the contract work, the information submitted by the contractor in the original job order is substantially modified, the participant shall promptly notify the State Employment Service.

3. The contractor shall give full consideration to all qualified job applicants referred to him by the State Employment Service. The contractor is not required to grant employment to any job applicants who, in his opinion, are not qualified to perform the classification of work required.

4. If, within one week following the placing of a job order by the contractor with the State Employment Service, the State Employment Service is unable to refer any qualified job applicants to the contractor, or less than the number requested, the State Employment Service will forward a certificate to the contractor indicating the unavailability of applicants. Such certificate shall be made a part of the contractor's permanent project records. Upon receipt of this certificate, the contractor may employ persons who do not normally reside in the labor area to fill positions covered by the certificate, notwithstanding the provisions of subparagraph (1c) above.

5. The provisions of 23 CFR 633.207(e) allow the contracting agency to provide a contractual preference for the use of mineral resource materials native to the Appalachian region.

6. The contractor shall include the provisions of Sections 1 through 4 of this Attachment A in every subcontract for work which is, or reasonably may be, done as on-site work.

## Exhibit C Federal Wage Rates

"General Decision Number: CA20210018  
01/01/2021

Superseded General Decision Number:  
CA20200018

State: California

Construction Types: Building, Heavy  
(Heavy and Dredging) and  
Highway

Counties: Alameda, Calaveras, Contra  
Costa, Fresno, Kings,  
Madera, Mariposa, Merced, Monterey, San  
Benito, San Francisco,  
San Joaquin, San Mateo, Santa Clara,  
Santa Cruz, Stanislaus and  
Tuolumne Counties in California.

BUILDING CONSTRUCTION PROJECTS;  
DREDGING PROJECTS (does not  
include hopper dredge work); HEAVY  
CONSTRUCTION PROJECTS (does  
not include water well drilling);  
HIGHWAY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658,  
an hourly minimum wage  
of \$10.95 for calendar year 2021  
applies to all contracts  
subject to the Davis-Bacon Act for  
which the contract is awarded  
(and any solicitation was issued) on or  
after January 1, 2015.  
If this contract is covered by the EO,  
the contractor must pay  
all workers in any classification  
listed on this wage  
determination at least \$10.95 per hour  
(or the applicable  
wage rate listed on this wage  
determination, if it is higher)  
for all hours spent performing on the  
contract in calendar  
year 2021. If this contract is covered  
by the EO and a  
classification considered necessary for  
performance of work on  
the contract does not appear on this  
wage determination, the  
contractor must pay workers in that  
classification at least

the wage rate determined through the  
conformance process set  
forth in 29 CFR 5.5(a)(1)(ii) (or the  
EO minimum wage rate,  
if it is higher than the conformed wage  
rate). The EO minimum  
wage rate will be adjusted annually.  
Please note that  
this EO applies to the above-mentioned  
types of contracts  
entered into by the federal government  
that are subject  
to the Davis-Bacon Act itself, but it  
does not apply  
to contracts subject only to the Davis-  
Bacon Related Acts,  
including those set forth at 29 CFR  
5.1(a)(2)-(60). Additional  
information on contractor requirements  
and worker protections  
under the EO is available at  
[www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Modification Number	Publication
Date	
0	01/01/2021

ASBE0016-004 01/01/2019

AREA 1: CALAVERAS, FRESNO, KINGS,  
MADERA, MARIPOSA, MERCED,  
MONTEREY, SAN BENITO, SAN JOAQUIN,  
SANTA CRUZ, STANISLAUS &  
TOULMNE COUNTIES

AREA 2: ALAMEDA, CONTRA COSTA, SAN  
FRANSICO, SAN MATEO & SANTA  
CLARA COUNTIES

	Rates
Fringes	
Asbestos Removal worker/hazardous material handler (Includes preparation, wetting, stripping, removal, scrapping, vacuuming, bagging and disposing of all insulation materials from mechanical systems, whether they contain asbestos or not)	
Area 1.....\$	
28.20	9.27

Area 2.....\$  
 36.53            9.27

-----  
 ASBE0016-008 01/01/2020

AREA 1: ALAMEDA, CONTRA COSTA,  
 MONTEREY, SAN BENITO, SAN  
 FRANCISCO, SAN MATEO, SANTA CLARA, &  
 SANTA CRUZ

AREA 2: CALAVERAS, COLUSA, FRESNO,  
 KINGS, MADERA, MARIPOSA,  
 MERCED, SAN JOAQUIN, STANISLAU, &  
 TUOLUMNE

Fringes Rates

Asbestos Workers/Insulator  
 (Includes the application of  
 all insulating materials,  
 Protective Coverings,  
 Coatings, and Finishes to all  
 types of mechanical systems)

Area 1.....\$  
 71.16            23.39  
 Area 2.....\$  
 54.26            23.39

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 BOIL0549-001 10/01/2016

AREA 1: ALAMEDA, CONTRA COSTA, SAN  
 FRANCISCO, SAN MATEO & SANTA  
 CLARA COUNTIES

AREA 2: REMAINING COUNTIES

Fringes Rates

BOILERMAKER  
 Area 1.....\$  
 43.28            37.91  
 Area 2.....\$  
 39.68            35.71

-----  
 BRCA0003-001 08/01/2020

Fringes Rates

MARBLE FINISHER.....\$  
 36.53            17.08

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 BRCA0003-003 08/01/2020

Fringes

MARBLE MASON.....\$  
 51.30            28.47

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 BRCA0003-005 05/01/2020

Fringes

BRICKLAYER  
 ( 1) Fresno, Kings,  
 Madera, Mariposa, Merced....\$  
 43.68            22.19  
 ( 7) San Francisco, San  
 Mateo.....\$  
 47.65            26.77  
 ( 8) Alameda, Contra  
 Costa, San Benito, Santa  
 Clara.....\$  
 49.42            22.70  
 ( 9) Calaveras, San  
 Joaquin, Stanislaus,  
 Tuolumne.....\$  
 45.12            21.55  
 (16) Monterey, Santa Cruz...\$  
 45.88            25.02

-----  
 BRCA0003-008 07/01/2019

Fringes

TERRAZZO FINISHER.....\$  
 37.58            17.33  
 TERRAZZO WORKER/SETTER.....\$  
 48.53            26.84

-----  
 BRCA0003-011 04/01/2019

AREA 1: Alameda, Contra Costa,  
 Monterey, San Benito, San  
 Francisco, San Mateo, Santa Clara,  
 Santa Cruz

AREA 2: Calaveras, San Joaquin,  
 Stanislaus, Tuolumne

AREA 3: Fresno, Kings, Madera,  
 Mariposa, Merced

Fringes

TILE FINISHER  
 Area 1.....\$  
 29.94            16.38

Rates

Rates

Rates

Rates

Area 2.....	\$
25.60	14.30
Area 3.....	\$
26.58	15.65
Tile Layer	
Area 1.....	\$
49.90	19.16
Area 2.....	\$
42.67	16.81
Area 3.....	\$
40.27	18.58

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 -----  
 CARP0022-001 07/01/2020

San Francisco County

	Rates
Fringes	
Carpenters	
Bridge Builder/Highway	
Carpenter.....	\$
52.65	30.82
Hardwood Floorlayer,	
Shingler, Power Saw	
Operator, Steel Scaffold &	
Steel Shoring Erector, Saw	
Filer.....	\$
52.80	30.82
Journeyman Carpenter.....	\$
52.65	30.82
Millwright.....	\$
52.75	32.41

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 -----  
 CARP0034-001 07/01/2020

	Rates
Fringes	
Diver	
Assistant Tender, ROV	
Tender/Technician.....	\$
51.90	34.02
Diver standby.....	\$
58.09	34.02
Diver Tender.....	\$
57.09	34.02
Diver wet.....	\$
101.42	34.02
Manifold Operator (mixed	
gas).....	\$
62.09	34.02
Manifold Operator (Standby).....	\$
57.09	34.02

DEPTH PAY (Surface Diving):

050 to 100 ft	\$2.00 per foot
101 to 150 ft	\$3.00 per foot
151 to 220 ft	\$4.00 per foot
221 ft.-deeper	\$5.00 per foot

SATURATION DIVING:

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

DIVING IN ENCLOSURES:

Where it is necessary for Divers to enter pipes or tunnels, or other enclosures where there is no vertical ascent, the following premium shall be paid: Distance traveled from entrance 26 feet to 300 feet: \$1.00 per foot. When it is necessary for a diver to enter any pipe, tunnel or other enclosure less than 48" in height, the premium will be \$1.00 per foot.

WORK IN COMBINATION OF CLASSIFICATIONS:

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

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 CARP0034-003 07/01/2020

	Rates
Fringes	
Piledriver.....	\$
51.90	34.02

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 CARP0035-007 07/01/2019

AREA 1: Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara counties

AREA 2: Monterey, San Benito, Santa Cruz Counties

AREA 3: Calaveras, Fresno, Kings, Madera, Mariposa, Merced, San Joaquin, Stanislaus, Tuolumne Counties

	Rates
Fringes	

Modular Furniture Installer	
Area 1	
27.46	Installer I.....\$ 22.14
22.18	Installer II.....\$ 20.42
30.91	Lead Installer.....\$ 22.64
35.13	Master Installer.....\$ 22.64
Area 2	
24.81	Installer I.....\$ 22.14
20.01	Installer II.....\$ 20.42
27.78	Lead Installer.....\$ 22.64
31.41	Master Installer.....\$ 22.64
Area 3	
23.86	Installer I.....\$ 22.14
19.24	Installer II.....\$ 20.42
26.66	Lead Installer.....\$ 22.64
30.08	Master Installer.....\$ 22.64
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CARP0035-008 08/01/2019	
AREA 1: Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara counties	
AREA 2: Monterey, San Benito, Santa Cruz Counties	
AREA 3: San Joaquin	
AREA 4: Calaveras, Fresno, Kings, Madera, Mariposa, Merced, Stanislaus, Tuolumne Counties	
	Rates
Fringes	
Drywall Installers/Lathers:	
50.50	Area 1.....\$ 30.64
44.62	Area 2.....\$ 30.64
41.02	Area 3.....\$ 29.15
43.77	Area 4.....\$ 30.64
Drywall Stocker/Scrapper	
25.25	Area 1.....\$ 17.86
22.31	Area 2.....\$ 17.86

20.51	Area 3.....\$ 16.88
21.89	Area 4.....\$ 17.86
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CARP0152-001 07/01/2020	
Contra Costa County	
	Rates
Fringes	
Carpenters	
52.65	Bridge Builder/Highway Carpenter.....\$ 30.82
52.80	Hardwood Floorlayer, Shingler, Power Saw Operator, Steel Scaffold & Steel Shoring Erector, Saw Filer.....\$ 30.82
52.65	Journeyman Carpenter.....\$ 30.82
52.75	Millwright.....\$ 32.41
-----	
CARP0152-002 07/01/2020	
San Joaquin County	
	Rates
Fringes	
Carpenters	
52.65	Bridge Builder/Highway Carpenter.....\$ 30.82
46.92	Hardwood Floorlayer, Shingler, Power Saw Operator, Steel Scaffold & Steel Shoring Erector, Saw Filer.....\$ 30.82
46.77	Journeyman Carpenter.....\$ 30.82
49.27	Millwright.....\$ 32.41
-----	
CARP0152-004 07/01/2020	
Calaveras, Mariposa, Merced, Stanislaus and Tuolumne Counties	
	Rates
Fringes	
Carpenters	
	Bridge Builder/Highway

Carpenter.....\$  
 52.65           30.82  
 Hardwood Floorlayer,  
 Shingler, Power Saw  
 Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 45.57           30.82  
 Journeyman Carpenter.....\$  
 45.42           30.82  
 Millwright.....\$  
 47.92           32.41

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 CARP0217-001 07/01/2020

San Mateo County

Rates

Fringes

Carpenters  
 Bridge Builder/Highway  
 Carpenter.....\$  
 52.65           30.82  
 Hardwood Floorlayer,  
 Shingler, Power Saw  
 Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 52.80           30.82  
 Journeyman Carpenter.....\$  
 52.65           30.82  
 Millwright.....\$  
 52.75           32.41

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 CARP0405-001 07/01/2020

Santa Clara County

Rates

Fringes

Carpenters  
 Bridge Builder/Highway  
 Carpenter.....\$  
 52.65           30.82  
 Hardwood Floorlayer,  
 Shingler, Power Saw  
 Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 52.80           30.82  
 Journeyman Carpenter.....\$  
 52.65           30.82  
 Millwright.....\$  
 52.75           32.41

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 -----  
 CARP0405-002 07/01/2020

San Benito County

Rates

Fringes

Carpenters  
 Bridge Builder/Highway  
 Carpenter.....\$  
 52.65           30.82  
 Hardwood Floorlayer,  
 Shingler, Power Saw  
 Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 46.92           30.82  
 Journeyman Carpenter.....\$  
 46.77           30.82  
 Millwright.....\$  
 49.27           32.41

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 CARP0505-001 07/01/2020

Santa Cruz County

Fringes

Carpenters  
 Bridge Builder/Highway  
 Carpenter.....\$  
 52.65           30.82  
 Hardwood Floorlayer,  
 Shingler, Power Saw  
 Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 46.92           30.82  
 Journeyman Carpenter.....\$  
 46.77           30.82  
 Millwright.....\$  
 49.27           32.41

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 CARP0605-001 07/01/2020

Monterey County

Fringes

Carpenters  
 Bridge Builder/Highway  
 Carpenter.....\$  
 52.65           30.82  
 Hardwood Floorlayer,  
 Shingler, Power Saw  
 Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 46.92           30.82  
 Journeyman Carpenter.....\$  
 46.77           30.82

Rates

Rates

Millwright.....\$  
 49.27            32.41  
 -----

CARP0701-001 07/01/2020  
 Fresno and Madera Counties

Rates

Fringes

Carpenters

Bridge Builder/Highway  
 Carpenter.....\$  
 52.65            30.82

Hardwood Floorlayer,  
 Shingler, Power Saw  
 Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 45.57            30.82

Journeyman Carpenter.....\$  
 45.42            30.82

Millwright.....\$  
 47.92            32.41  
 -----

CARP0713-001 07/01/2020

Alameda County

Rates

Fringes

Carpenters

Bridge Builder/Highway  
 Carpenter.....\$  
 52.65            30.82

Hardwood Floorlayer,  
 Shingler, Power Saw  
 Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 52.80            30.82

Journeyman Carpenter.....\$  
 52.65            30.82

Millwright.....\$  
 52.75            32.41  
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CARP1109-001 07/01/2020

Kings County

Rates

Fringes

Carpenters

Bridge Builder/Highway  
 Carpenter.....\$  
 52.65            30.82

Hardwood Floorlayer,  
 Shingler, Power Saw

Operator, Steel Scaffold &  
 Steel Shoring Erector, Saw  
 Filer.....\$  
 45.57            30.82

Journeyman Carpenter.....\$  
 45.42            30.82

Millwright.....\$  
 47.92            32.41  
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ELEC0006-004 12/01/2018

SAN FRANCISCO COUNTY

Rates

Fringes

Sound & Communications

Installer.....\$  
 40.52            3%+19.05

Technician.....\$  
 46.60            3%+19.05

SCOPE OF WORK: Including any data system whose only function is to transmit or receive information; excluding all other data systems or multiple systems which include control function or power supply; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding fire alarm work when installed in raceways (including wire and cable pulling) and when performed on new or major remodel building projects or jobs for which the conductors for the fire alarm system are installed in conduit; excluding installation of raceway systems, line voltage work, industrial work, life-safety systems (all buildings having floors located more than 75' above the lowest floor level having building access); excluding energy management systems.

FOOTNOTE: Fire alarm work when installed in raceways (including wire and cable pulling), on projects which involve new or major remodel building construction, for which the conductors for the fire alarm system are installed in the conduit, shall be performed by the inside electrician.

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 ELEC0006-007 06/01/2020  
 SAN FRANCISCO COUNTY  
 Rates  
 Fringes  
 ELECTRICIAN.....\$  
 78.00 3%+35.96  
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 ELEC0100-002 09/01/2020  
 FRESNO, KINGS, AND MADERA COUNTIES  
 Rates  
 Fringes  
 ELECTRICIAN.....\$  
 40.00 24.85  
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 ELEC0100-005 12/01/2019  
 FRESNO, KINGS, MADERA  
 Rates  
 Fringes  
 Communications System  
 Installer.....\$  
 35.25 20.86  
 Technician.....\$  
 40.54 21.02

SCOPE OF WORK  
 Includes the installation testing,  
 service and maintenance,  
 of the following systems which  
 utilize the transmission  
 and/or transference of voice, sound,  
 vision and digital for  
 commercial, education, security and  
 entertainment purposes  
 for the following: TV monitoring and  
 surveillance,  
 background-foreground music, intercom  
 and telephone  
 interconnect, inventory control  
 systems, microwave  
 transmission, multi-media, multiplex,  
 nurse call system,  
 radio page, school intercom and  
 sound, burglar alarms, and  
 low voltage master clock systems.

A. SOUND AND VOICE  
 TRANSMISSION/TRANSFERENCE SYSTEMS  
 Background foreground music, Intercom  
 and telephone

interconnect systems, Telephone  
 systems Nurse call systems,  
 Radio page systems, School intercom  
 and sound systems,  
 Burglar alarm systems, Low voltage,  
 master clock systems,  
 Multi-media/multiplex systems, Sound  
 and musical  
 entertainment systems, RF systems,  
 Antennas and Wave Guide,

B. FIRE ALARM SYSTEMS Installation,  
 wire pulling and testing

C. TELEVISION AND VIDEO SYSTEMS  
 Television monitoring and  
 surveillance systems Video security  
 systems, Video  
 entertainment systems, Video  
 educational systems, Microwave  
 transmission systems, CATV and CCTV

D. SECURITY SYSTEMS Perimeter  
 security systems Vibration  
 sensor systems Card access systems  
 Access control systems,  
 Sonar/infrared monitoring equipment

E. COMMUNICATIONS SYSTEMS THAT  
 TRANSMIT OR RECEIVE  
 INFORMATION AND/OR CONTROL SYSTEMS  
 THAT ARE INTRINSIC TO  
 THE ABOVE LISTED SYSTEMS SCADA  
 (Supervisory Control and  
 Data Acquisition) PCM (Pulse Code  
 Modulation) Inventory  
 Control Systems, Digital Data Systems  
 Broadband and  
 Baseband and Carriers Point of Sale  
 Systems, VSAT Data  
 Systems Data Communication Systems  
 RF and Remote Control  
 Systems, Fiber Optic Data Systems

WORK EXCLUDED Raceway systems are not  
 covered (excluding  
 Ladder-Rack for the purpose of the  
 above listed systems).  
 Chases and/or nipples (not to exceed  
 10 feet) may be  
 installed on open wiring systems.  
 Energy management  
 systems. SCADA (Supervisory Control  
 and Data Acquisition)  
 when not intrinsic to the above  
 listed systems (in the  
 scope). Fire alarm systems when  
 installed in raceways  
 (including wire and cable pulling)  
 shall be performed at  
 the electrician wage rate, when  
 either of the following two  
 (2) conditions apply:

1. The project involves new or major remodel building trades construction.  
 2. The conductors for the fire alarm system are installed in conduit.

in raceways (including wire and cable pulling) and when performed on new or major remodel building projects or jobs for which the conductors for the fire alarm system are installed in conduit; excluding installation of raceway systems, line voltage work, industrial work, life-safety systems (all buildings having floors located more than 75' above the lowest floor level having building access); excluding energy management systems.

