



THE STATE
of **ALASKA**
GOVERNOR BILL WALKER

Department of Public Safety

DIVISION OF ADMINISTRATIVE SERVICES
Procurement - Supply Section
4805 Dr. Martin Luther King Jr. Avenue
Anchorage, Alaska 99507
Direct: 907.269.5647

To: ALL BIDDERS

Date: March 8, 2018

Project: Shingle Roof Replacement, Sitka

Project No.: 139834

ADDENDA #4

QUESTIONS & ANSWERS:

Q1: Are meals and lodging required to be paid to workmen on this project? Section 0015, page 3 discusses per diem but is confusing, does it apply or not?

A: Refer to enclosed State Laborer's and Mechanic's Minimum Rates of Pay, Page V – ADDITIONAL INFORMATION, ACCOMODATIONS AND PER DIEM effective September 1, 2017 .

Refer to Section 00115. Per Section 00115-3.1 Basis of Payment, the payment for Worker Meals and Lodging or Per Diem must be as considered separate, as a serving to supplement or assistance to the contract.

Q2: Section 14500 discusses quality control, is this required? If so, what is the scope?

A: Delete Section 14500. Contractor to provide adequate quality control to meet manufacturer's installation procedures and warranty requirements as specified in Section 01 11 13 Summary of Work, article 1.2.E.7 New Roof System Warranties.

Bidders are required to acknowledge receipt of this addendum on the proposal form. If you do not acknowledge receipt of this addendum your bid will be considered non-responsive.

For any questions, please contact:

Benhur Kothapalley

Building Management Specialist

SOA - Dept. of Public Safety

Division of Administrative Services – Supply Section

4805 Martin Luther King Jr. Avenue, Anchorage, Alaska 99507

Ph.: (907) 269-0599; Cell: (907)-764-2806; Email: benhur.kothapalley@alaska.gov

END OF ADDENDUM

A photograph of a male worker in a workshop. He is wearing a light-colored t-shirt, dark pants with yellow trim, safety glasses, and blue gloves. He is leaning over a workbench, using a pneumatic tool (possibly a riveter or nutrunner) on a metal component. The background shows industrial equipment and a yellow structure.

Laborers' & Mechanics' Minimum Rates of Pay

Effective September 1, 2017
Issue 35



THE STATE
of **ALASKA**
GOVERNOR BILL WALKER

**Department of Labor and
Workforce Development**

Office of the Commissioner

Post Office Box 111149
Juneau, Alaska 99811
Main: 907.465.2700
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September 1, 2017

TO ALL CONTRACTING AGENCIES:

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

This pamphlet identifies current prevailing wage rates and resident hire classifications for public construction contracts (any construction projects awarded for the State of Alaska or its political subdivisions, such as local governments and certain non-profit organizations). Because these rates may change, this publication is printed in the spring and fall of every year, so please be sure you are using the appropriate rates. The rates published in this edition become effective September 1, 2017.

All projects with a final bid date of September 11, 2017, or later, must pay the prevailing wage rates contained in this pamphlet. As the law now provides, these rates will remain stable during the life of a contract or for 24 calendar months, whichever is shorter. **The 24-month period begins on the date the prime contract is awarded.** Upon expiration of the initial 24-month period, the latest wage rates issued by the department shall become effective for a subsequent 24-month period or until the original contract is completed, whichever occurs first. This process shall be repeated until the original contract is completed.

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

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

For additional copies of this pamphlet, contact the nearest office of the Division of Labor Standards and Safety, Wage and Hour office or the Web address at: <http://labor.state.ak.us/lss/pamp600.htm>

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

Sincerely,

A handwritten signature in black ink, reading "Heidi Drygas".

Heidi Drygas
Commissioner

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Wage Rates	Pages 1-25
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Note to Readers: The statutes and administrative regulations listed in this publication were taken from the official codes, as of the effective date of the publication. However, there may be errors or omissions that have not been identified and changes that occurred after the publication was printed. This publication is intended as an informational guide only and is not intended to serve as a precise statement of the statutes and regulations of the State of Alaska. To be certain of the current laws and regulations, please refer to the official codes.

EXCERPTS FROM ALASKA LAW

(The following statute (36.05.005) applies to projects bid on or after October 20, 2011)

Sec. 36.05.005. Applicability.

This chapter applies only to a public construction contract that exceeds \$25,000.

Sec. 36.05.010. Wage rates on public construction.