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 ELEC0234-001 12/23/2019  
 MONTEREY, SAN BENITO AND SANTA CRUZ  
 COUNTIES

	Rates
Fringes	
ELECTRICIAN	
Zone A.....\$	
51.47	26.64
Zone B.....\$	
56.62	26.80

FOOTNOTE: Fire alarm work when installed in raceways (including wire and cable pulling), on projects which involve new or major remodel building construction, for which the conductors for the fire alarm system are installed in the conduit, shall be performed by the inside electrician.

Zone A: All of Santa Cruz, Monterey, and San Benito Counties within 25 air miles of Highway 1 and Dolan Road in Moss Landing, and an area extending 5 miles east and west of Highway 101 South to the San Luis Obispo County Line

Zone B: Any area outside of Zone A

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 ELEC0302-001 02/25/2019  
 CONTRA COSTA COUNTY

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 ELEC0234-003 12/01/2019  
 MONTEREY, SAN BENITO, AND SANTA CRUZ  
 COUNTIES

	Rates
Fringes	
Sound & Communications	
Installer.....\$	
42.93	21.09
Technician.....\$	
49.37	21.28

	Rates
Fringes	
CABLE SPLICER.....\$	
60.48	26.06
ELECTRICIAN.....\$	
53.76	25.86

SCOPE OF WORK: Including any data system whose only function is to transmit or receive information; excluding all other data systems or multiple systems which include control function or power supply; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding fire alarm work when installed

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 ELEC0302-003 12/01/2019  
 CONTRA COSTA COUNTY

	Rates
Fringes	
Sound & Communications	
Installer.....\$	
40.31	21.01
Technician.....\$	
46.36	21.19

SCOPE OF WORK: Including any data system whose only function is to transmit or receive information; excluding all other data systems or multiple systems which include control

function or power supply; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding fire alarm work when installed in raceways (including wire and cable pulling) and when performed on new or major remodel building projects or jobs for which the conductors for the fire alarm system are installed in conduit; excluding installation of raceway systems, line voltage work, industrial work, life-safety systems (all buildings having floors located more than 75' above the lowest floor level having building access); excluding energy management systems.

FOOTNOTE: Fire alarm work when installed in raceways (including wire and cable pulling), on projects which involve new or major remodel building construction, for which the conductors for the fire alarm system are installed in the conduit, shall be performed by the inside electrician.

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 ELEC0332-001 06/01/2020

SANTA CLARA COUNTY

	Rates
Fringes	
CABLE SPLICER.....\$	
82.25                   40.66	
ELECTRICIAN.....\$	
71.52                   40.34	

FOOTNOTES: Work under compressed air or where gas masks are required, orwork on ladders, scaffolds, stacks, "Bosun's chairs," or other structures and where the workers are not protected by permanent guard rails at a distance of 40 to 60 ft. from the ground or supporting structures: to be paid one and one-half times the straight-time rate of pay.  
 Work on structures of 60 ft. or over (as described above):

to be paid twice the straight-time rate of pay.

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 ELEC0332-003 12/01/2019

SANTA CLARA COUNTY

	Rates
Fringes	
Sound & Communications	
Installer.....\$	
42.93                   21.08	
Technician.....\$	
49.37                   21.28	

SCOPE OF WORK: Including any data system whose only function is to transmit or receive information; excluding all other data systems or multiple systems which include control function or power supply; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding fire alarm work when installed in raceways (including wire and cable pulling) and when performed on new or major remodel building projects or jobs for which the conductors for the fire alarm system are installed in conduit; excluding installation of raceway systems, line voltage work, industrial work, life-safety systems (all buildings having floors located more than 75' above the lowest floor level having building access); excluding energy management systems.

FOOTNOTE: Fire alarm work when installed in raceways (including wire and cable pulling), on projects which involve new or major remodel building construction, for which the conductors for the fire alarm system are installed in the conduit, shall be performed by the inside electrician.

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 ELEC0595-001 06/01/2020

ALAMEDA COUNTY

Fringes Rates

CABLE SPLICER.....\$  
 69.00 3%+38.52  
 ELECTRICIAN.....\$  
 60.00 3%+38.52  
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 ELEC0595-002 06/01/2020

CALAVERAS AND SAN JOAQUIN COUNTIES

Fringes Rates

CABLE SPLICER.....\$  
 48.00 7.75%+25.33  
 ELECTRICIAN  
 (1) Tunnel work.....\$  
 42.00 7.75%+25.33  
 (2) All other work.....\$  
 40.00 7.75%+25.33  
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 ELEC0595-006 12/01/2019

ALAMEDA COUNTY

Fringes Rates

Sound & Communications  
 Installer.....\$  
 42.93 3%+20.22  
 Technician.....\$  
 53.66 3%+20.22

SCOPE OF WORK: Including any data system whose only function is to transmit or receive information; excluding all other data systems or multiple systems which include control function or power supply; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding fire alarm work when installed in raceways (including wire and cable pulling) and when performed on new or major remodel building projects or jobs for which the conductors for the fire alarm system are installed in conduit; excluding installation of raceway systems, line voltage work, industrial work, life-safety systems (all buildings having floors located more than 75'

above the lowest floor level having building access); excluding energy management systems.

FOOTNOTE: Fire alarm work when installed in raceways (including wire and cable pulling), on projects which involve new or major remodel building construction, for which the conductors for the fire alarm system are installed in the conduit, shall be performed by the inside electrician.

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 ELEC0595-008 12/01/2019

CALAVERAS AND SAN JOAQUIN COUNTIES

Fringes Rates

Communications System  
 Installer.....\$  
 35.25 3%+20.22  
 Technician.....\$  
 44.06 3%+20.22

SCOPE OF WORK: Including any data system whose only function is to transmit or receive information; excluding all other data systems or multiple systems which include control function or power supply; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding fire alarm work when installed in raceways (including wire and cable pulling) and when performed on new or major remodel building projects or jobs for which the conductors for the fire alarm system are installed in conduit; excluding installation of raceway systems, line voltage work, industrial work, life-safety systems (all buildings having floors located more than 75' above the lowest floor level having building access); excluding energy management systems.

FOOTNOTE: Fire alarm work when installed in raceways (including wire and cable pulling), on projects which

involve new or major remodel building construction, for which the conductors for the fire alarm system are installed in the conduit, shall be performed by the inside electrician.

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 ELEC0617-001 06/01/2020

SAN MATEO COUNTY

	Rates
Fringes	
ELECTRICIAN.....\$	
66.00                    39.77	

\* ELEC0617-003 12/01/2020

SAN MATEO COUNTY

	Rates
Fringes	
Sound & Communications	
Installer.....\$	
45.50                    22.52	
Technician.....\$	
52.33                    22.72	

SCOPE OF WORK: Including any data system whose only function is to transmit or receive information; excluding all other data systems or multiple systems which include control function or power supply; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding fire alarm work when installed in raceways (including wire and cable pulling) and when performed on new or major remodel building projects or jobs for which the conductors for the fire alarm system are installed in conduit; excluding installation of raceway systems, line voltage work, industrial work, life-safety systems (all buildings having floors located more than 75' above the lowest floor level having building access); excluding energy management systems.

FOOTNOTE: Fire alarm work when installed in raceways (including wire and cable pulling), on projects which involve new or major remodel building construction, for which the conductors for the fire alarm system are installed in the conduit, shall be performed by the inside electrician.

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 ELEC0684-001 06/01/2020

MARIPOSA, MERCED, STANISLAUS AND TUOLUMNE COUNTIES

	Rates
Fringes	
ELECTRICIAN.....\$	
41.00                    3%+24.58	

CABLE SPLICER = 110% of Journeyman Electrician

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 ELEC0684-004 12/01/2019

MARIPOSA, MERCED, STANISLAUS AND TUOLUMNE COUNTIES

	Rates
Fringes	
Communications System	
Installer.....\$	
35.25                    20.86	
Technician.....\$	
40.54                    21.02	

SCOPE OF WORK: Including any data system whose only function is to transmit or receive information; excluding all other data systems or multiple systems which include control function or power supply; inclusion or exclusion of terminations and testings of conductors determined by their function; excluding fire alarm work when installed in raceways (including wire and cable pulling) and when performed on new or major remodel building projects or jobs for which the conductors for the fire alarm system are installed in conduit; excluding installation of raceway

systems, line voltage work, industrial work, life-safety systems (all buildings having floors located more than 75' above the lowest floor level having building access); excluding energy management systems.

FOOTNOTE: Fire alarm work when installed in raceways (including wire and cable pulling), on projects which involve new or major remodel building construction, for which the conductors for the fire alarm system are installed in the conduit, shall be performed by the inside electrician.

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 ELEC1245-001 06/01/2020

Rates

Fringes

LINE CONSTRUCTION	
(1) Lineman; Cable splicer..\$	
59.14	20.78
(2) Equipment specialist (operates crawler tractors, commercial motor vehicles, backhoes, trenchers, cranes (50 tons and below), overhead & underground distribution line equipment).....\$	
47.24	19.59
(3) Groundman.....\$	
36.12	19.19
(4) Powderman.....\$	
51.87	18.79

HOLIDAYS: New Year's Day, M.L. King Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day and day after Thanksgiving, Christmas Day

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 ELEV0008-001 01/01/2020

Rates

Fringes

ELEVATOR MECHANIC.....\$	
69.78	34.765+a+b

FOOTNOTE:

a. PAID VACATION: Employer contributes 8% of regular hourly rate as vacation pay credit for employees with more than 5 years of service, and 6% for 6 months to 5 years of service.

b. PAID HOLIDAYS: New Years Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day.

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 ENGI0003-001 06/29/2020

""AREA 1"" WAGE RATES ARE LISTED BELOW  
 ""AREA 2"" RECEIVES AN ADDITIONAL \$2.00 PER HOUR ABOVE AREA 1 RATES.

SEE AREA DEFINITIONS BELOW

Rates

Fringes

OPERATOR: Power Equipment (AREA 1:)	
GROUP 1.....\$	
51.42	31.15
GROUP 2.....\$	
49.89	31.15
GROUP 3.....\$	
48.41	31.15
GROUP 4.....\$	
47.03	31.15
GROUP 5.....\$	
45.76	31.15
GROUP 6.....\$	
44.44	31.15
GROUP 7.....\$	
43.30	31.15
GROUP 8.....\$	
42.16	31.15
GROUP 8-A.....\$	
39.95	31.15
OPERATOR: Power Equipment (Cranes and Attachments - AREA 1:)	
GROUP 1	
Cranes.....\$	
52.30	31.15
Oiler.....\$	
43.79	31.15
Truck crane oiler.....\$	
46.08	31.15
GROUP 2	
Cranes.....\$	
50.54	31.15

Oiler.....\$  
 42.83 31.15  
 Truck crane oiler.....\$  
 45.07 31.15  
 GROUP 3  
 Cranes.....\$  
 48.80 31.15  
 Hydraulic.....\$  
 44.44 31.15  
 Oiler.....\$  
 42.55 31.15  
 Truck crane oiler.....\$  
 44.83 31.15  
 GROUP 4  
 Cranes.....\$  
 45.76 31.15  
 OPERATOR: Power Equipment  
 (Piledriving - AREA 1:)  
 GROUP 1  
 Lifting devices.....\$  
 52.64 31.15  
 Oiler.....\$  
 43.38 31.15  
 Truck Crane Oiler.....\$  
 45.66 31.15  
 GROUP 2  
 Lifting devices.....\$  
 50.82 31.15  
 Oiler.....\$  
 43.11 31.15  
 Truck Crane Oiler.....\$  
 45.41 31.15  
 GROUP 3  
 Lifting devices.....\$  
 49.14 31.15  
 Oiler.....\$  
 42.89 31.15  
 Truck Crane Oiler.....\$  
 45.12 31.15  
 GROUP 4  
 Lifting devices.....\$  
 47.37 31.15  
 GROUP 5  
 Lifting devices.....\$  
 44.73 31.15  
 GROUP 6  
 Lifting devices.....\$  
 42.50 31.15  
 OPERATOR: Power Equipment  
 (Steel Erection - AREA 1:)  
 GROUP 1  
 Cranes.....\$  
 53.27 31.15  
 Oiler.....\$  
 43.72 31.15  
 Truck Crane Oiler.....\$  
 45.95 31.15  
 GROUP 2  
 Cranes.....\$  
 51.50 31.15  
 Oiler.....\$  
 43.45 31.15

Truck Crane Oiler.....\$  
 45.73 31.15  
 GROUP 3  
 Cranes.....\$  
 50.02 31.15  
 Hydraulic.....\$  
 45.07 31.15  
 Oiler.....\$  
 43.23 31.15  
 Truck Crane Oiler.....\$  
 45.46 31.15  
 GROUP 4  
 Cranes.....\$  
 48.00 31.15  
 GROUP 5  
 Cranes.....\$  
 46.70 31.15  
 OPERATOR: Power Equipment  
 (Tunnel and Underground Work  
 - AREA 1:)  
 SHAFTS, STOPES, RAISES:  
 GROUP 1.....\$  
 47.52 31.15  
 GROUP 1-A.....\$  
 49.99 31.15  
 GROUP 2.....\$  
 46.26 31.15  
 GROUP 3.....\$  
 44.93 31.15  
 GROUP 4.....\$  
 43.79 31.15  
 GROUP 5.....\$  
 42.65 31.15  
 UNDERGROUND:  
 GROUP 1.....\$  
 47.42 31.15  
 GROUP 1-A.....\$  
 49.89 31.15  
 GROUP 2.....\$  
 46.16 31.15  
 GROUP 3.....\$  
 44.83 31.15  
 GROUP 4.....\$  
 43.69 31.15  
 GROUP 5.....\$  
 42.55 31.15

FOOTNOTE: Work suspended by ropes or  
 cables, or work on a  
 Yo-Yo Cat: \$.60 per hour additional.

POWER EQUIPMENT OPERATOR  
 CLASSIFICATIONS

GROUP 1: Operator of helicopter (when  
 used in erection work);  
 Hydraulic excavator, 7 cu. yds. and  
 over; Power shovels,  
 over 7 cu. yds.

GROUP 2: Highline cableway; Hydraulic  
 excavator, 3-1/2 cu.

yds. up to 7 cu. yds.; Licensed construction work boat operator, on site; Power blade operator (finish); Power shovels, over 1 cu. yd. up to and including 7 cu. yds. m.r.c.

GROUP 3: Asphalt milling machine; Cable backhoe; Combination backhoe and loader over 3/4 cu. yds.; Continuous flight tie back machine assistant to engineer or mechanic; Crane mounted continuous flight tie back machine, tonnage to apply; Crane mounted drill attachment, tonnage to apply; Dozer, slope brd; Gradall; Hydraulic excavator, up to 3 1/2 cu. yds.; Loader 4 cu. yds. and over; Long reach excavator; Multiple engine scraper (when used as push pull); Power shovels, up to and including 1 cu. yd.; Pre-stress wire wrapping machine; Side boom cat, 572 or larger; Track loader 4 cu. yds. and over; Wheel excavator (up to and including 750 cu. yds. per hour)

GROUP 4: Asphalt plant engineer/box person; Chicago boom; Combination backhoe and loader up to and including 3/4 cu. yd.; Concrete batch plant (wet or dry); Dozer and/or push cat; Pull-type elevating loader; Gradesetter, grade checker (GPS, mechanical or otherwise); Grooving and grinding machine; Heading shield operator; Heavy-duty drilling equipment, Hughes, LDH, Watson 3000 or similar; Heavy-duty repairperson and/or welder; Lime spreader; Loader under 4 cu. yds.; Lubrication and service engineer (mobile and grease rack); Mechanical finishers or spreader machine (asphalt, Barber-Greene and similar); Miller Formless M-9000 slope paver or similar; Portable crushing and screening plants; Power blade support; Roller operator, asphalt; Rubber-tired scraper, self-loading (paddle-wheels, etc.); Rubber-tired earthmoving equipment (scrappers); Slip

form paver (concrete); Small tractor with drag; Soil stabilizer (P & H or equal); Spider plow and spider puller; Tubex pile rig; Unlicensed construction work boat operator, on site; Timber skidder; Track loader up to 4 yds.; Tractor-drawn scraper; Tractor, compressor drill combination; Welder; Woods-Mixer (and other similar Pugmill equipment)

GROUP 5: Cast-in-place pipe laying machine; Combination slusher and motor operator; Concrete conveyor or concrete pump, truck or equipment mounted; Concrete conveyor, building site; Concrete pump or pumpcrete gun; Drilling equipment, Watson 2000, Texoma 700 or similar; Drilling and boring machinery, horizontal (not to apply to waterliners, wagon drills or jackhammers); Concrete mixer/all; Person and/or material hoist; Mechanical finishers (concrete) (Clary, Johnson, Bidwell Bridge Deck or similar types); Mechanical burm, curb and/or curb and gutter machine, concrete or asphalt); Mine or shaft hoist; Portable crusher; Power jumbo operator (setting slip-forms, etc., in tunnels); Screed (automatic or manual); Self-propelled compactor with dozer; Tractor with boom D6 or smaller; Trenching machine, maximum digging capacity over 5 ft. depth; Vermeer T-600B rock cutter or similar

GROUP 6: Armor-Coater (or similar); Ballast jack tamper; Boom-type backfilling machine; Assistant plant engineer; Bridge and/or gantry crane; Chemical grouting machine, truck-mounted; Chip spreading machine operator; Concrete saw (self-propelled unit on streets, highways, airports and canals); Deck engineer; Drilling equipment Texoma 600, Hughes 200 Series or similar up to and including 30 ft. m.r.c.; Drill doctor; Helicopter radio operator;

Hydro-hammer or similar; Line master; Skidsteer loader, Bobcat larger than 743 series or similar (with attachments); Locomotive; Lull hi-lift or similar; Oiler, truck mounted equipment; Pavement breaker, truck-mounted, with compressor combination; Paving fabric installation and/or laying machine; Pipe bending machine (pipelines only); Pipe wrapping machine (tractor propelled and supported); Screed (except asphaltic concrete paving); Self-propelled pipeline wrapping machine; Tractor; Self-loading chipper; Concrete barrier moving machine

GROUP 7: Ballast regulator; Boom truck or dual-purpose A-frame truck, non-rotating - under 15 tons; Cary lift or similar; Combination slurry mixer and/or cleaner; Drilling equipment, 20 ft. and under m.r.c.; Firetender (hot plant); Grouting machine operator; Highline cableway signalperson; Stationary belt loader (Kolman or similar); Lift slab machine (Vagtborg and similar types); Maginnes internal full slab vibrator; Material hoist (1 drum); Mechanical trench shield; Pavement breaker with or without compressor combination; Pipe cleaning machine (tractor propelled and supported); Post driver; Roller (except asphalt); Chip Seal; Self-propelled automatically applied concrete curing machine (on streets, highways, airports and canals); Self-propelled compactor (without dozer); Signalperson; Slip-form pumps (lifting device for concrete forms); Tie spacer; Tower mobile; Trenching machine, maximum digging capacity up to and including 5 ft. depth; Truck-type loader

GROUP 8: Bit sharpener; Boiler tender; Box operator; Brakeperson; Combination mixer and compressor (shotcrete/gunite); Compressor operator; Deckhand; Fire

tender; Forklift (under 20 ft.); Generator; Gunite/shotcrete equipment operator; Hydraulic monitor; Ken seal machine (or similar); Mixermobile; Oiler; Pump operator; Refrigeration plant; Reservoir-debris tug (self-propelled floating); Ross Carrier (construction site); Rotomist operator; Self-propelled tape machine; Shuttlecar; Self-propelled power sweeper operator (includes vacuum sweeper); Slusher operator; Surface heater; Switchperson; Tar pot firetender; Tugger hoist, single drum; Vacuum cooling plant; Welding machine (powered other than by electricity)

GROUP 8-A: Elevator operator; Skidsteer loader-Bobcat 743 series or smaller, and similar (without attachments); Mini excavator under 25 H.P. (backhoe-trencher); Tub grinder wood chipper

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 ALL CRANES AND ATTACHMENTS

GROUP 1: Clamshell and dragline over 7 cu. yds.; Crane, over 100 tons; Derrick, over 100 tons; Derrick barge pedestal-mounted, over 100 tons; Self-propelled boom-type lifting device, over 100 tons

GROUP 2: Clamshell and dragline over 1 cu. yd. up to and including 7 cu. yds.; Crane, over 45 tons up to and including 100 tons; Derrick barge, 100 tons and under; Self-propelled boom-type lifting device, over 45 tons; Tower crane

GROUP 3: Clamshell and dragline up to and including 1 cu. yd.; Cranes 45 tons and under; Self-propelled boom-type lifting device 45 tons and under;

GROUP 4: Boom Truck or dual purpose A-frame truck, non-rotating over 15 tons; Truck-mounted rotating

telescopic boom type lifting device, Manitex or similar (boom truck) over 15 tons; Truck-mounted rotating telescopic boom type lifting device, Manitex or similar (boom truck) - under 15 tons;

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PILEDRIVERS

GROUP 1: Derrick barge pedestal mounted over 100 tons; Clamshell over 7 cu. yds.; Self-propelled boom-type lifting device over 100 tons; Truck crane or crawler, land or barge mounted over 100 tons

GROUP 2: Derrick barge pedestal mounted 45 tons to and including 100 tons; Clamshell up to and including 7 cu. yds.; Self-propelled boom-type lifting device over 45 tons; Truck crane or crawler, land or barge mounted, over 45 tons up to and including 100 tons; Fundex F-12 hydraulic pile rig

GROUP 3: Derrick barge pedestal mounted under 45 tons; Self-propelled boom-type lifting device 45 tons and under; Skid/scow piledriver, any tonnage; Truck crane or crawler, land or barge mounted 45 tons and under

GROUP 4: Assistant operator in lieu of assistant to engineer; Forklift, 10 tons and over; Heavy-duty repairperson/welder

GROUP 5: Deck engineer

GROUP 6: Deckhand; Fire tender

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STEEL ERECTORS

GROUP 1: Crane over 100 tons; Derrick over 100 tons; Self-propelled boom-type lifting device over 100 tons

GROUP 2: Crane over 45 tons to 100 tons; Derrick under 100

tons; Self-propelled boom-type lifting device over 45 tons to 100 tons; Tower crane

GROUP 3: Crane, 45 tons and under; Self-propelled boom-type lifting device, 45 tons and under

GROUP 4: Chicago boom; Forklift, 10 tons and over; Heavy-duty repair person/welder

GROUP 5: Boom cat

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TUNNEL AND UNDERGROUND WORK

GROUP 1-A: Tunnel bore machine operator, 20' diameter or more

GROUP 1: Heading shield operator; Heavy-duty repairperson; Mucking machine (rubber tired, rail or track type); Raised bore operator (tunnels); Tunnel mole bore operator

GROUP 2: Combination slusher and motor operator; Concrete pump or pumpcrete gun; Power jumbo operator

GROUP 3: Drill doctor; Mine or shaft hoist

GROUP 4: Combination slurry mixer cleaner; Grouting Machine operator; Motorman

GROUP 5: Bit Sharpener; Brakeman; Combination mixer and compressor (gunite); Compressor operator; Oiler; Pump operator; Slusher operator

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AREA DESCRIPTIONS:

POWER EQUIPMENT OPERATORS, CRANES AND ATTACHMENTS, TUNNEL AND UNDERGROUND [These areas do not apply to Piledrivers and Steel Erectors]

AREA 1: ALAMEDA, CALAVERAS, CONTRA COSTA, FRESNO, KINGS, MADERA, MARIPOSA, MERCED, MONTEREY, SAN BENITO, SAN

FRANCISCO, SAN JOAQUIN, SAN MATEO,  
 SANTA CLARA, SANTA CRUZ,  
 STANISLAUS, TUOLUMNE  
 AREA 2 -NOTED BELOW

THE REMAINING COUNTIES ARE SPLIT  
 BETWEEN AREA 1 AND AREA 2 AS  
 NOTED BELOW:

CALAVERAS COUNTY:  
 Area 1: Remainder  
 Area 2: Eastern Part

FRESNO COUNTY:  
 Area 1: Remainder  
 Area 2: Eastern Part

MADERA COUNTY:  
 Area 1: Remainder  
 Area 2: Eastern Part

MARIPOSA COUNTY:  
 Area 1: Remainder  
 Area 2: Eastern Part

MONTEREY COUNTY:  
 Area 1: Remainder  
 Area 2: Southwestern part

TUOLUMNE COUNTY:  
 Area 1: Remainder  
 Area 2: Eastern Part

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 ENGI0003-008 07/20/2020

Fringes Rates

Dredging: (DREDGING:  
 CLAMSHELL & DIPPER DREDGING;  
 HYDRAULIC SUCTION DREDGING:)  
 AREA 1:  
 (1) Leverman.....\$  
 49.88 34.35  
 (2) Dredge Dozer; Heavy  
 duty repairman.....\$  
 44.92 34.35  
 (3) Booster Pump  
 Operator; Deck  
 Engineer; Deck mate;  
 Dredge Tender; Winch  
 Operator.....\$  
 43.80 34.35  
 (4) Bargeman; Deckhand;  
 Fireman; Leveehand; Oiler..\$  
 40.50 34.35  
 AREA 2:  
 (1) Leverman.....\$  
 51.88 34.35  
 (2) Dredge Dozer; Heavy

duty repairman.....\$  
 46.92 34.35  
 (3) Booster Pump  
 Operator; Deck  
 Engineer; Deck mate;  
 Dredge Tender; Winch  
 Operator.....\$  
 45.80 34.35  
 (4) Bargeman; Deckhand;  
 Fireman; Leveehand; Oiler..\$  
 42.50 34.35

AREA DESCRIPTIONS

AREA 1: ALAMEDA, BUTTE, CONTRA COSTA,  
 KINGS, MARIN, MERCED,  
 NAPA, SACRAMENTO, SAN BENITO, SAN  
 FRANCISCO, SAN JOAQUIN,  
 SAN MATEO, SANTA CLARA, SANTA CRUZ,  
 SOLANO, STANISLAUS,  
 SUTTER, YOLO, AND YUBA COUNTIES

AREA 2: MODOC COUNTY

THE REMAINING COUNTIES ARE SPLIT  
 BETWEEN AREA 1 AND AREA 2  
 AS NOTED BELOW:

ALPINE COUNTY:  
 Area 1: Northernmost part  
 Area 2: Remainder

CALAVERAS COUNTY:  
 Area 1: Remainder  
 Area 2: Eastern part

COLUSA COUNTY:  
 Area 1: Eastern part  
 Area 2: Remainder

ELDORADO COUNTY:  
 Area 1: North Central part  
 Area 2: Remainder

FRESNO COUNTY:  
 Area 1: Remainder  
 Area 2: Eastern part

GLENN COUNTY:  
 Area 1: Eastern part  
 Area 2: Remainder

LASSEN COUNTY:  
 Area 1: Western part along the  
 Southern portion of border  
 with Shasta County  
 Area 2: Remainder

MADERA COUNTY:  
 Area 1: Except Eastern part  
 Area 2: Eastern part

MARIPOSA COUNTY

Area 1: Except Eastern part  
 Area 2: Eastern part

MONTERREY COUNTY  
 Area 1: Except Southwestern part  
 Area 2: Southwestern part

NEVADA COUNTY:  
 Area 1: All but the Northern portion  
 along the border of  
 Sierra County  
 Area 2: Remainder

PLACER COUNTY:  
 Area 1: Al but the Central portion  
 Area 2: Remainder

PLUMAS COUNTY:  
 Area 1: Western portion  
 Area 2: Remainder

SHASTA COUNTY:  
 Area 1: All but the Northeastern  
 corner  
 Area 2: Remainder

SIERRA COUNTY:  
 Area 1: Western part  
 Area 2: Remainder

SISKIYOU COUNTY:  
 Area 1: Central part  
 Area 2: Remainder

SONOMA COUNTY:  
 Area 1: All but the Northwestern  
 corner  
 Area 2: Remainder

TEHAMA COUNTY:  
 Area 1: All but the Western border  
 with Mendocino & Trinity  
 Counties  
 Area 2: Remainder

TRINITY COUNTY:  
 Area 1: East Central part and the  
 Northeastern border with  
 Shasta County  
 Area 2: Remainder

OPERATOR: Power Equipment  
 (LANDSCAPE WORK ONLY)

GROUP 1  
 AREA 1.....\$  
 39.95 30.28  
 AREA 2.....\$  
 41.95 30.28

GROUP 2  
 AREA 1.....\$  
 36.35 30.28  
 AREA 2.....\$  
 38.35 30.28

GROUP 3  
 AREA 1.....\$  
 31.74 30.28  
 AREA 2.....\$  
 33.74 30.28

GROUP DESCRIPTIONS:

GROUP 1: Landscape Finish Grade  
 Operator: All finish grade  
 work regardless of equipment used,  
 and all equipment with a  
 rating more than 65 HP.

GROUP 2: Landscape Operator up to 65  
 HP: All equipment with  
 a manufacturer's rating of 65 HP or  
 less except equipment  
 covered by Group 1 or Group 3. The  
 following equipment  
 shall be included except when used  
 for finish work as long  
 as manufacturer's rating is 65 HP or  
 less: A-Frame and  
 Winch Truck, Backhoe, Forklift,  
 Hydragraphic Seeder  
 Machine, Roller, Rubber-Tired and  
 Track Earthmoving  
 Equipment, Skiploader, Straw Blowers,  
 and Trencher 31 HP up  
 to 65 HP.

GROUP 3: Landscae Utility Operator:  
 Small Rubber-Tired  
 Tractor, Trencher Under 31 HP.

AREA DESCRIPTIONS:

AREA 1: ALAMEDA, BUTTE, CONTRA COSTA,  
 KINGS, MARIN, MERCED,  
 NAPA, SACRAMENTO, SAN BENITO, SAN  
 FRANCISCO, SAN JOAQUIN,  
 SAN MATEO, SANTA CLARA, SANTA CRUZ,  
 SOLANO, STANISLAUS,  
 SUTTER, YOLO, AND YUBA COUNTIES

TUOLUMNE COUNTY:  
 Area 1: Except Eastern part  
 Area 2: Eastern part

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 ENGI0003-019 06/29/2020

SEE AREA DESCRIPTIONS BELOW

AREA 2 - MODOC COUNTY

Fringes Rates

THE REMAINING COUNTIES ARE SPLIT  
 BETWEEN AREA 1 AND AREA 2 AS

NOTED BELOW:

ALPINE COUNTY:

Area 1: Northernmost part  
Area 2: Remainder

CALAVERAS COUNTY:

Area 1: Except Eastern part  
Area 2: Eastern part

COLUSA COUNTY:

Area 1: Eastern part  
Area 2: Remainder

DEL NORTE COUNTY:

Area 1: Extreme Southwestern corner  
Area 2: Remainder

ELDORADO COUNTY:

Area 1: North Central part  
Area 2: Remainder

FRESNO COUNTY

Area 1: Except Eastern part  
Area 2: Eastern part

GLENN COUNTY:

Area 1: Eastern part  
Area 2: Remainder

HUMBOLDT COUNTY:

Area 1: Except Eastern and Southwestern parts  
Area 2: Remainder

LAKE COUNTY:

Area 1: Southern part  
Area 2: Remainder

LASSEN COUNTY:

Area 1: Western part along the Southern portion of border with Shasta County  
Area 2: Remainder

MADERA COUNTY

Area 1: Remainder  
Area 2: Eastern part

MARIPOSA COUNTY

Area 1: Remainder  
Area 2: Eastern part

MENDOCINO COUNTY:

Area 1: Central and Southeastern parts  
Area 2: Remainder

MONTEREY COUNTY

Area 1: Remainder  
Area 2: Southwestern part

NEVADA COUNTY:

Area 1: All but the Northern portion along the border of Sierra County  
Area 2: Remainder

PLACER COUNTY:

Area 1: All but the Central portion  
Area 2: Remainder

PLUMAS COUNTY:

Area 1: Western portion  
Area 2: Remainder

SHASTA COUNTY:

Area 1: All but the Northeastern corner  
Area 2: Remainder

SIERRA COUNTY:

Area 1: Western part  
Area 2: Remainder

SISKIYOU COUNTY:

Area 1: Central part  
Area 2: Remainder

SONOMA COUNTY:

Area 1: All but the Northwestern corner  
Area 2: Reaminder

TEHAMA COUNTY:

Area 1: All but the Western border with mendocino & Trinity Counties  
Area 2: Remainder

TRINITY COUNTY:

Area 1: East Central part and the Northeast border with Shasta County  
Area 2: Remainder

TULARE COUNTY;

Area 1: Remainder  
Area 2: Eastern part

TUOLUMNE COUNTY:

Area 1: Remainder  
Area 2: Eastern Part

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IRON0377-001 07/01/2020

ALAMEDA, CONTRA COSTA, SAN MATEO, SANTA CLARA & SAN FRANCISCO COUNTIES

Fringes Rates

Ironworkers:

Fence Erector.....\$  
 34.58 24.81  
 Ornamental, Reinforcing  
 and Structural.....\$  
 42.50 33.45

PREMIUM PAY:

\$6.00 additional per hour at the following locations:

China Lake Naval Test Station,  
 Chocolate Mountains Naval Reserve-Niland,  
 Edwards AFB, Fort Irwin Military Station, Fort Irwin Training Center-Goldstone, San Clemente Island, San Nicholas Island, Susanville Federal Prison, 29 Palms - Marine Corps, U.S. Marine Base - Barstow, U.S. Naval Air Facility - Sealey, Vandenberg AFB

\$4.00 additional per hour at the following locations:

Army Defense Language Institute - Monterey, Fallon Air Base, Naval Post Graduate School - Monterey, Yermo Marine Corps Logistics Center

\$2.00 additional per hour at the following locations:

Port Hueneme, Port Mugu, U.S. Coast Guard Station - Two Rock

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IRON0433-005 07/01/2020

REMAINING COUNTIES

Fringes Rates

IRONWORKER

Fence Erector.....\$  
 34.58 24.81  
 Ornamental, Reinforcing  
 and Structural.....\$  
 41.00 33.45

PREMIUM PAY:

\$6.00 additional per hour at the following locations:

China Lake Naval Test Station,  
 Chocolate Mountains Naval Reserve-Niland,

Edwards AFB, Fort Irwin Military Station, Fort Irwin Training Center-Goldstone, San Clemente Island, San Nicholas Island, Susanville Federal Prison, 29 Palms - Marine Corps, U.S. Marine Base - Barstow, U.S. Naval Air Facility - Sealey, Vandenberg AFB

\$4.00 additional per hour at the following locations:

Army Defense Language Institute - Monterey, Fallon Air Base, Naval Post Graduate School - Monterey, Yermo Marine Corps Logistics Center

\$2.00 additional per hour at the following locations:

Port Hueneme, Port Mugu, U.S. Coast Guard Station - Two Rock

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LABO0067-002 06/29/2020

AREA "A" - ALAMEDA, CONTRA COSTA, SAN FRANCISCO, SAN MATEO AND SANTA CLARA COUNTIES

AREA "B" - CALAVERAS, FRESNO, KINGS, MADERA, MARIPOSA, MERCED, MONTEREY, SAN BENITO, SAN JOAQUIN, STANISLAUS, AND TUOLUMNE COUNTIES

Fringes Rates

Asbestos Removal Laborer  
 All Counties.....\$  
 25.05 12.00  
 LABORER (Lead Removal)  
 Area A.....\$  
 33.07 25.30  
 Area B.....\$  
 32.07 25.30

ASBESTOS REMOVAL-SCOPE OF WORK: Site mobilization; initial site clean-up; site preparation; removal of asbestos-containing materials from walls and ceilings; or from pipes, boilers and mechanical systems only if they are being scrapped; encapsulation, enclosure and disposal of

asbestos-containing materials by hand or with equipment or machinery; scaffolding; fabrication of temporary wooden barriers; and assembly of decontamination stations.