A contractor or subcontractor who performs work on a public construction contract in the state shall pay not less than the current prevailing rate of wages for work of a similar nature in the region in which the work is done. The current prevailing rate of wages is that contained in the latest determination of prevailing rate of wages issued by the Department of Labor and Workforce Development at least 10 days before the final date for submission of bids for the contract. The rate shall remain in effect for the life of the contract or for 24 calendar months, whichever is shorter. At the end of the initial 24-month period, if new wage determinations have been issued by the department, the latest wage determination shall become effective for the next 24-month period or until the contract is completed, whichever occurs first. This process shall be repeated until the contract is completed.

Sec. 36.05.040. Filing schedule of employees, wages paid, and other information.

All contractors or subcontractors who perform work on a public construction contract for the state or for a political subdivision of the state shall, before the Friday of every second week, file with the Department of Labor and Workforce Development a sworn affidavit for the previous reporting period, setting out in detail the number of persons employed, wages paid, job classification of each employee, hours worked each day and week, and other information on a form provided by the Department of Labor and Workforce Development.

Sec. 36.05.045. Notice of work and completion; withholding of payment.

- (a) Before commencing work on a public construction contract, the person entering into the contract with a contracting agency shall designate a primary contractor for purposes of this section. Before work commences, the primary contractor shall file a notice of work with the Department of Labor and Workforce Development. The notice of work must list work to be performed under the public construction contract by each contractor who will perform any portion of work on the contract and the contract price being paid to each contractor. The primary contractor shall pay all filing fees for each contractor performing work on the contract, including a filing fee based on the contract price being paid for work performed by the primary contractor's employees. The filing fee payable shall be the sum of all fees calculated for each contractor. The filing fee shall be one percent of each contractor's contract price. The total filing fee payable by the primary contractor under this subsection may not exceed \$5,000. In this subsection, "contractor" means an employer who is using employees to perform work on the public construction contract under the contract or a subcontract.
- (b) Upon completion of all work on the public construction contract, the primary contractor shall file with the Department of Labor and Workforce Development a notice of completion together with payment of any additional filing fees owed due to increased contract amounts. Within 30 days after the department's receipt of the primary contractor's notice of completion, the department shall inform the contracting agency of the amount, if any, to be withheld from the final payment.
- (c) A contracting agency
 - (1) may release final payment of a public construction contract to the extent that the agency has received verification from the Department of Labor and Workforce Development that
 - (A) the primary contractor has complied with (a) and (b) of this section;
 - (B) the Department of Labor and Workforce Development is not conducting an investigation under this title; and
 - (C) the Department of Labor and Workforce Development has not issued a notice of a violation of this chapter to the primary contractor or any other contractors working on the public construction contract; and

- (2) shall withhold from the final payment an amount sufficient to pay the department's estimate of what may be needed to compensate the employees of any contractors under investigation on this construction contract, and any unpaid filing fees.
- (d) The notice and filing fee required under (a) of this section may be filed after work has begun if
 - (1) The public construction contract is for work undertaken in immediate response to an emergency; and
 - (2) The notice and fees are filed not later than 14 days after the work has begun.
- (e) A false statement made on a notice required by this section is punishable under AS 11.56.210.

Sec. 36.05.060. Penalty for violation of this chapter.

A contractor who violates this chapter is guilty of a misdemeanor and upon conviction is punishable by a fine of not less than \$100 nor more than \$1,000, or by imprisonment for not less than 10 days nor more than 90 days, or by both. Each day a violation exists constitutes a separate offense.

Sec. 36.05.070. Wage rates in specifications and contracts for public works.

- (a) The advertised specifications for a public construction contract that requires or involves the employment of mechanics, laborers, or field surveyors must contain a provision stating the minimum wages to be paid various classes of laborers, mechanics, or field surveyors and that the rate of wages shall be adjusted to the wage rate under AS 36.05.010.
- (b) Repealed by §17 ch 142 SLA 1972.
- (c) A public construction contract under (a) of this section must contain provisions that
 - (1) the contractor or subcontractors of the contractor shall pay all employees unconditionally and not less than once a week;
 - (2) wages may not be less than those stated in the advertised specifications, regardless of the contractual relationship between the contractor or subcontractors and laborers, mechanics, or field surveyors;
 - (3) the scale of wages to be paid shall be posted by the contractor in a prominent and easily accessible place at the site of the work;
 - (4) the state or a political subdivision shall withhold so much of the accrued payments as is necessary to pay to laborers, mechanics, or field surveyors employed by the contractor or subcontractors the difference between
 - (A) the rates of wages required by the contract to be paid laborers, mechanics, or field surveyors on the work; and
 - (B) the rates of wages in fact received by laborers, mechanics, or field surveyors.

Sec. 36.05.080. Failure to pay agreed wages.