GROUP 4.....\$ 36.89 24.11  
GROUP 5.....\$ 36.35 24.11  
Shotcrete Specialist.....\$ 38.34 24.11

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LABO0073-002 06/25/2018  
CALAVERAS AND SAN JOAQUIN COUNTIES

TUNNEL AND SHAFT CLASSIFICATIONS

GROUP 1: Diamond driller; Groundmen; Gunite and shotcrete nozzlelemen

Rates  
Fringes

GROUP 2: Rodmen; Shaft work & raise (below actual or excavated ground level)

LABORER (TRAFFIC CONTROL/LANE CLOSURE)  
Escort Driver, Flag Person..\$ 29.54 23.65  
Traffic Control Person I....\$ 29.84 23.65  
Traffic Control Person II...\$ 27.34 23.65

GROUP 3: Bit grinder; Blaster, driller, powdermen, heading; Cherry pickermen - where car is lifted; Concrete finisher in tunnel; Concrete screedman; Grout pumpman and potman; Gunite & shotcrete gunman & potman; Headermen; High pressure nozzleman; Miner - tunnel, including top and bottom man on shaft and raise work; Nipper; Nozzleman on slick line; Sandblaster - potman, Robotic Shotcrete Placer, Segment Erector, Tunnel Muck Hauler, Steel Form raiser and setter; Timberman, retimberman (wood or steel or substitute materials therefore); Tugger (for tunnel laborer work); Cable tender; Chuck tender; Powderman - primer house

TRAFFIC CONTROL PERSON I: Layout of traffic control, crash cushions, construction area and roadside signage.

TRAFFIC CONTROL PERSON II: Installation and removal of temporary/permanent signs, markers, delineators and crash cushions.

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LABO0073-003 07/01/2020  
SAN JOAQUIN COUNTY

GROUP 4: Vibrator operator, pavement breaker; Bull gang - muckers, trackmen; Concrete crew - includes rodding and spreading, Dumpmen (any method)

Rates  
Fringes

GROUP 5: Grout crew; Reboundman; Swamper/ Brakeman

LABORER  
Mason Tender-Brick.....\$ 32.84 23.71

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LABO0073-005 06/25/2018  
Rates  
Fringes

LABO0073-007 06/25/2018  
CALAVERAS AND SAN JOAQUIN COUNTIES

Tunnel and Shaft Laborers:  
GROUP 1.....\$ 37.82 24.11  
GROUP 2.....\$ 37.59 24.11  
GROUP 3.....\$ 37.34 24.11

Rates  
Fringes

LABORER (CONSTRUCTION CRAFT LABORERS)  
Construction Specialist Group.....\$ 30.49 23.20

GROUP 1.....\$	
29.79	23.20
GROUP 1-a.....\$	
30.01	23.20
GROUP 1-c.....\$	
29.84	23.20
GROUP 1-e.....\$	
30.34	23.20
GROUP 1-f.....\$	
30.37	23.20
GROUP 2.....\$	
29.64	23.20
GROUP 3.....\$	
29.54	23.20
GROUP 4.....\$	
23.23	23.20
See groups 1-b and 1-d under laborer classifications.	
LABORER (GARDENERS, HORTICULTURAL & LANDSCAPE LABORERS)	
(1) New Construction.....\$	
29.54	23.20
(2) Establishment Warranty Period.....\$	
23.23	23.20
LABORER (GUNITE)	
GROUP 1.....\$	
29.75	22.31
GROUP 2.....\$	
29.25	22.31
GROUP 3.....\$	
28.66	22.31
GROUP 4.....\$	
28.54	22.31
LABORER (WRECKING)	
GROUP 1.....\$	
29.79	23.20
GROUP 2.....\$	
29.64	23.20

FOOTNOTES:

Laborers working off or with or from bos'n chairs, swinging scaffolds, belts shall receive \$0.25 per hour above the applicable wage rate. This shall not apply to workers entitled to receive the wage rate set forth in Group 1-a below.

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LABORER CLASSIFICATIONS

CONSTRUCTION SPECIALIST GROUP:  
Asphalt ironer and raker;  
Chainsaw; Laser beam in connection with laborers' work;

Cast-in- place manhole form setter; Pressure pipelayer; Davis trencher - 300 or similar type (and all small trenchers); Blaster; Diamond driller; Multiple unit drill; Hydraulic drill

GROUP 1: Asphalt spreader boxes (all types); Barko, Wacker and similar type tampers; Buggymobile; Caulker, bander, pipewrapper, conduit layer, plastic pipelayer; Certified hazardous waste worker including Leade Abatement; Compactors of all types; Concrete and magnesite mixer, 1/2 yd. and under; Concrete pan work; Concrete sander; Concrete saw; Cribber and/or shoring; Cut granite curb setter; Dri-pak-it machine; Faller, logloader and buckler; Form raiser, slip forms; Green cutter; Headerboard, Hubsetter, aligner, by any method; High pressure blow pipe (1-1/2" or over, 100 lbs. pressure/over); Hydro seeder and similar type; Jackhammer operator; Jacking of pipe over 12 inches; Jackson and similar type compactor; Kettle tender, pot and worker applying asphalt, lay-kold, creosote, lime, caustic and similar type materials (applying means applying, dipping or handling of such materials); Lagging, sheeting, whaling, bracing, trenchjacking, lagging hammer; Magnesite, epoxyresin, fiberglass, mastic worker (wet or dry); No joint pipe and stripping of same, including repair of voids; Pavement breaker and spader, including tool grinder; Perma curb; Pipelayer (including grade checking in connection with pipelaying); Precast-manhole setter; Pressure pipe tester; Post hole digger, air, gas and electric; Power broom sweeper; Power tampers of all types (except as shown in Group 2); Ram set gun and stud gun; Riprap stonepaver and rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and gabions and

similar type; Rotary scarifier or multiple head concrete chipping scarifier; Roto and Ditch Witch; Rototiller; Sandblaster, pot, gun, nozzle operators; Signalling and rigging; Tank cleaner; Tree climber; Turbo blaster; Vibrascreed, bull float in connection with laborers' work; Vibrator; Hazardous waste worker (lead removal); Asbestos and mold removal worker

GROUP 1-a: Joy drill model TWM-2A; Gardner-Denver model DH143 and similar type drills; Track driller; Jack leg driller; Wagon driller; Mechanical drillers, all types regardless of type or method of power; Mechanical pipe layers, all types regardless of type or method of power; Blaster and powder; All work of loading, placing and blasting of all powder and explosives of whatever type regardless of method used for such loading and placing; High scalars (including drilling of same); Tree topper; Bit grinder

GROUP 1-b: Sewer cleaners shall receive \$4.00 per day above Group 1 wage rates. "Sewer cleaner" means any worker who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive \$5.00 per day above Group 1 wage rates.

GROUP 1-c: Burning and welding in connection with laborers' work; Synthetic thermoplastics and similar type welding

GROUP 1-d: Maintenance and repair track and road beds. All employees performing work covered herein shall receive \$ .25 per hour above their regular rate for all work performed on underground structures not specifically covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall

apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1-e: Work on and/or in bell hole footings and shafts thereof, and work on and in deep footings. (A deep footing is a hole 15 feet or more in depth.) In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds 15 feet, the deep footing wage rate would apply to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

GROUP 1-f: Wire winding machine in connection with guniting or shot crete

GROUP 2: Asphalt shoveler; Cement dumper and handling dry cement or gypsum; Choke-setter and rigger (clearing work); Concrete bucket dumper and chute; Concrete chipping and grinding; Concrete laborer (wet or dry); Driller tender, chuck tender, nipper; Guinea chaser (stake), grout crew; High pressure nozzle, adductor; Hydraulic monitor (over 100 lbs. pressure); Loading and unloading, carrying and hauling of all rods and materials for use in reinforcing concrete construction; Pittsburgh chipper and similar type brush shredders; Sloper; Single foot, hand-held, pneumatic tamper; All pneumatic, air, gas and electric tools not listed in Groups 1 through 1-f; Jacking of pipe - under 12 inches

GROUP 3: Construction laborers, including bridge and general laborer; Dump, load spotter; Flag person; Fire watcher; Fence erector; Guardrail erector; Gardener, horticultural and landscape laborer; Jetting; Limber, brush loader and piler; Pavement marker (button setter); Maintenance, repair track and road beds; Streetcar and railroad construction

track laborer; Temporary air and water lines, Victaulic or similar; Tool room attendant (jobsite only)

GROUP 4: Final clean-up work of debris, grounds and building including but not limited to: street cleaner; cleaning and washing windows; brick cleaner (jobsite only); material cleaner (jobsite only). The classification "material cleaner" is to be utilized under the following conditions:  
A: at demolition site for the salvage of the material.

B: at the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.

C: for the cleaning of salvage material at the jobsite or temporary jobsite yard.

The material cleaner classification should not be used in the performance of "form stripping, cleaning and oiling and moving to the next point of erection".

GUNITE LABORER CLASSIFICATIONS

GROUP 1: Structural Nozzleman

GROUP 2: Nozzleman, Gunman, Potman, Groundman

GROUP 3: Reboundman

GROUP 4: Gunite laborer

WRECKING WORK LABORER CLASSIFICATIONS

GROUP 1: Skilled wrecker (removing and salvaging of sash, windows and materials)

GROUP 2: Semi-skilled wrecker (salvaging of other building materials)

LABO0073-009 07/01/2018

CALAVERAS AND SAN JOAQUIN COUNTIES

Fringes Rates

LABORER (Plaster Tender).....\$  
32.02 23.00

Work on a swing stage scaffold: \$1.00 per hour additional.

LABO0261-003 06/25/2018

SAN FRANCISCO AND SAN MATEO COUNTIES

Fringes Rates

LABORER (TRAFFIC CONTROL/LANE CLOSURE)  
Escort Driver, Flag Person..\$  
20.54 23.65  
Traffic Control Person I...\$  
30.84 23.65  
Traffic Control Person II...\$  
28.34 23.65

TRAFFIC CONTROL PERSON I: Layout of traffic control, crash cushions, construction area and roadside signage.

TRAFFIC CONTROL PERSON II: Installation and removal of temporary/permanent signs, markers, delineators and crash cushions.

LABO0261-005 06/25/2018

SAN FRANCISCO AND SAN MATEO COUNTIES

Fringes Rates

Tunnel and Shaft Laborers:  
GROUP 1.....\$  
37.82 24.11  
GROUP 2.....\$  
37.59 24.11  
GROUP 3.....\$  
37.34 24.11  
GROUP 4.....\$  
36.89 24.11  
GROUP 5.....\$  
36.35 24.11  
Shotcrete Specialist.....\$  
38.34 24.11

TUNNEL AND SHAFT CLASSIFICATIONS

GROUP 1: Diamond driller; Groundmen; Gunite and shotcrete nozzlelemen

GROUP 2: Rodmen; Shaft work & raise (below actual or excavated ground level)

GROUP 3: Bit grinder; Blaster, driller, powdermen, heading; Cherry pickermen - where car is lifted; Concrete finisher in tunnel; Concrete screedman; Grout pumpman and potman; Gunite & shotcrete gunman & potman; Headermen; High pressure nozzleman; Miner - tunnel, including top and bottom man on shaft and raise work; Nipper; Nozzleman on slick line; Sandblaster - potman, Robotic Shotcrete Placer, Segment Erector, Tunnel Muck Hauler, Steel Form raiser and setter; Timberman, retimberman (wood or steel or substitute materials therefore); Tugger (for tunnel laborer work); Cable tender; Chuck tender; Powderman - primer house

GROUP 4: Vibrator operator, pavement breaker; Bull gang - muckers, trackmen; Concrete crew - includes rodding and spreading, Dumpmen (any method)

GROUP 5: Grout crew; Reboundman; Swamper/ Brakeman

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LABO0261-009 06/25/2018

SAN FRANCISCO, AND SAN MATEO COUNTIES

Rates

Fringes

LABORER (CONSTRUCTION CRAFT LABORERS - AREA A:)	
Construction Specialist Group.....	\$
31.49	23.20
GROUP 1.....	\$
30.79	23.20
GROUP 1-a.....	\$
31.01	23.20
GROUP 1-c.....	\$
30.84	23.20
GROUP 1-e.....	\$
31.34	23.20

GROUP 1-f.....	\$
31.37	23.20
GROUP 2.....	\$
30.64	23.20
GROUP 3.....	\$
30.54	23.20
GROUP 4.....	\$
24.23	23.20
See groups 1-b and 1-d under laborer classifications.	
LABORER (GARDENERS, HORTICULTURAL & LANDSCAPE LABORERS - AREA A:)	
(1) New Construction.....	\$
30.54	23.20
(2) Establishment Warranty Period.....	\$
24.23	23.20
LABORER (WRECKING - AREA A:)	
GROUP 1.....	\$
30.79	23.20
GROUP 2.....	\$
30.64	23.20
Laborers: (GUNITE - AREA A:)	
GROUP 1.....	\$
30.75	22.31
GROUP 2.....	\$
30.25	22.31
GROUP 3.....	\$
29.66	22.31
GROUP 4.....	\$
29.54	22.31

FOOTNOTES:

Laborers working off or with or from bos'n chairs, swinging scaffolds, belts shall receive \$0.25 per hour above the applicable wage rate. This shall not apply to workers entitled to receive the wage rate set forth in Group 1-a below.

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LABORER CLASSIFICATIONS

CONSTRUCTION SPECIALIST GROUP:  
Asphalt ironer and raker;  
Chainsaw; Laser beam in connection with laborers' work;  
Cast-in-place manhole form setter;  
Pressure pipelayer;  
Davis trencher - 300 or similar type (and all small trenchers); Blaster; Diamond driller; Multiple unit drill;  
Hydraulic drill

GROUP 1: Asphalt spreader boxes (all types); Barko, Wacker and similar type tampers; Buggymobile; Caulker, bander, pipewrapper, conduit layer, plastic pipelayer; Certified hazardous waste worker including Leade Abatement;

Compactors of all types; Concrete and magnesite mixer, 1/2 yd. and under; Concrete pan work; Concrete sander; Concrete saw; Cribber and/or shoring; Cut granite curb setter;

Dri-pak-it machine; Faller, logloader and buckler; Form raiser, slip forms; Green cutter; Headerboard, Hubsetter, aligner, by any method; High pressure blow pipe (1-1/2" or over, 100 lbs. pressure/over); Hydro seeder and similar type; Jackhammer operator; Jacking of pipe over 12 inches;

Jackson and similar type compactor; Kettle tender, pot and worker applying asphalt, lay-kold, creosote, lime, caustic and similar type materials (applying means applying, dipping or handling of such materials); Lagging, sheeting, whaling, bracing, trenchjacking, lagging hammer; Magnesite, epoxyresin, fiberglass, mastic worker (wet or dry); No joint pipe and stripping of same, including repair of voids; Pavement breaker and spader, including tool grinder;

Perma curb; Pipelayer (including grade checking in connection with pipelaying); Precast-manhole setter;

Pressure pipe tester; Post hole digger, air, gas and electric; Power broom sweeper; Power tampers of all types (except as shown in Group 2); Ram set gun and stud gun;

Riprap stonepaver and rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and gabions and similar type; Rotary scarifier or multiple head concrete chipping scarifier; Roto and Ditch Witch; Rototiller;

Sandblaster, pot, gun, nozzle operators; Signalling and rigging; Tank cleaner; Tree climber; Turbo blaster;

Vibrascreed, bull float in connection with laborers' work; Vibrator; Hazardous waste worker (lead removal); Asbestos and mold removal worker

GROUP 1-a: Joy drill model TWM-2A; Gardner-Denver model DH143 and similar type drills; Track driller; Jack leg driller; Wagon driller; Mechanical drillers, all types regardless of type or method of power; Mechanical pipe layers, all types regardless of type or method of power; Blaster and powder; All work of loading, placing and blasting of all powder and explosives of whatever type regardless of method used for such loading and placing; High scalers (including drilling of same); Tree topper; Bit grinder

GROUP 1-b: Sewer cleaners shall receive \$4.00 per day above Group 1 wage rates. "Sewer cleaner" means any worker who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive \$5.00 per day above Group 1 wage rates.

GROUP 1-c: Burning and welding in connection with laborers' work; Synthetic thermoplastics and similar type welding

GROUP 1-d: Maintenance and repair track and road beds. All employees performing work covered herein shall receive \$ .25 per hour above their regular rate for all work performed on underground structures not specifically covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1-e: Work on and/or in bell hole footings and shafts thereof, and work on and in deep footings. (A deep footing

is a hole 15 feet or more in depth.) In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds 15 feet, the deep footing wage rate would apply to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

GROUP 1-f: Wire winding machine in connection with guniting or shot crete

GROUP 2: Asphalt shoveler; Cement dumper and handling dry cement or gypsum; Choke-setter and rigger (clearing work); Concrete bucket dumper and chute; Concrete chipping and grinding; Concrete laborer (wet or dry); Driller tender, chuck tender, nipper; Guinea chaser (stake), grout crew; High pressure nozzle, adductor; Hydraulic monitor (over 100 lbs. pressure); Loading and unloading, carrying and hauling of all rods and materials for use in reinforcing concrete construction; Pittsburgh chipper and similar type brush shredders; Sloper; Single foot, hand-held, pneumatic tamper; All pneumatic, air, gas and electric tools not listed in Groups 1 through 1-f; Jacking of pipe - under 12 inches

GROUP 3: Construction laborers, including bridge and general laborer; Dump, load spotter; Flag person; Fire watcher; Fence erector; Guardrail erector; Gardener, horticultural and landscape laborer; Jetting; Limber, brush loader and piler; Pavement marker (button setter); Maintenance, repair track and road beds; Streetcar and railroad construction track laborer; Temporary air and water lines, Victaulic or similar; Tool room attendant (jobsite only)

GROUP 4: Final clean-up work of debris, grounds and building including but not limited to: street cleaner; cleaning and

washing windows; brick cleaner (jobsite only); material cleaner (jobsite only). The classification "material cleaner" is to be utilized under the following conditions:

A: at demolition site for the salvage of the material.

B: at the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.

C: for the cleaning of salvage material at the jobsite or temporary jobsite yard.

The material cleaner classification should not be used in the performance of "form stripping, cleaning and oiling and moving to the next point of erection".

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GUNITE LABORER CLASSIFICATIONS

GROUP 1: Structural Nozzleman

GROUP 2: Nozzleman, Gunman, Potman, Groundman

GROUP 3: Reboundman

GROUP 4: Gunite laborer

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WRECKING WORK LABORER CLASSIFICATIONS

GROUP 1: Skilled wrecker (removing and salvaging of sash, windows and materials)

GROUP 2: Semi-skilled wrecker (salvaging of other building materials)

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LAB00261-011 05/01/2018

SAN FRANCISCO AND SAN MATEO COUNTIES:

Rates  
Fringes

MASON TENDER, BRICK.....\$  
35.37                    20.70

FOOTNOTES: Underground work such as sewers, manholes, catch basins, sewer pipes, telephone conduits, tunnels and cut trenches: \$5.00 per day additional. Work in live sewage: \$2.50 per day additional.

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LABO0261-014 07/01/2017

SAN FRANCISCO AND SAN MATEO COUNTIES:

Fringes	Rates
PLASTER TENDER.....\$	
34.70	23.11

Work on a swing stage scaffold: \$1.00 per hour additional.

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LABO0270-003 06/25/2018

AREA A: SANTA CLARA

AREA B: MONTEREY, SAN BENITO AND SANTA CRUZ COUNTIES

Fringes	Rates
LABORER (TRAFFIC CONTROL/LANE CLOSURE)	
Escort Driver, Flag Person	
Area A.....\$	
30.54	23.65
Area B.....\$	
29.54	23.65
Traffic Control Person I	
Area A.....\$	
30.84	23.65
Area B.....\$	
29.84	23.65
Traffic Control Person II	
Area A.....\$	
28.34	23.65
Area B.....\$	
27.34	23.65

TRAFFIC CONTROL PERSON I: Layout of traffic control, crash cushions, construction area and roadside signage.

TRAFFIC CONTROL PERSON II: Installation and removal of temporary/permanent signs, markers, delineators and crash cushions.

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LABO0270-004 06/25/2018

MONTEREY, SAN BENITO, SANTA CLARA, AND SANTA CRUZ COUNTIES

Fringes	Rates
Tunnel and Shaft Laborers:	
GROUP 1.....\$	
37.82	24.11
GROUP 2.....\$	
37.59	24.11
GROUP 3.....\$	
37.34	24.11
GROUP 4.....\$	
36.89	24.11
GROUP 5.....\$	
36.35	24.11
Shotcrete Specialist.....\$	
38.34	24.11

TUNNEL AND SHAFT CLASSIFICATIONS

GROUP 1: Diamond driller; Groundmen; Gunite and shotcrete nozzlelemen

GROUP 2: Rodmen; Shaft work & raise (below actual or excavated ground level)

GROUP 3: Bit grinder; Blaster, driller, powdermen, heading; Cherry pickermen - where car is lifted; Concrete finisher in tunnel; Concrete screedman; Grout pumpman and potman; Gunite & shotcrete gunman & potman; Headermen; High pressure nozzleman; Miner - tunnel, including top and bottom man on shaft and raise work; Nipper; Nozzleman on slick line; Sandblaster - potman, Robotic Shotcrete Placer, Segment Erector, Tunnel Muck Hauler, Steel Form raiser and setter; Timberman, retimberman (wood or steel or substitute materials therefore); Tugger (for tunnel laborer work); Cable tender; Chuck tender; Powderman - primer house

GROUP 4: Vibrator operator, pavement breaker; Bull gang - muckers, trackmen; Concrete crew - includes rodding and spreading, Dumpmen (any method)

GROUP 5: Grout crew; Reboundman;  
Swamper/ Brakeman  
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LABO0270-005 07/01/2020  
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MONTEREY AND SAN BENITO COUNTIES

Rates  
Fringes  
LABORER  
Mason Tender-Brick.....\$  
32.84 23.71  
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LABO0270-007 06/25/2018  
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MONTEREY, SAN BENITO, AND SANTA CRUZ,  
COUNTIES

Rates  
Fringes  
LABORER (CONSTRUCTION CRAFT  
LABORERS - AREA B)  
Construction Specialist  
Group.....\$  
30.40 23.20  
GROUP 1.....\$  
29.79 23.20  
GROUP 1-a.....\$  
30.01 23.20  
GROUP 1-c.....\$  
29.84 23.20  
GROUP 1-e.....\$  
30.34 23.20  
GROUP 1-f.....\$  
30.37 23.20  
GROUP 2.....\$  
29.64 23.20  
GROUP 3.....\$  
29.54 23.20  
GROUP 4.....\$  
23.23 23.20  
See groups 1-b and 1-d under laborer  
classifications.  
LABORER (GARDENERS,  
HORTICULTURAL & LANDSCAPE  
LABORERS - AREA B)  
(1) New Construction.....\$  
29.54 23.20  
(2) Establishment Warranty  
Period.....\$  
23.23 23.20  
LABORER (GUNITITE - AREA B)  
GROUP 1.....\$  
29.75 22.31  
GROUP 2.....\$  
29.25 22.31

GROUP 3.....\$  
28.66 22.31  
GROUP 4.....\$  
28.54 22.31  
LABORER (WRECKING - AREA B)  
GROUP 1.....\$  
29.79 23.20  
GROUP 2.....\$  
29.64 23.20

FOOTNOTES:  
Laborers working off or with or from  
bos'n chairs, swinging  
scaffolds, belts shall receive \$0.25  
per hour above the  
applicable wage rate. This shall not  
apply to workers  
entitled to receive the wage rate set  
forth in Group 1-a  
below.

LABORER CLASSIFICATIONS

CONSTRUCTION SPECIALIST GROUP:  
Asphalt ironer and raker;  
Chainsaw; Laser beam in connection  
with laborers' work;  
Cast-in- place manhole form setter;  
Pressure pipelayer;  
Davis trencher - 300 or similar type  
(and all small  
trenchers); Blaster; Diamond driller;  
Multiple unit drill;  
Hydraulic drill  
  
GROUP 1: Asphalt spreader boxes (all  
types); Barko, Wacker  
and similar type tampers;  
Buggymobile; Caulker, bander,  
pipewrapper, conduit layer, plastic  
pipelayer; Certified  
hazardous waste worker including  
Leade Abatement;  
Compactors of all types; Concrete and  
magnesite mixer, 1/2  
yd. and under; Concrete pan work;  
Concrete sander; Concrete  
saw; Cribber and/or shoring; Cut  
granite curb setter;  
Dri-pak-it machine; Faller, logloader  
and buckler; Form  
raiser, slip forms; Green cutter;  
Headerboard, Hubsetter,  
aligner, by any method; High pressure  
blow pipe (1-1/2" or  
over, 100 lbs. pressure/over); Hydro  
seeder and similar  
type; Jackhammer operator; Jacking of  
pipe over 12 inches;

Jackson and similar type compactor; Kettle tender, pot and worker applying asphalt, lay-kold, creosote, lime, caustic and similar type materials (applying means applying, dipping or handling of such materials); Lagging, sheeting, whaling, bracing, trenchjacking, lagging hammer; Magnesite, epoxyresin, fiberglass, mastic worker (wet or dry); No joint pipe and stripping of same, including repair of voids; Pavement breaker and spader, including tool grinder; Perma curb; Pipelayer (including grade checking in connection with pipelaying); Precast-manhole setter; Pressure pipe tester; Post hole digger, air, gas and electric; Power broom sweeper; Power tampers of all types (except as shown in Group 2); Ram set gun and stud gun; Riprap stonepaver and rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and gabions and similar type; Rotary scarifier or multiple head concrete chipping scarifier; Roto and Ditch Witch; Rototiller; Sandblaster, pot, gun, nozzle operators; Signalling and rigging; Tank cleaner; Tree climber; Turbo blaster; Vibrascreed, bull float in connection with laborers' work; Vibrator; Hazardous waste worker (lead removal); Asbestos and mold removal worker

GROUP 1-a: Joy drill model TWM-2A; Gardner-Denver model DH143 and similar type drills; Track driller; Jack leg driller; Wagon driller; Mechanical drillers, all types regardless of type or method of power; Mechanical pipe layers, all types regardless of type or method of power; Blaster and powder; All work of loading, placing and blasting of all powder and explosives of whatever type regardless of method used for such loading and placing; High scalers (including drilling of same); Tree toppler; Bit grinder

GROUP 1-b: Sewer cleaners shall receive \$4.00 per day above Group 1 wage rates. "Sewer cleaner" means any worker who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive \$5.00 per day above Group 1 wage rates.

GROUP 1-c: Burning and welding in connection with laborers' work; Synthetic thermoplastics and similar type welding

GROUP 1-d: Maintenance and repair track and road beds. All employees performing work covered herein shall receive \$ .25 per hour above their regular rate for all work performed on underground structures not specifically covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1-e: Work on and/or in bell hole footings and shafts thereof, and work on and in deep footings. (A deep footing is a hole 15 feet or more in depth.) In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds 15 feet, the deep footing wage rate would apply to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

GROUP 1-f: Wire winding machine in connection with guniting or shot crete

GROUP 2: Asphalt shoveler; Cement dumper and handling dry cement or gypsum; Choke-setter and rigger (clearing work); Concrete bucket dumper and chute; Concrete chipping and grinding; Concrete laborer (wet or dry); Driller tender,

chuck tender, nipper; Guinea chaser (stake), grout crew; High pressure nozzle, adductor; Hydraulic monitor (over 100 lbs. pressure); Loading and unloading, carrying and hauling of all rods and materials for use in reinforcing concrete construction; Pittsburgh chipper and similar type brush shredders; Sloper; Single foot, hand-held, pneumatic tamper; All pneumatic, air, gas and electric tools not listed in Groups 1 through 1-f; Jacking of pipe - under 12 inches

GROUP 3: Construction laborers, including bridge and general laborer; Dump, load spotter; Flag person; Fire watcher; Fence erector; Guardrail erector; Gardener, horticultural and landscape laborer; Jetting; Limber, brush loader and piler; Pavement marker (button setter); Maintenance, repair track and road beds; Streetcar and railroad construction track laborer; Temporary air and water lines, Victaulic or similar; Tool room attendant (jobsite only)

GROUP 4: Final clean-up work of debris, grounds and building including but not limited to: street cleaner; cleaning and washing windows; brick cleaner (jobsite only); material cleaner (jobsite only). The classification "material cleaner" is to be utilized under the following conditions:  
 A: at demolition site for the salvage of the material.  
 B: at the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.  
 C: for the cleaning of salvage material at the jobsite or temporary jobsite yard.

The material cleaner classification should not be used in the performance of "form stripping, cleaning and oiling and moving to the next point of erection".

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 GUNITE LABORER CLASSIFICATIONS

- GROUP 1: Structural Nozzleman
- GROUP 2: Nozzleman, Gunman, Potman, Groundman
- GROUP 3: Reboundman
- GROUP 4: Gunite laborer

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 WRECKING WORK LABORER CLASSIFICATIONS

- GROUP 1: Skilled wrecker (removing and salvaging of sash, windows and materials)
- GROUP 2: Semi-skilled wrecker (salvaging of other building materials)

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 LABO0270-010 06/25/2018

SANTA CLARA COUNTY

	Rates
Fringes	
LABORER (CONSTRUCTION CRAFT LABORERS - AREA A:)	
Construction Specialist Group.....	\$
31.49	23.20
GROUP 1.....	\$
30.79	23.20
GROUP 1-a.....	\$
31.01	23.20
GROUP 1-c.....	\$
30.84	23.20
GROUP 1-e.....	\$
31.34	23.20
GROUP 1-f.....	\$
30.37	23.20
GROUP 2.....	\$
30.64	23.20
GROUP 3.....	\$
30.54	23.20
GROUP 4.....	\$
24.23	23.20
See groups 1-b and 1-d under laborer classifications.	
LABORER (GARDENERS, HORTICULTURAL & LANDSCAPE LABORERS - AREA A:)	

(1) New Construction.....\$	
30.54	23.20
(2) Establishment Warranty	
Period.....\$	
24.23	23.20
LABORER (GUNITE - AREA A:)	
GROUP 1.....\$	
30.75	22.31
GROUP 2.....\$	
30.25	22.31
GROUP 3.....\$	
29.66	22.31
GROUP 4.....\$	
29.54	22.31
LABORER (WRECKING - AREA A:)	
GROUP 1.....\$	
30.79	23.20
GROUP 2.....\$	
30.64	23.20

FOOTNOTES:

Laborers working off or with or from bos'n chairs, swinging scaffolds, belts shall receive \$0.25 per hour above the applicable wage rate. This shall not apply to workers entitled to receive the wage rate set forth in Group 1-a below.

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LABORER CLASSIFICATIONS

CONSTRUCTION SPECIALIST GROUP:  
Asphalt ironer and raker;  
Chainsaw; Laser beam in connection with laborers' work;  
Cast-in- place manhole form setter;  
Pressure pipelayer;  
Davis trencher - 300 or similar type (and all small trenchers); Blaster; Diamond driller; Multiple unit drill;  
Hydraulic drill

GROUP 1: Asphalt spreader boxes (all types); Barko, Wacker and similar type tampers;  
Buggymobile; Caulker, bander, pipewrapper, conduit layer, plastic pipelayer; Certified hazardous waste worker including Leade Abatement;  
Compactors of all types; Concrete and magnesite mixer, 1/2 yd. and under; Concrete pan work; Concrete sander; Concrete saw; Cribber and/or shoring; Cut granite curb setter;

Dri-pak-it machine; Faller, logloader and buckler; Form raiser, slip forms; Green cutter; Headerboard, Hubsetter, aligner, by any method; High pressure blow pipe (1-1/2" or over, 100 lbs. pressure/over); Hydro seeder and similar type; Jackhammer operator; Jacking of pipe over 12 inches; Jackson and similar type compactor; Kettle tender, pot and worker applying asphalt, lay-kold, creosote, lime, caustic and similar type materials (applying means applying, dipping or handling of such materials); Lagging, sheeting, whaling, bracing, trenchjacking, lagging hammer; Magnesite, epoxyresin, fiberglass, mastic worker (wet or dry); No joint pipe and stripping of same, including repair of voids; Pavement breaker and spader, including tool grinder; Perma curb; Pipelayer (including grade checking in connection with pipelaying); Precast-manhole setter; Pressure pipe tester; Post hole digger, air, gas and electric; Power broom sweeper; Power tampers of all types (except as shown in Group 2); Ram set gun and stud gun; Riprap stonepaver and rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and gabions and similar type; Rotary scarifier or multiple head concrete chipping scarifier; Roto and Ditch Witch; Rototiller; Sandblaster, pot, gun, nozzle operators; Signalling and rigging; Tank cleaner; Tree climber; Turbo blaster; Vibrascreed, bull float in connection with laborers' work; Vibrator; Hazardous waste worker (lead removal); Asbestos and mold removal worker

GROUP 1-a: Joy drill model TWM-2A; Gardner-Denver model DH143 and similar type drills; Track driller; Jack leg driller; Wagon driller; Mechanical drillers, all types regardless of type or method of power; Mechanical pipe layers, all types

regardless of type or method of power; Blaster and powder; All work of loading, placing and blasting of all powder and explosives of whatever type regardless of method used for such loading and placing; High scalers (including drilling of same); Tree topper; Bit grinder

GROUP 1-b: Sewer cleaners shall receive \$4.00 per day above Group 1 wage rates. "Sewer cleaner" means any worker who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive \$5.00 per day above Group 1 wage rates.

GROUP 1-c: Burning and welding in connection with laborers' work; Synthetic thermoplastics and similar type welding

GROUP 1-d: Maintenance and repair track and road beds. All employees performing work covered herein shall receive \$ .25 per hour above their regular rate for all work performed on underground structures not specifically covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1-e: Work on and/or in bell hole footings and shafts thereof, and work on and in deep footings. (A deep footing is a hole 15 feet or more in depth.) In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds 15 feet, the deep footing wage rate would apply to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

GROUP 1-f: Wire winding machine in connection with guniting

or shot crete

GROUP 2: Asphalt shoveler; Cement dumper and handling dry cement or gypsum; Choke-setter and rigger (clearing work); Concrete bucket dumper and chute; Concrete chipping and grinding; Concrete laborer (wet or dry); Driller tender, chuck tender, nipper; Guinea chaser (stake), grout crew; High pressure nozzle, adductor; Hydraulic monitor (over 100 lbs. pressure); Loading and unloading, carrying and hauling of all rods and materials for use in reinforcing concrete construction; Pittsburgh chipper and similar type brush shredders; Sloper; Single foot, hand-held, pneumatic tamper; All pneumatic, air, gas and electric tools not listed in Groups 1 through 1-f; Jacking of pipe - under 12 inches

GROUP 3: Construction laborers, including bridge and general laborer; Dump, load spotter; Flag person; Fire watcher; Fence erector; Guardrail erector; Gardener, horticultural and landscape laborer; Jetting; Limber, brush loader and piler; Pavement marker (button setter); Maintenance, repair track and road beds; Streetcar and railroad construction track laborer; Temporary air and water lines, Victaulic or similar; Tool room attendant (jobsite only)

GROUP 4: Final clean-up work of debris, grounds and building including but not limited to: street cleaner; cleaning and washing windows; brick cleaner (jobsite only); material cleaner (jobsite only). The classification "material cleaner" is to be utilized under the following conditions:  
A: at demolition site for the salvage of the material.  
B: at the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.  
C: for the cleaning of salvage material at the jobsite or

temporary jobsite yard.

The material cleaner classification should not be used in the performance of "form stripping, cleaning and oiling and moving to the next point of erection".

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 GUNITE LABORER CLASSIFICATIONS

GROUP 1: Structural Nozzleman

GROUP 2: Nozzleman, Gunman, Potman, Groundman

GROUP 3: Reboundman

GROUP 4: Gunite laborer

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 WRECKING WORK LABORER CLASSIFICATIONS

GROUP 1: Skilled wrecker (removing and salvaging of sash, windows and materials)

GROUP 2: Semi-skilled wrecker (salvaging of other building materials)

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 LABO0270-011 07/01/2017

MONTEREY, SAN BENITO, SANTA CRUZ, SANTA CLARA COUNTIES

Fringes Rates

LABORER (Plaster Tender).....\$  
 34.70 21.22

Work on a swing stage scaffold: \$1.00 per hour additional.

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 LABO0294-001 07/01/2020

FRESNO, KINGS AND MADERA COUNTIES

Fringes Rates

LABORER (Brick)  
 Mason Tender-Brick.....\$  
 32.84 23.71

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 LABO0294-002 06/25/2018

FRESNO, KINGS, AND MADERA COUNTIES

Fringes Rates

LABORER (TRAFFIC CONTROL/LANE CLOSURE)

Escort Driver, Flag Person..\$	
29.54	23.65
Traffic Control Person I....\$	
29.84	23.65
Traffic Control Person II...\$	
27.34	23.65

TRAFFIC CONTROL PERSON I: Layout of traffic control, crash cushions, construction area and roadside signage.

TRAFFIC CONTROL PERSON II: Installation and removal of temporary/permanent signs, markers, delineators and crash cushions.