Every contract within the scope of AS 36.05.070 shall contain a provision that if it is found that a laborer, mechanic, or field surveyor employed by the contractor or subcontractor has been or is being paid a rate of wages less than the rate of wages required by the contract to be paid, the state or its political subdivision may, by written notice to the contractor, terminate the contractor's right to proceed with the work or the part of the work for which there is a failure to pay the required wages and to prosecute the work to completion by contract or otherwise, and the contractor and the contractor's sureties are liable to the state or its political subdivision for excess costs for completing the work.

Sec. 36.05.090. Payment of wages from withheld payments and listing contractors who violate contracts.

- (a) The state disbursing officer in the case of a state public construction contract and the local fiscal officer in the case of a political subdivision public construction contract shall pay directly to laborers, mechanics, or field surveyors from accrued payments withheld under the terms of the contract the wages due laborers, mechanics, or field surveyors under AS 36.05.070.
- (b) The state disbursing officer or the local fiscal officer shall distribute to all departments of the state government and to all political subdivisions of the state a list giving the names of persons who have disregarded their obligations to employees. A person appearing on this list and a firm, corporation,

partnership, or association in which the person has an interest may not work as a contractor or subcontractor on a public construction contract for the state or a political subdivision of the state until three years after the date of publication of the list. If the accrued payments withheld under the contract are insufficient to reimburse all the laborers, mechanics, or field surveyors with respect to whom there has been a failure to pay the wages required under AS 36.05.070, the laborers, mechanics, or field surveyors have the right of action or intervention or both against the contractor and the contractor's sureties conferred by law upon persons furnishing labor or materials, and in the proceedings it is not a defense that the laborers, mechanics, or field surveyors accepted or agreed to accept less than the required rate of wages or voluntarily made refunds.

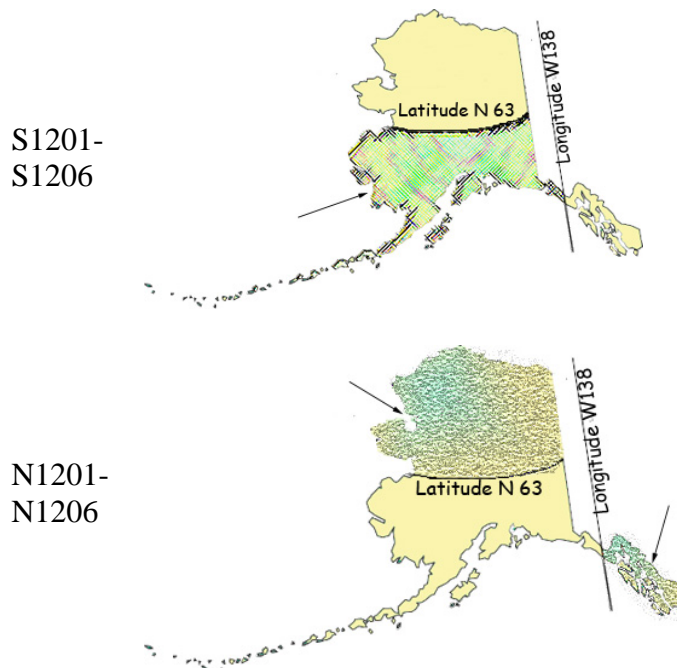
Sec. 36.05.900. Definition.

In this chapter, "contracting agency" means the state or a political subdivision of the state that has entered into a public construction contract with a contractor.

ADDITIONAL INFORMATION

LABORER CLASSIFICATION CLARIFICATION

The laborer rates categorized in class code S1201-S1206 apply in one area of Alaska; the area that is south of N63 latitude and west of W138 Longitude. The laborer rates categorized in class code N1201-N1206 apply in two areas of Alaska; the Alaska areas north of N63 latitude and east of W138 longitude. The following graphic representations should assist with clarifying the applicable wage rate categories:



ACCOMMODATIONS AND PER DIEM

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

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

Employer-Provided Camp or Suitable Accommodations

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

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

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

Per Diem

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

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

**** NEW ** APPRENTICE HIRING REQUIREMENTS**

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

Boilermakers	Elevator Constructors & Mechanics	Plumbers and Pipefitters
Bricklayers	Insulation Workers	Roofers
Carpenters	Ironworkers	Sheetmetal Workers
Cement Masons	Laborers	Surveyors

Culinary Workers
Electricians
Equipment Operators

Mechanics
Millwrights
Painters
Piledriving Occupations

Sprinkler Fitters
Truck Drivers
Tug Boat Workers
Welders

A federally registered apprentice is enrolled in an apprentice training program under 29 U.S.C. 50 and 29 C.F.R. 29.1 – 29.13. Contractors will be expected to file apprentice utilization forms throughout the project or utilize the online certified payroll filing system available on the My Alaska website. A copy of AO 278 may be viewed in its entirety at <http://gov.state.ak.us/admin-orders/278.html> or call any Wage and Hour office to receive a copy.