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 LABO0294-005 06/25/2018

FRESNO, KINGS, AND MADERA COUNTIES

Fringes Rates

Tunnel and Shaft Laborers:

GROUP 1.....\$	
37.82	24.11
GROUP 2.....\$	
37.59	24.11
GROUP 3.....\$	
37.34	24.11
GROUP 4.....\$	
36.89	24.11
GROUP 5.....\$	
36.35	24.11
Shotcrete Specialist.....\$	
38.34	24.11

TUNNEL AND SHAFT CLASSIFICATIONS

GROUP 1: Diamond driller; Groundmen; Gunite and shotcrete nozzlemen

GROUP 2: Rodmen; Shaft work & raise (below actual or excavated ground level)

GROUP 3: Bit grinder; Blaster, driller, powdermen, heading; Cherry pickermen - where car is lifted; Concrete finisher in tunnel; Concrete screedman; Grout pumpman and potman; Gunitite & shotcrete gunman & potman; Headermen; High pressure nozzleleman; Miner - tunnel, including top and bottom man on shaft and raise work; Nipper; Nozzleman on slick line; Sandblaster - potman, Robotic Shotcrete Placer, Segment Erector, Tunnel Muck Hauler, Steel Form raiser and setter; Timberman, retimberman (wood or steel or substitute materials therefore); Tugger (for tunnel laborer work); Cable tender; Chuck tender; Powderman - primer house

GROUP 4: Vibrator operator, pavement breaker; Bull gang - muckers, trackmen; Concrete crew - includes rodding and spreading, Dumpmen (any method)

GROUP 5: Grout crew; Reboundman; Swamper/ Brakeman

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 LABO0294-008 06/25/2018

FRESNO, KINGS, AND MADERA COUNTIES

Rates

Fringes

LABORER (CONSTRUCTION CRAFT	
LABORERS - AREA B:)	
Construction Specialist	
Group.....\$	
30.49	23.20
GROUP 1.....\$	
29.79	23.20
GROUP 1-a.....\$	
30.01	23.20
GROUP 1-c.....\$	
29.84	23.20
GROUP 1-e.....\$	
30.34	23.20
GROUP 1-f.....\$	
30.37	23.20
GROUP 2.....\$	
29.64	23.20
GROUP 3.....\$	
29.54	23.20
GROUP 4.....\$	
23.23	23.20

See groups 1-b and 1-d under laborer classifications.

LABORER (GARDENERS, HORTICULTURAL & LANDSCAPE LABORERS - AREA B:)	
(1) New Construction.....\$	
29.54	23.20
(2) Establishment Warranty	
Period.....\$	
23.23	23.20
LABORER (GUNITITE - AREA B:)	
GROUP 1.....\$	
29.75	22.31
GROUP 2.....\$	
29.25	22.31
GROUP 3.....\$	
28.66	22.31
GROUP 4.....\$	
28.54	22.31
LABORER (WRECKING - AREA B:)	
GROUP 1.....\$	
29.79	23.20
GROUP 2.....\$	
29.64	23.20

FOOTNOTES:

Laborers working off or with or from bos'n chairs, swinging scaffolds, belts shall receive \$0.25 per hour above the applicable wage rate. This shall not apply to workers entitled to receive the wage rate set forth in Group 1-a below.

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LABORER CLASSIFICATIONS

CONSTRUCTION SPECIALIST GROUP:  
 Asphalt ironer and raker;  
 Chainsaw; Laser beam in connection with laborers' work;  
 Cast-in- place manhole form setter;  
 Pressure pipelayer;  
 Davis trencher - 300 or similar type (and all small trenchers); Blaster; Diamond driller; Multiple unit drill;  
 Hydraulic drill

GROUP 1: Asphalt spreader boxes (all types); Barko, Wacker and similar type tampers; Buggymobile; Caulker, bander, pipewrapper, conduit layer, plastic pipelayer; Certified hazardous waste worker including Leade Abatement;

Compactors of all types; Concrete and magnesite mixer, 1/2 yd. and under; Concrete pan work; Concrete sander; Concrete saw; Cribber and/or shoring; Cut granite curb setter; Dri-pak-it machine; Faller, logloader and buckler; Form raiser, slip forms; Green cutter; Headerboard, Hubsetter, aligner, by any method; High pressure blow pipe (1-1/2" or over, 100 lbs. pressure/over); Hydro seeder and similar type; Jackhammer operator; Jacking of pipe over 12 inches; Jackson and similar type compactor; Kettle tender, pot and worker applying asphalt, lay-kold, creosote, lime, caustic and similar type materials (applying means applying, dipping or handling of such materials); Lagging, sheeting, whaling, bracing, trenchjacking, lagging hammer; Magnesite, epoxyresin, fiberglass, mastic worker (wet or dry); No joint pipe and stripping of same, including repair of voids; Pavement breaker and spader, including tool grinder; Perma curb; Pipelayer (including grade checking in connection with pipelaying); Precast-manhole setter; Pressure pipe tester; Post hole digger, air, gas and electric; Power broom sweeper; Power tampers of all types (except as shown in Group 2); Ram set gun and stud gun; Riprap stonepaver and rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and gabions and similar type; Rotary scarifier or multiple head concrete chipping scarifier; Roto and Ditch Witch; Rototiller; Sandblaster, pot, gun, nozzle operators; Signalling and rigging; Tank cleaner; Tree climber; Turbo blaster; Vibrascreed, bull float in connection with laborers' work; Vibrator; Hazardous waste worker (lead removal); Asbestos and mold removal worker

GROUP 1-a: Joy drill model TWM-2A; Gardner-Denver model DH143

and similar type drills; Track driller; Jack leg driller; Wagon driller; Mechanical drillers, all types regardless of type or method of power; Mechanical pipe layers, all types regardless of type or method of power; Blaster and powder; All work of loading, placing and blasting of all powder and explosives of whatever type regardless of method used for such loading and placing; High scalers (including drilling of same); Tree topper; Bit grinder

GROUP 1-b: Sewer cleaners shall receive \$4.00 per day above Group 1 wage rates. "Sewer cleaner" means any worker who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive \$5.00 per day above Group 1 wage rates.

GROUP 1-c: Burning and welding in connection with laborers' work; Synthetic thermoplastics and similar type welding

GROUP 1-d: Maintenance and repair track and road beds. All employees performing work covered herein shall receive \$ .25 per hour above their regular rate for all work performed on underground structures not specifically covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1-e: Work on and/or in bell hole footings and shafts thereof, and work on and in deep footings. (A deep footing is a hole 15 feet or more in depth.) In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds 15 feet, the deep footing wage rate would apply to all employees for each and

every day worked on or in the excavation of the footing from the date of inception.

GROUP 1-f: Wire winding machine in connection with guniting or shot crete

GROUP 2: Asphalt shoveler; Cement dumper and handling dry cement or gypsum; Choke-setter and rigger (clearing work); Concrete bucket dumper and chute; Concrete chipping and grinding; Concrete laborer (wet or dry); Driller tender, chuck tender, nipper; Guinea chaser (stake), grout crew; High pressure nozzle, adductor; Hydraulic monitor (over 100 lbs. pressure); Loading and unloading, carrying and hauling of all rods and materials for use in reinforcing concrete construction; Pittsburgh chipper and similar type brush shredders; Sloper; Single foot, hand-held, pneumatic tamper; All pneumatic, air, gas and electric tools not listed in Groups 1 through 1-f; Jacking of pipe - under 12 inches

GROUP 3: Construction laborers, including bridge and general laborer; Dump, load spotter; Flag person; Fire watcher; Fence erector; Guardrail erector; Gardener, horticultural and landscape laborer; Jetting; Limber, brush loader and piler; Pavement marker (button setter); Maintenance, repair track and road beds; Streetcar and railroad construction track laborer; Temporary air and water lines, Victaulic or similar; Tool room attendant (jobsite only)

GROUP 4: Final clean-up work of debris, grounds and building including but not limited to: street cleaner; cleaning and washing windows; brick cleaner (jobsite only); material cleaner (jobsite only). The classification "material cleaner" is to be utilized under the following conditions:

A: at demolition site for the salvage of the material.

B: at the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.

C: for the cleaning of salvage material at the jobsite or temporary jobsite yard.

The material cleaner classification should not be used in the performance of "form stripping, cleaning and oiling and moving to the next point of erection".

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GUNITE LABORER CLASSIFICATIONS

GROUP 1: Structural Nozzleman

GROUP 2: Nozzleman, Gunman, Potman, Groundman

GROUP 3: Reboundman

GROUP 4: Gunite laborer

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WRECKING WORK LABORER CLASSIFICATIONS

GROUP 1: Skilled wrecker (removing and salvaging of sash, windows and materials)

GROUP 2: Semi-skilled wrecker (salvaging of other building materials)

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LABO0294-010 07/01/2018

CALAVERAS, FRESNO, KINGS, MADERA, MARIPOSA, MERCED, SAN JOAQUIN, STANISLAUS & TUOLUMNE

Rates

Fringes

Plasterer tender.....\$  
32.02                    23.00

Work on a swing stage scaffold: \$1.00 per hour additional.

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LABO0294-011 07/01/2017

FRESNO, KINGS, AND MADERA COUNTIES

Fringes Rates

LABORER (Plaster Tender).....\$ 31.02 22.52

Work on a swing stage scaffold: \$1.00 per hour additional.

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LABO0304-002 06/25/2018

ALAMEDA COUNTY

Fringes Rates

LABORER (TRAFFIC CONTROL/LANE CLOSURE)

Escort Driver, Flag Person..\$ 30.54 23.65

Traffic Control Person I...\$ 30.84 23.65

Traffic Control Person II...\$ 28.34 23.65

TRAFFIC CONTROL PERSON I: Layout of traffic control, crash cushions, construction area and roadside signage.

TRAFFIC CONTROL PERSON II: Installation and removal of temporary/permanent signs, markers, delineators and crash cushions.

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LABO0304-003 06/26/2017

ALAMEDA COUNTY

Fringes Rates

Tunnel and Shaft Laborers:

GROUP 1.....\$ 36.60 24.83

GROUP 2.....\$ 36.37 24.83

GROUP 3.....\$ 36.12 24.83

GROUP 4.....\$ 35.67 24.83

GROUP 5.....\$ 35.13 24.83

Shotcrete Specialist.....\$ 37.12 24.83

TUNNEL AND SHAFT CLASSIFICATIONS

GROUP 1: Diamond driller; Groundmen; Gunite and shotcrete nozzlelemen

GROUP 2: Rodmen; Shaft work & raise (below actual or excavated ground level)

GROUP 3: Bit grinder; Blaster, driller, powdermen, heading;

Cherry pickermen - where car is lifted; Concrete finisher

in tunnel; Concrete screedman; Grout pumpman and potman;

Gunite & shotcrete gunman & potman; Headermen; High

pressure nozzleman; Miner - tunnel, including top and

bottom man on shaft and raise work; Nipper; Nozzleman on

slick line; Sandblaster - potman, Robotic Shotcrete Placer,

Segment Erector, Tunnel Muck Hauler, Steel Formraiser and

setter; Timberman, retimberman (wood or steel or substitute

materials therefore); Tugger (for tunnel laborer work);

Cable tender; Chuck tender; Powderman - primer house

GROUP 4: Vibrator operator, pavement breaker; Bull gang -

muckers, trackmen; Concrete crew - includes rodding and

spreading, Dumpmen (any method)

GROUP 5: Grout crew; Reboundman; Swamper/ Brakeman

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LABO0304-004 06/25/2018

ALAMEDA COUNTY

Fringes Rates

LABORER (CONSTRUCTION CRAFT LABORERS - AREA A:)

Construction Specialist Group.....\$ 31.49 23.20

GROUP 1.....\$ 30.79 23.20

GROUP 1-a.....\$ 31.01 23.20

GROUP 1-c.....\$ 30.84 23.20

GROUP 1-e.....\$ 31.34 23.20

GROUP 1-f.....\$	
30.37	23.20
GROUP 2.....\$	
30.64	23.20
GROUP 3.....\$	
30.54	23.20
GROUP 4.....\$	
24.23	23.20
See groups 1-b and 1-d under laborer classifications.	
LABORER (GARDENERS, HORTICULTURAL & LANDSCAPE LABORERS - AREA A:)	
(1) New Construction.....\$	
30.54	23.20
(2) Establishment Warranty Period.....\$	
24.23	23.20
LABORER (GUNITE - AREA A:)	
GROUP 1.....\$	
30.75	22.31
GROUP 2.....\$	
30.25	22.31
GROUP 3.....\$	
29.66	22.31
GROUP 4.....\$	
29.54	22.31
LABORER (WRECKING - AREA A:)	
GROUP 1.....\$	
30.79	23.20
GROUP 2.....\$	
30.64	23.20

FOOTNOTES:

Laborers working off or with or from bos'n chairs, swinging scaffolds, belts shall receive \$0.25 per hour above the applicable wage rate. This shall not apply to workers entitled to receive the wage rate set forth in Group 1-a below.

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LABORER CLASSIFICATIONS

CONSTRUCTION SPECIALIST GROUP:  
Asphalt ironer and raker;  
Chainsaw; Laser beam in connection with laborers' work;  
Cast-in- place manhole form setter;  
Pressure pipelayer;  
Davis trencher - 300 or similar type (and all small trenchers); Blaster; Diamond driller; Multiple unit drill;  
Hydraulic drill

GROUP 1: Asphalt spreader boxes (all types); Barko, Wacker and similar type tampers; Buggymobile; Caulker, bander, pipewrapper, conduit layer, plastic pipelayer; Certified hazardous waste worker including Leade Abatement;  
Compactors of all types; Concrete and magnesite mixer, 1/2 yd. and under; Concrete pan work; Concrete sander; Concrete saw; Cribber and/or shoring; Cut granite curb setter;  
Dri-pak-it machine; Faller, logloader and buckler; Form raiser, slip forms; Green cutter; Headerboard, Hubsetter, aligner, by any method; High pressure blow pipe (1-1/2" or over, 100 lbs. pressure/over); Hydro seeder and similar type; Jackhammer operator; Jacking of pipe over 12 inches;  
Jackson and similar type compactor; Kettle tender, pot and worker applying asphalt, lay-kold, creosote, lime, caustic and similar type materials (applying means applying, dipping or handling of such materials); Lagging, sheeting, whaling, bracing, trenchjacking, lagging hammer; Magnesite, epoxyresin, fiberglass, mastic worker (wet or dry); No joint pipe and stripping of same, including repair of voids; Pavement breaker and spader, including tool grinder;  
Perma curb; Pipelayer (including grade checking in connection with pipelaying); Precast-manhole setter;  
Pressure pipe tester; Post hole digger, air, gas and electric; Power broom sweeper; Power tampers of all types (except as shown in Group 2); Ram set gun and stud gun;  
Riprap stonepaver and rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and gabions and similar type; Rotary scarifier or multiple head concrete chipping scarifier; Roto and Ditch Witch; Rototiller;  
Sandblaster, pot, gun, nozzle operators; Signalling and rigging; Tank cleaner; Tree climber; Turbo blaster;

Vibrascreed, bull float in connection with laborers' work;  
Vibrator; Hazardous waste worker (lead removal); Asbestos and mold removal worker

GROUP 1-a: Joy drill model TWM-2A; Gardner-Denver model DH143 and similar type drills; Track driller; Jack leg driller; Wagon driller; Mechanical drillers, all types regardless of type or method of power; Mechanical pipe layers, all types regardless of type or method of power; Blaster and powder; All work of loading, placing and blasting of all powder and explosives of whatever type regardless of method used for such loading and placing; High scalars (including drilling of same); Tree topper; Bit grinder

GROUP 1-b: Sewer cleaners shall receive \$4.00 per day above Group 1 wage rates. "Sewer cleaner" means any worker who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive \$5.00 per day above Group 1 wage rates.

GROUP 1-c: Burning and welding in connection with laborers' work; Synthetic thermoplastics and similar type welding

GROUP 1-d: Maintenance and repair track and road beds. All employees performing work covered herein shall receive \$ .25 per hour above their regular rate for all work performed on underground structures not specifically covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1-e: Work on and/or in bell hole footings and shafts thereof, and work on and in deep footings. (A deep footing

is a hole 15 feet or more in depth.) In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds 15 feet, the deep footing wage rate would apply to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

GROUP 1-f: Wire winding machine in connection with guniting or shot crete

GROUP 2: Asphalt shoveler; Cement dumper and handling dry cement or gypsum; Choke-setter and rigger (clearing work); Concrete bucket dumper and chute; Concrete chipping and grinding; Concrete laborer (wet or dry); Driller tender, chuck tender, nipper; Guinea chaser (stake), grout crew; High pressure nozzle, adductor; Hydraulic monitor (over 100 lbs. pressure); Loading and unloading, carrying and hauling of all rods and materials for use in reinforcing concrete construction; Pittsburgh chipper and similar type brush shredders; Sloper; Single foot, hand-held, pneumatic tamper; All pneumatic, air, gas and electric tools not listed in Groups 1 through 1-f; Jacking of pipe - under 12 inches

GROUP 3: Construction laborers, including bridge and general laborer; Dump, load spotter; Flag person; Fire watcher; Fence erector; Guardrail erector; Gardener, horticultural and landscape laborer; Jetting; Limber, brush loader and piler; Pavement marker (button setter); Maintenance, repair track and road beds; Streetcar and railroad construction track laborer; Temporary air and water lines, Victaulic or similar; Tool room attendant (jobsite only)

GROUP 4: Final clean-up work of debris, grounds and building including but not limited to: street cleaner; cleaning and

washing windows; brick cleaner (jobsite only); material cleaner (jobsite only). The classification "material cleaner" is to be utilized under the following conditions:

A: at demolition site for the salvage of the material.

B: at the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.

C: for the cleaning of salvage material at the jobsite or temporary jobsite yard.

The material cleaner classification should not be used in the performance of "form stripping, cleaning and oiling and moving to the next point of erection".

GUNITE LABORER CLASSIFICATIONS

- GROUP 1: Structural Nozzleman
- GROUP 2: Nozzleman, Gunman, Potman, Groundman
- GROUP 3: Reboundman
- GROUP 4: Gunitite laborer

WRECKING WORK LABORER CLASSIFICATIONS

- GROUP 1: Skilled wrecker (removing and salvaging of sash, windows and materials)
- GROUP 2: Semi-skilled wrecker (salvaging of other building materials)

LABO0304-005 05/01/2018

ALAMEDA COUNTY

	Rates
Fringes	
Brick Tender.....\$	
35.37	20.70

FOOTNOTES: Work on jobs where heat-protective clothing is required: \$2.00 per hour additional. Work at grinders: \$.25 per hour additional. Manhole work: \$2.00 per day additional.

LABO0304-008 07/01/2017

ALAMEDA AND CONTRA COSTA COUNTIES:

	Rates
Fringes	
Plasterer tender.....\$	
34.70	23.11

Work on a swing stage scaffold: \$1.00 per hour additional.

LABO0324-002 06/25/2018

CONTRA COSTA COUNTY

	Rates
Fringes	
LABORER (TRAFFIC CONTROL/LANE CLOSURE)	
Escort Driver, Flag Person..\$	
30.54	23.65
Traffic Control Person I....\$	
30.84	23.65
Traffic Control Person II...\$	
28.34	23.65

TRAFFIC CONTROL PERSON I: Layout of traffic control, crash cushions, construction area and roadside signage.

TRAFFIC CONTROL PERSON II: Installation and removal of temporary/permanent signs, markers, delineators and crash cushions.

LABO0324-006 06/25/2018

CONTRA COSTA COUNTY

	Rates
Fringes	
Tunnel and Shaft Laborers:	
GROUP 1.....\$	
37.82	24.11

GROUP 2.....\$  
 37.59 24.11  
 GROUP 3.....\$  
 37.34 24.11  
 GROUP 4.....\$  
 36.89 24.11  
 GROUP 5.....\$  
 36.35 24.11  
 Shotcrete Specialist.....\$  
 38.34 24.11

TUNNEL AND SHAFT CLASSIFICATIONS

GROUP 1: Diamond driller; Groundmen;  
 Gunite and shotcrete  
 nozzlelemen

GROUP 2: Rodmen; Shaft work & raise  
 (below actual or  
 excavated ground level)

GROUP 3: Bit grinder; Blaster,  
 driller, powdermen, heading;  
 Cherry pickermen - where car is  
 lifted; Concrete finisher  
 in tunnel; Concrete screedman; Grout  
 pumpman and potman;

Gunite & shotcrete gunman & potman;  
 Headermen; High  
 pressure nozzleman; Miner - tunnel,  
 including top and  
 bottom man on shaft and raise work;  
 Nipper; Nozzleman on  
 slick line; Sandblaster - potman,  
 Robotic Shotcrete Placer,  
 Segment Erector, Tunnel Muck Hauler,  
 Steel Form raiser and  
 setter; Timberman, retimberman (wood  
 or steel or substitute  
 materials therefore); Tugger (for  
 tunnel laborer work);  
 Cable tender; Chuck tender; Powderman  
 - primer house

GROUP 4: Vibrator operator, pavement  
 breaker; Bull gang -  
 muckers, trackmen; Concrete crew -  
 includes rodding and  
 spreading, Dumpmen (any method)

GROUP 5: Grout crew; Reboundman;  
 Swamper/ Brakeman

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 LABO0324-012 06/25/2018

CONTRA COSTA COUNTY

Fringes

LABORER (CONSTRUCTION CRAFT

LABORERS - AREA A:)  
 Construction Specialist  
 Group.....\$  
 31.49 23.20  
 GROUP 1.....\$  
 30.79 23.20  
 GROUP 1-a.....\$  
 31.01 23.20  
 GROUP 1-c.....\$  
 30.84 23.20  
 GROUP 1-e.....\$  
 31.34 23.20  
 GROUP 1-f.....\$  
 30.37 23.20  
 GROUP 1-g.....\$  
 30.99 23.20  
 GROUP 2.....\$  
 30.64 23.20  
 GROUP 3.....\$  
 30.54 23.20  
 GROUP 4.....\$  
 24.23 23.20  
 See groups 1-b and 1-d under laborer  
 classifications.  
 LABORER (GARDENERS,  
 HORTICULURAL & LANDSCAPE  
 LABORERS - AREA A:)  
 (1) New Construction.....\$  
 30.54 23.20  
 (2) Establishment Warranty  
 Period.....\$  
 24.23 23.20  
 LABORER (GUNITE - AREA A:)  
 GROUP 1.....\$  
 30.75 22.31  
 GROUP 2.....\$  
 30.25 22.31  
 GROUP 3.....\$  
 29.66 22.31  
 GROUP 4.....\$  
 29.54 22.31  
 LABORER (WRECKING - AREA A:)  
 GROUP 1.....\$  
 30.79 23.20  
 GROUP 2.....\$  
 30.64 23.20

FOOTNOTES:  
 Laborers working off or with or from  
 bos'n chairs, swinging  
 scaffolds, belts shall receive \$0.25  
 per hour above the  
 applicable wage rate. This shall not  
 apply to workers  
 entitled to receive the wage rate set  
 forth in Group 1-a  
 below.

Rates

LABORER CLASSIFICATIONS

CONSTRUCTION SPECIALIST GROUP:  
 Asphalt ironer and raker;  
 Chainsaw; Laser beam in connection  
 with laborers' work;  
 Cast-in- place manhole form setter;  
 Pressure pipelayer;  
 Davis trencher - 300 or similar type  
 (and all small  
 trenchers); Blaster; Diamond driller;  
 Multiple unit drill;  
 Hydraulic drill

GROUP 1: Asphalt spreader boxes (all  
 types); Barko, Wacker  
 and similar type tampers;  
 Buggymobile; Caulker, bander,  
 pipewrapper, conduit layer, plastic  
 pipelayer; Certified  
 hazardous waste worker including  
 Leade Abatement;  
 Compactors of all types; Concrete and  
 magnesite mixer, 1/2  
 yd. and under; Concrete pan work;  
 Concrete sander; Concrete  
 saw; Cribber and/or shoring; Cut  
 granite curb setter;  
 Dri-pak-it machine; Faller, logloader  
 and buckler; Form  
 raiser, slip forms; Green cutter;  
 Headerboard, Hubsetter,  
 aligner, by any method; High pressure  
 blow pipe (1-1/2" or  
 over, 100 lbs. pressure/over); Hydro  
 seeder and similar  
 type; Jackhammer operator; Jacking of  
 pipe over 12 inches;  
 Jackson and similar type compactor;  
 Kettle tender, pot and  
 worker applying asphalt, lay-kold,  
 creosote, lime, caustic  
 and similar type materials (applying  
 means applying,  
 dipping or handling of such  
 materials); Lagging, sheeting,  
 whaling, bracing, trenchjacking,  
 lagging hammer; Magnesite,  
 epoxyresin, fiberglass, mastic worker  
 (wet or dry); No  
 joint pipe and stripping of same,  
 including repair of  
 voids; Pavement breaker and spader,  
 including tool grinder;  
 Perma curb; Pipelayer (including  
 grade checking in  
 connection with pipelaying); Precast-  
 manhole setter;  
 Pressure pipe tester; Post hole  
 digger, air, gas and  
 electric; Power broom sweeper; Power  
 tampers of all types  
 (except as shown in Group 2); Ram set  
 gun and stud gun;

Riprap stonepaver and rock-slinger,  
 including placing of  
 sacked concrete and/or sand (wet or  
 dry) and gabions and  
 similar type; Rotary scarifier or  
 multiple head concrete  
 chipping scarifier; Roto and Ditch  
 Witch; Rototiller;  
 Sandblaster, pot, gun, nozzle  
 operators; Signalling and  
 rigging; Tank cleaner; Tree climber;  
 Turbo blaster;  
 Vibrascreed, bull float in connection  
 with laborers' work;  
 Vibrator; Hazardous waste worker  
 (lead removal); Asbestos  
 and mold removal worker

GROUP 1-a: Joy drill model TWM-2A;  
 Gardner-Denver model DH143  
 and similar type drills; Track  
 driller; Jack leg driller;  
 Wagon driller; Mechanical drillers,  
 all types regardless of  
 type or method of power; Mechanical  
 pipe layers, all types  
 regardless of type or method of  
 power; Blaster and powder;  
 All work of loading, placing and  
 blasting of all powder and  
 explosives of whatever type  
 regardless of method used for  
 such loading and placing; High  
 scalers (including drilling  
 of same); Tree topper; Bit grinder

GROUP 1-b: Sewer cleaners shall  
 receive \$4.00 per day above  
 Group 1 wage rates. "Sewer  
 cleaner" means any worker who  
 handles or comes in contact with raw  
 sewage in small  
 diameter sewers. Those who work  
 inside recently active,  
 large diameter sewers, and all  
 recently active sewer  
 manholes shall receive \$5.00 per day  
 above Group 1 wage  
 rates.

GROUP 1-c: Burning and welding in  
 connection with laborers'  
 work; Synthetic thermoplastics and  
 similar type welding

GROUP 1-d: Maintenance and repair  
 track and road beds. All  
 employees performing work covered  
 herein shall receive \$  
 .25 per hour above their regular rate  
 for all work  
 performed on underground structures  
 not specifically

covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1-e: Work on and/or in bell hole footings and shafts thereof, and work on and in deep footings. (A deep footing is a hole 15 feet or more in depth.) In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds 15 feet, the deep footing wage rate would apply to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

GROUP 1-f: Wire winding machine in connection with guniting or shot crete

GROUP 1-g, CONTRA COSTA COUNTY: Pipelayer (including grade checking in connection with pipelaying); Caulker; Bander; Pipewrapper; Conduit layer; Plastic pipe layer; Pressure pipe tester; No joint pipe and stripping of same, including repair of voids; Precast manhole setters, cast in place manhole form setters

GROUP 2: Asphalt shoveler; Cement dumper and handling dry cement or gypsum; Choke-setter and rigger (clearing work); Concrete bucket dumper and chute; Concrete chipping and grinding; Concrete laborer (wet or dry); Driller tender, chuck tender, nipper; Guinea chaser (stake), grout crew; High pressure nozzle, adductor; Hydraulic monitor (over 100 lbs. pressure); Loading and unloading, carrying and hauling of all rods and materials for use in reinforcing concrete construction; Pittsburgh chipper and similar type brush shredders; Sloper; Single foot, hand-held, pneumatic tamper; All pneumatic, air, gas and electric tools not

listed in Groups 1 through 1-f; Jacking of pipe - under 12 inches

GROUP 3: Construction laborers, including bridge and general laborer; Dump, load spotter; Flag person; Fire watcher; Fence erector; Guardrail erector; Gardener, horticultural and landscape laborer; Jetting; Limber, brush loader and piler; Pavement marker (button setter); Maintenance, repair track and road beds; Streetcar and railroad construction track laborer; Temporary air and water lines, Victaulic or similar; Tool room attendant (jobsite only)

GROUP 4: Final clean-up work of debris, grounds and building including but not limited to: street cleaner; cleaning and washing windows; brick cleaner (jobsite only); material cleaner (jobsite only). The classification "material cleaner" is to be utilized under the following conditions:

A: at demolition site for the salvage of the material.

B: at the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.

C: for the cleaning of salvage material at the jobsite or temporary jobsite yard.

The material cleaner classification should not be used in the performance of "form stripping, cleaning and oiling and moving to the next point of erection".

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GUNITE LABORER CLASSIFICATIONS

GROUP 1: Structural Nozzleman

GROUP 2: Nozzleman, Gunman, Potman, Groundman

GROUP 3: Reboundman

GROUP 4: Gunite laborer

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WRECKING WORK LABORER CLASSIFICATIONS

GROUP 1: Skilled wrecker (removing and salvaging of sash, windows and materials)

GROUP 2: Semi-skilled wrecker (salvaging of other building materials)

GROUP 1-g, CONTRA COSTA COUNTY: Pipelayer (including grade checking in connection with pipelaying); Caulker; Bander; Pipewrapper; Conduit layer; Plastic pipe layer; Pressure pipe tester; No joint pipe and stripping of same, including repair of voids; Precast manhole setters, cast in place manhole form setters

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LABO0324-014 05/01/2018

CONTRA COSTA COUNTY:

Fringes Rates  
Brick Tender.....\$  
35.37 20.70

FOOTNOTES: Work on jobs where heat-protective clothing is required: \$2.00 per hour additional. Work at grinders: \$.25 per hour additional. Manhole work: \$2.00 per day additional.

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LABO0324-018 07/01/2018

ALAMEDA AND CONTRA COSTA COUNTIES:

Fringes Rates  
Plasterer tender.....\$  
37.14 22.32

Work on a swing stage scaffold: \$1.00 per hour additional.

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LABO1130-002 06/25/2018

MARIPOSA, MERCED, STANISLAUS, AND TUOLUMNE COUNTIES

Fringes

LABORER (TRAFFIC CONTROL/LANE CLOSURE)

Escort Driver, Flag Person..\$  
29.54 23.65  
Traffic Control Person I....\$  
29.84 23.65  
Traffic Control Person II...\$  
27.34 23.65

TRAFFIC CONTROL PERSON I: Layout of traffic control, crash cushions, construction area and roadside signage.

TRAFFIC CONTROL PERSON II: Installation and removal of temporary/permanent signs, markers, delineators and crash cushions.

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LABO1130-003 06/26/2017

MARIPOSA, MERCED, STANISLAUS, AND TUOLUMNE COUNTIES

Fringes Rates

Tunnel and Shaft Laborers:  
GROUP 1.....\$  
36.60 24.83  
GROUP 2.....\$  
36.37 24.83  
GROUP 3.....\$  
36.12 24.83  
GROUP 4.....\$  
35.67 24.83  
GROUP 5.....\$  
35.13 24.83  
Shotcrete Specialist.....\$  
37.12 24.83

TUNNEL AND SHAFT CLASSIFICATIONS

GROUP 1: Diamond driller; Groundmen; Gunite and shotcrete nozzlemen

GROUP 2: Rodmen; Shaft work & raise (below actual or excavated ground level)

GROUP 3: Bit grinder; Blaster, driller, powdermen, heading;

Cherry pickermen - where car is lifted; Concrete finisher in tunnel; Concrete screedman; Grout pumpman and potman; Gunite & shotcrete gunman & potman; Headermen; High pressure nozzleman; Miner - tunnel, including top and bottom man on shaft and raise work; Nipper; Nozzleman on slick line; Sandblaster - potman, Robotic Shotcrete Placer, Segment Erector, Tunnel Muck Hauler, Steel Form raiser and setter; Timberman, retimberman (wood or steel or substitute materials therefore); Tugger (for tunnel laborer work); Cable tender; Chuck tender; Powderman - primer house

GROUP 4: Vibrator operator, pavement breaker; Bull gang - muckers, trackmen; Concrete crew - includes rodding and spreading, Dumpmen (any method)

GROUP 5: Grout crew; Reboundman; Swamper/ Brakeman

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LABO1130-005 07/01/2018

MARIPOSA, MERCED, STANISLAUS AND TUOLUMNE COUNTIES

Rates  
Fringes  
LABORER  
Mason Tender-Brick.....\$  
31.20 22.20

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LABO1130-007 06/25/2018

MARIPOSA, MERCED, STANISLAUS, AND TUOLUMNE , COUNTIES

Rates  
Fringes  
LABORER (CONSTRUCTION CRAFT LABORERS - AREA B:)  
Construction Specialist Group.....\$  
30.49 23.20  
GROUP 1.....\$  
29.79 23.20  
GROUP 1-a.....\$  
30.01 23.20

GROUP 1-c.....\$  
29.84 23.20  
GROUP 1-e.....\$  
30.34 23.20  
GROUP 1-f.....\$  
29.37 23.20  
GROUP 2.....\$  
29.64 23.20  
GROUP 3.....\$  
29.54 23.20  
GROUP 4.....\$  
23.23 23.20  
See groups 1-b and 1-d under laborer classifications.  
LABORER (GARDENERS, HORTICULTURAL & LANDSCAPE LABORERS - AREA B:)  
(1) New Construction.....\$  
29.54 23.20  
(2) Establishment Warranty Period.....\$  
23.23 23.20  
LABORER (GUNITE - AREA B:)  
GROUP 1.....\$  
29.75 22.31  
GROUP 2.....\$  
29.25 22.31  
GROUP 3.....\$  
28.66 22.31  
GROUP 4.....\$  
28.54 22.31  
LABORER (WRECKING - AREA B:)  
GROUP 1.....\$  
29.79 23.20  
GROUP 2.....\$  
29.64 23.20

FOOTNOTES:  
Laborers working off or with or from bos'n chairs, swinging scaffolds, belts shall receive \$0.25 per hour above the applicable wage rate. This shall not apply to workers entitled to receive the wage rate set forth in Group 1-a below.

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LABORER CLASSIFICATIONS  
CONSTRUCTION SPECIALIST GROUP:  
Asphalt ironer and raker;  
Chainsaw; Laser beam in connection with laborers' work;  
Cast-in- place manhole form setter;  
Pressure pipelayer;  
Davis trencher - 300 or similar type (and all small

trenchers); Blaster; Diamond driller;  
Multiple unit drill;  
Hydraulic drill

GROUP 1: Asphalt spreader boxes (all types); Barko, Wacker and similar type tampers; Buggymobile; Caulker, bander, pipewrapper, conduit layer, plastic pipelayer; Certified hazardous waste worker including Leade Abatement;  
Compactors of all types; Concrete and magnesite mixer, 1/2 yd. and under; Concrete pan work; Concrete sander; Concrete saw; Cribber and/or shoring; Cut granite curb setter;  
Dri-pak-it machine; Faller, logloader and buckler; Form raiser, slip forms; Green cutter; Headerboard, Hubsetter, aligner, by any method; High pressure blow pipe (1-1/2" or over, 100 lbs. pressure/over); Hydro seeder and similar type; Jackhammer operator; Jacking of pipe over 12 inches;  
Jackson and similar type compactor; Kettle tender, pot and worker applying asphalt, lay-kold, creosote, lime, caustic and similar type materials (applying means applying, dipping or handling of such materials); Lagging, sheeting, whaling, bracing, trenchjacking, lagging hammer; Magnesite, epoxyresin, fiberglass, mastic worker (wet or dry); No joint pipe and stripping of same, including repair of voids; Pavement breaker and spader, including tool grinder;  
Perma curb; Pipelayer (including grade checking in connection with pipelaying); Precast-manhole setter;  
Pressure pipe tester; Post hole digger, air, gas and electric; Power broom sweeper; Power tampers of all types (except as shown in Group 2); Ram set gun and stud gun;  
Riprap stonepaver and rock-slinger, including placing of sacked concrete and/or sand (wet or dry) and gabions and similar type; Rotary scarifier or multiple head concrete chipping scarifier; Roto and Ditch Witch; Rototiller;

Sandblaster, pot, gun, nozzle operators; Signalling and rigging; Tank cleaner; Tree climber; Turbo blaster;  
Vibrascreed, bull float in connection with laborers' work;  
Vibrator; Hazardous waste worker (lead removal); Asbestos and mold removal worker

GROUP 1-a: Joy drill model TWM-2A; Gardner-Denver model DH143 and similar type drills; Track driller; Jack leg driller; Wagon driller; Mechanical drillers, all types regardless of type or method of power; Mechanical pipe layers, all types regardless of type or method of power; Blaster and powder;  
All work of loading, placing and blasting of all powder and explosives of whatever type regardless of method used for such loading and placing; High scalars (including drilling of same); Tree topper; Bit grinder

GROUP 1-b: Sewer cleaners shall receive \$4.00 per day above Group 1 wage rates. "Sewer cleaner" means any worker who handles or comes in contact with raw sewage in small diameter sewers. Those who work inside recently active, large diameter sewers, and all recently active sewer manholes shall receive \$5.00 per day above Group 1 wage rates.

GROUP 1-c: Burning and welding in connection with laborers' work; Synthetic thermoplastics and similar type welding

GROUP 1-d: Maintenance and repair track and road beds. All employees performing work covered herein shall receive \$ .25 per hour above their regular rate for all work performed on underground structures not specifically covered herein. This paragraph shall not be construed to apply to work below ground level in open cut. It shall apply to cut and cover work of subway construction after the temporary cover has been placed.

GROUP 1-e: Work on and/or in bell hole footings and shafts thereof, and work on and in deep footings. (A deep footing is a hole 15 feet or more in depth.) In the event the depth of the footing is unknown at the commencement of excavation, and the final depth exceeds 15 feet, the deep footing wage rate would apply to all employees for each and every day worked on or in the excavation of the footing from the date of inception.

GROUP 1-f: Wire winding machine in connection with guniting or shot crete

GROUP 2: Asphalt shoveler; Cement dumper and handling dry cement or gypsum; Choke-setter and rigger (clearing work); Concrete bucket dumper and chute; Concrete chipping and grinding; Concrete laborer (wet or dry); Driller tender, chuck tender, nipper; Guinea chaser (stake), grout crew; High pressure nozzle, adductor; Hydraulic monitor (over 100 lbs. pressure); Loading and unloading, carrying and hauling of all rods and materials for use in reinforcing concrete construction; Pittsburgh chipper and similar type brush shredders; Sloper; Single foot, hand-held, pneumatic tamper; All pneumatic, air, gas and electric tools not listed in Groups 1 through 1-f; Jacking of pipe - under 12 inches

GROUP 3: Construction laborers, including bridge and general laborer; Dump, load spotter; Flag person; Fire watcher; Fence erector; Guardrail erector; Gardener, horticultural and landscape laborer; Jetting; Limber, brush loader and piler; Pavement marker (button setter); Maintenance, repair track and road beds; Streetcar and railroad construction track laborer; Temporary air and water lines, Victaulic or similar; Tool room attendant (jobsite only)

GROUP 4: Final clean-up work of debris, grounds and building including but not limited to: street cleaner; cleaning and washing windows; brick cleaner (jobsite only); material cleaner (jobsite only). The classification "material cleaner" is to be utilized under the following conditions:

- A: at demolition site for the salvage of the material.
- B: at the conclusion of a job where the material is to be salvaged and stocked to be reused on another job.
- C: for the cleaning of salvage material at the jobsite or temporary jobsite yard.

The material cleaner classification should not be used in the performance of "form stripping, cleaning and oiling and moving to the next point of erection".

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GUNITE LABORER CLASSIFICATIONS

- GROUP 1: Structural Nozzleman
- GROUP 2: Nozzleman, Gunman, Potman, Groundman
- GROUP 3: Reboundman
- GROUP 4: Gunite laborer

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WRECKING WORK LABORER CLASSIFICATIONS

- GROUP 1: Skilled wrecker (removing and salvaging of sash, windows and materials)
- GROUP 2: Semi-skilled wrecker (salvaging of other building materials)

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LABO1130-008 07/01/2018

CALAVERAS, FRESNO, KINGS, MADERA, MARIPOSA, MERCED, SAN JOAQUIN, STANISLAUS & TUOLUMNE

Fringes Rates

Plasterer tender.....\$  
32.02 23.00

Work on a swing stage scaffold: \$1.00  
per hour additional.

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LABO1130-009 07/01/2018

MARIPOSA, MERCED, STANISLAUS, AND  
TUOLUMNE COUNTIES

Fringes Rates

LABORER (Plaster Tender).....\$  
32.02 23.00

Work on a swing stage scaffold: \$1.00  
per hour additional.

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PAIN0016-001 01/01/2019

ALAMEDA, CONTRA COSTA, MONTEREY, SAN  
BENITO, SAN MATEO, SANTA  
CLARA, AND SANTA CRUZ COUNTIES

Fringes Rates

Painters:.....\$  
42.67 24.03

PREMIUMS:

EXOTIC MATERIALS - \$0.75 additional per  
hour.

SPRAY WORK: - \$0.50 additional per  
hour.

INDUSTRIAL PAINTING - \$0.25 additional  
per hour

[Work on industrial buildings used  
for the manufacture and  
processing of goods for sale or  
service; steel construction  
(bridges), stacks, towers, tanks, and  
similar structures]

HIGH WORK:

over 50 feet - \$2.00 per hour  
additional

100 to 180 feet - \$4.00 per hour  
additional

Over 180 feet - \$6.00 per hour  
additional

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PAIN0016-003 06/01/2020

AREA 1: ALAMEDA, CONTRA COSTA, SAN  
FRANCISCO, SAN MATEO & SANTA  
CLARA COUNTIES

AREA 2: CALAVERAS, MARIPOA, MERCED,  
MONTEREY, SAN BENITO, SAN  
JOAQUIN, SANTA CRUZ, STANISLAUS &  
TUOLUMNE COUNTIES

Fringes Rates

Drywall Finisher/Taper  
AREA 1.....\$  
51.51 27.39  
AREA 2.....\$  
47.38 25.99

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PAIN0016-012 01/01/2019

ALAMEDA, CONTRA COSTA, MARIPOSA,  
MERCED, MONTEREY, SAN BENITO,  
SAN FRANCISCO, SAN MATEO, SANTA CLARA  
AND SANTA CRUZ COUNTIES

Fringes Rates

SOFT FLOOR LAYER.....\$  
48.60 27.43

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PAIN0016-015 01/01/2019

CALAVERAS, MARIPOSA, MERCED, SAN  
JOAQUIN, STANISLAUS & TUOLUMNE  
COUNTIES

Fringes Rates

PAINTER  
Brush.....\$  
33.68 20.24

FOOTNOTES:

SPRAY/SANDBLAST: \$0.50 additional per  
hour.

EXOTIC MATERIALS: \$1.00 additional per  
hour.

HIGH TIME: Over 50 ft above ground  
or water level \$2.00

additional per hour. 100 to 180 ft  
above ground or water

level \$4.00 additional per hour.  
Over 180 ft above ground

or water level \$6.00 additional per hour.

\$1.50 additional per hour. High Time - over 30 feet (does not include work from a lift) \$0.75 per hour additional.

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PAIN0016-022 01/01/2019

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PAIN0294-005 06/01/2020

SAN FRANCISCO COUNTY

FRESNO, KINGS & MADERA

Rates  
Fringes  
PAINTER.....\$  
46.29                   24.03

Rates  
Fringes  
SOFT FLOOR LAYER.....\$  
33.30                   21.42

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PAIN0169-001 06/01/2020  
FRESNO, KINGS, MADERA, MARIPOSA AND  
MERCED COUNTIES:

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PAIN0767-001 07/01/2020  
CALAVERAS, SAN JOAQUIN, STANISLAUS AND  
TUOLUMNE COUNTIES:

Rates  
Fringes  
GLAZIER.....\$  
40.00                   26.76

Rates  
Fringes  
GLAZIER.....\$  
40.61                   30.76

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PAIN0169-005 07/01/2020  
ALAMEDA CONTRA COSTA, MONTEREY, SAN  
BENITO, SAN FRANCISCO, SAN  
MATEO, SANTA CLARA & SANTA CRUZ  
COUNTIES

PAID HOLIDAYS: New Year's Day, Martin  
Luther King, Jr. Day,  
President's Day, Memorial Day,  
Independence Day, Labor Day,  
Veteran's Day, Thanksgiving Day, and  
Christmas Day.

Rates  
Fringes  
GLAZIER.....\$  
52.17                   30.55

Employee required to wear a body  
harness shall receive \$1.50  
per hour above the basic hourly rate  
at any elevation.

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PAIN0294-004 06/01/2020  
FRESNO, KINGS AND MADERA COUNTIES

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PAIN1176-001 07/01/2020  
HIGHWAY IMPROVEMENT

Rates  
Fringes  
PAINTER  
Brush, Roller.....\$  
30.18                   20.21  
Drywall Finisher/Taper.....\$  
40.10                   25.00

Rates  
Fringes  
Parking Lot Striping/Highway  
Marking:  
GROUP 1.....\$  
38.48                   16.88  
GROUP 2.....\$  
32.71                   16.88  
GROUP 3.....\$  
33.09                   16.88

FOOTNOTE:  
Spray Painters & Paperhangers receive  
\$1.00 additional per  
hour. Painters doing Drywall Patching  
receive \$1.25  
additional per hour. Lead Abaters &  
Sandblasters receive

CLASSIFICATIONS  
GROUP 1: Striper: Layout and  
application of painted traffic

stripes and marking; hot thermo plastic; tape, traffic stripes and markings

GROUP 2: Gamecourt & Playground Installer

GROUP 3: Protective Coating, Pavement Sealing

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PAIN1237-003 06/01/2020

CALAVERAS; SAN JOAQUIN COUNTIES; STANISLAUS AND TUOLUMNE COUNTIES:

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Fringes Rates

SOFT FLOOR LAYER.....\$  
39.61 22.59

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PLAS0066-002 07/01/2019

ALAMEDA, CONTRA COSTA, SAN MATEO AND SAN FRANCISCO COUNTIES:

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Fringes Rates

PLASTERER.....\$  
42.41 30.73

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PLAS0300-001 07/01/2018

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Fringes Rates

PLASTERER  
AREA 188: Fresno.....\$  
32.70 31.68  
AREA 224: San Benito,  
Santa Clara, Santa Cruz.....\$  
32.88 31.68  
AREA 295: Calaveras & San  
Joaquin Counties.....\$  
32.70 31.68  
AREA 337: Monterey County..\$  
32.88 31.68  
AREA 429: Mariposa,  
Merced, Stanislaus,  
Tuolumne Counties.....\$  
32.70 31.68

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PLAS0300-005 07/01/2017

Fringes Rates

CEMENT MASON/CONCRETE FINISHER...\$  
33.49 23.67

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PLUM0038-001 07/01/2020

SAN FRANCISCO COUNTY  
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Fringes Rates

PLUMBER (Plumber,  
Steamfitter, Refrigeration  
Fitter).....\$  
75.30 46.27

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PLUM0038-005 07/01/2019

SAN FRANCISCO COUNTY  
-----  
Fringes Rates

Landscape/Irrigation Fitter  
(Underground/Utility Fitter).....\$  
63.04 31.48

-----  
PLUM0062-001 07/01/2020

MONTEREY AND SANTA CRUZ COUNTIES  
-----  
Fringes Rates

PLUMBER & STEAMFITTER.....\$  
45.00 35.99

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PLUM0159-001 07/01/2019

CONTRA COSTA COUNTY  
-----  
Fringes Rates

Plumber and steamfitter  
(1) Refrigeration.....\$  
56.93 41.04  
(2) All other work.....\$  
57.82 41.04

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PLUM0246-001 07/01/2020

FRESNO, KINGS & MADERA COUNTIES  
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Fringes Rates



SAN MATEO COUNTY

Rates  
Fringes

Plumber/Pipefitter/Steamfitter...\$  
70.00 37.86

ROOF0027-002 01/01/2020

FRESNO, KINGS, AND MADERA COUNTIES

Rates  
Fringes

ROOFER.....\$  
31.11 14.41

FOOTNOTE: Work with pitch, pitch base of pitch impregnated products or any material containing coal tar pitch, on any building old or new, where both asphalt and pitchers are used in the application of a built-up roof or tear off: \$2.00 per hour additional.

ROOF0040-002 08/01/2020

SAN FRANCISCO & SAN MATEO COUNTIES:

Rates  
Fringes

ROOFER.....\$  
44.38 19.69

ROOF0081-001 08/01/2019

ALAMEDA AND CONTRA COSTA COUNTIES:

Rates  
Fringes

Roofer.....\$  
40.10 18.88

ROOF0081-004 08/01/2020

CALAVERAS, MARIPOSA, MERCED, SAN JOAQUIN, STANISLAUS AND TUOLUMNE COUNTIES:

Rates  
Fringes

ROOFER.....\$  
39.73 19.11

ROOF0095-002 08/01/2020

MONTEREY, SAN BENITO, SANTA CLARA, AND SANTA CRUZ COUNTIES:

Rates  
Fringes

ROOFER  
Journeyman.....\$  
46.54 20.69

Kettle person (2 kettles); Bitumastic, Enameler, Coal Tar, Pitch and Mastic worker.....\$  
48.54 20.69

SFCA0483-001 07/29/2019

ALAMEDA, CONTRA COSTA, SAN FRANCISCO, SAN MATEO AND SANTA CLARA COUNTIES:

Rates  
Fringes

SPRINKLER FITTER (FIRE).....\$  
65.52 32.67

SFCA0669-011 04/01/2020

CALAVERAS, FRESNO, KINGS, MADERA, MARIPOSA, MERCED, MONTEREY, SAN BENITO, SAN JOAQUIN, SANTA CRUZ, STANISLAUS AND TUOLUMNE COUNTIES:

Rates  
Fringes

SPRINKLER FITTER.....\$  
38.95 25.63

SHEE0104-001 07/01/2020

AREA 1: ALAMEDA, CONTRA COSTA, SAN FRANCISCO, SAN MATEO, SANTA CLARA

AREA 2: MONTEREY & SAN BENITO

AREA 3: SANTA CRUZ

Fringes Rates  
 SHEET METAL WORKER  
 AREA 1:  
 Mechanical Contracts  
 under \$200,000.....\$  
 55.92 45.29  
 All Other Work.....\$  
 64.06 46.83  
 AREA 2.....\$  
 52.90 36.44  
 AREA 3.....\$  
 55.16 34.18

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 SHEE0104-003 07/01/2020  
 CALAVERAS AND SAN JOAQUIN COUNTIES:

Fringes Rates  
 SHEET METAL WORKER.....\$  
 43.50 37.42

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 SHEE0104-005 07/01/2020  
 MARIPOSA, MERCED, STANISLAUS AND  
 TUOLUMNE COUNTIES:

Fringes Rates  
 SHEET METAL WORKER (Excluding  
 metal deck and siding).....\$  
 40.38 43.47

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 SHEE0104-007 07/01/2020  
 FRESNO, KINGS, AND MADERA COUNTIES:

Fringes Rates  
 SHEET METAL WORKER.....\$  
 42.53 39.64

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 SHEE0104-015 07/01/2020  
 ALAMEDA, CONTRA COSTA, MONTEREY, SAN  
 BENITO, SAN FRANCISCO, SAN  
 MATEO, SANTA CLARA AND SANTA CRUZ  
 COUNTIES:

Fringes Rates  
 SHEET METAL WORKER (Metal

Decking and Siding only).....\$  
 44.45 35.55

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 SHEE0104-018 07/01/2020  
 CALAVERAS, FRESNO, KINGS, MADERA,  
 MARIPOSA, MERCED, SAN  
 JOAQUIN, STANISLAUS AND TUOLUMNE  
 COUNTIES:

Fringes Rates  
 Sheet metal worker (Metal  
 decking and siding only).....\$  
 44.45 35.55

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 TEAM0094-001 07/01/2018

Fringes Rates  
 Truck drivers:  
 GROUP 1.....\$  
 31.68 27.86  
 GROUP 2.....\$  
 31.98 27.86  
 GROUP 3.....\$  
 32.28 27.86  
 GROUP 4.....\$  
 32.63 27.86  
 GROUP 5.....\$  
 32.98 27.86

FOOTNOTES:  
 Articulated dump truck; Bulk cement  
 spreader (with or without  
 auger); Dumpcrete truck; Skid truck  
 (debris box); Dry  
 pre-batch concrete mix trucks;  
 Dumpster or similar type;  
 Slurry truck: Use dump truck yardage  
 rate.  
 Heater planer; Asphalt burner;  
 Scarifier burner; Industrial  
 lift truck (mechanical tailgate);  
 Utility and clean-up  
 truck: Use appropriate rate for the  
 power unit or the  
 equipment utilized.

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Dump trucks, under 6 yds.;  
 Single unit flat rack (2-  
 axle unit); Nipper truck (when flat  
 rack truck is used  
 appropriate flat rack shall apply);  
 Concrete pump truck

(when flat rack truck is used appropriate flat rack shall apply); Concrete pump machine; Fork lift and lift jitneys; Fuel and/or grease truck driver or fuel person; Snow buggy; Steam cleaning; Bus or personhaul driver; Escort or pilot car driver; Pickup truck; Teamster oiler/greaser and/or serviceperson; Hook tender (including loading and unloading); Team driver; Tool room attendant (refineries)

GROUP 2: Dump trucks, 6 yds. and under 8 yds.; Transit mixers, through 10 yds.; Water trucks, under 7,000 gals.; Jetting trucks, under 7,000 gals.; Single-unit flat rack (3-axle unit); Highbed heavy duty transport; Scissor truck; Rubber-tired muck car (not self-loaded); Rubber-tired truck jumbo; Winch truck and "A" frame drivers; Combination winch truck with hoist; Road oil truck or bootperson; Buggymobile; Ross, Hyster and similar straddle carriers; Small rubber-tired tractor

GROUP 3: Dump trucks, 8 yds. and including 24 yds.; Transit mixers, over 10 yds.; Water trucks, 7,000 gals. and over; Jetting trucks, 7,000 gals. and over; Vacuum trucks under 7500 gals. Trucks towing tilt bed or flat bed pull trailers; Lowbed heavy duty transport; Heavy duty transport tiller person; Self-propelled street sweeper with self-contained refuse bin; Boom truck - hydro-lift or Swedish type extension or retracting crane; P.B. or similar type self-loading truck; Tire repairperson; Combination bootperson and road oiler; Dry distribution truck (A bootperson when employed on such equipment, shall receive the rate specified for the classification of road oil trucks or bootperson); Ammonia nitrate distributor, driver and mixer; Snow Go and/or plow

GROUP 4: Dump trucks, over 25 yds. and under 65 yds.; Water

pulls - DW 10's, 20's, 21's and other similar equipment when pulling Aqua/pak or water tank trailers; Helicopter pilots (when transporting men and materials); Lowbedk Heavy Duty Transport up to including 7 axles; DW10's, 20's, 21's and other similar Cat type, Terra Cobra, LeTourneau Pulls, Tournorocker, Euclid and similar type equipment when pulling fuel and/or grease tank trailers or other miscellaneous trailers; Vacuum Trucks 7500 gals and over and truck repairman

GROUP 5: Dump trucks, 65 yds. and over; Holland hauler; Low bed Heavy Duty Transport over 7 axles

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

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

on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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

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

Union Rate Identifiers

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

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

Survey Rate Identifiers

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

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

Union Average Rate Identifiers

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

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

Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue,

N.W.

Washington, DC 20210

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

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue,

N.W.

Washington, DC 20210

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

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

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue,

N.W.

Washington, DC 20210

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

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END OF GENERAL DECISION  
END OF GENERAL DECISION"

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WAGE DETERMINATION

APPEALS PROCESS

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

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

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

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

Branch of Construction Wage Determinations