APPRENTICE RATES

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

FRINGE BENEFIT PLANS

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

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

SPECIAL PREVAILING WAGE RATE DETERMINATION

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

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

Requests made pursuant to the above should be addressed to:

Director
Alaska Department of Labor and Workforce Development
Labor Standards & Safety Division
Wage and Hour Administration
P.O. Box 111149
Juneau, AK 99811-1149
-or-
Email: anchorage.lss-wh@alaska.gov

**LABOR STANDARDS REGULATIONS
NOTICE REQUEST**

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

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

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

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

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

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

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

Name: _____

Mailing Address: _____

Email Address: _____

**DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT
ALASKA EMPLOYMENT PREFERENCE INFORMATION**

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

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

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

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

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

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

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

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

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

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

Anchorage

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

Email:
anchorage.lss-wh@alaska.gov

Juneau

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

Email:
juneau.lss-wh@alaska.gov

Fairbanks

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

Email:
fairbanks.lss@alaska.gov

DEBARMENT LIST

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

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

Company Name

Debarment Expires

Bengal Groups, LLC
Mohammed Ali, Individual
Fry’s Services, LLC
John Paul Freie, Individual
Pyramid Audio & Video, Ltd.
Jeffrey P. Schneider, Individual

November 3, 2017
November 3, 2017
November 16, 2017
November 16, 2017
June 19, 2018
June 19, 2018

Laborers' & Mechanics' Minimum Rates of Pay

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

						VAC	SAF	
A0101	Boilermaker (journeyman)	44.26	8.57	15.34	1.60	3.00	0.34	73.11

Bricklayers & Blocklayers

**See note on last page if remote site

						L&M		
A0201	Blocklayer	40.81	9.53	8.50	0.55	0.15	0.61	60.15

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

						L&M		
A0202	Tuck Pointer Caulker	40.81	9.53	8.50	0.55	0.15	0.61	60.15

Cleaner (PCC)

						L&M		
A0203	Marble & Tile Finisher	34.79	9.53	8.50	0.55	0.15	0.61	54.13

Terrazzo Finisher

						L&M		
A0204	Torginal Applicator	38.83	9.53	8.50	0.55	0.15	0.61	58.17

Carpenters, Statewide

**See note on last page if remote site

						L&M	SAF	
A0301	Carpenter (journeyman)	38.34	9.78	14.56	0.70	0.10	0.15	63.63

Lather/Drywall/Acoustical

Cement Masons, Region I (North of N63 latitude)

**See note on last page if remote site

						L&M		
N0401	Group I, including:	37.50	7.43	11.80	1.18	0.10		58.01

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

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

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

**See note on last page if remote site

N0401	Group I, including:	37.50	7.43	11.80	1.18	L&M 0.10	58.01
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Concrete
Concrete Paving
Curb & Gutter, Sidewalk
Curing of All Concrete
Grouting & Caulking of Tilt-Up Panels
Grouting of All Plates
Patching Concrete
Screed Pin Setter
Spackling/Skim Coating

N0402	Group II, including:	37.50	7.43	11.80	1.18	L&M 0.10	58.01
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Form Setter

N0403	Group III, including:	37.50	7.43	11.80	1.18	L&M 0.10	58.01
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Concrete Saw (self-powered)
Curb & Gutter Machine
Floor Grinder
Pneumatic Power Tools
Power Chipping & Bushing
Sand Blasting Architectural Finish
Screed & Rodding Machine Operator
Troweling Machine Operator

N0404	Group IV, including:	37.50	7.43	11.80	1.18	L&M 0.10	58.01
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Application of All Composition Mastic
Application of All Epoxy Material
Application of All Plastic Material
Finish Colored Concrete
Guniting Nozzleman
Hand Powered Grinder
Tunnel Worker

N0405	Group V, including:	37.75	7.43	11.80	1.18	L&M 0.10	58.26
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Plasterer

Cement Masons, Region II (South of N63 latitude)

**See note on last page if remote site

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
Cement Masons, Region II (South of N63 latitude)							
**See note on last page if remote site							
S0401	Group I, including:	37.25	7.43	11.80	1.18	L&M 0.10	57.76
	Application of Sealing Compound						
	Application of Underlayment						
	Building, General						
	Cement Mason (journeyman)						
	Concrete						
	Concrete Paving						
	Curb & Gutter, Sidewalk						
	Curing of All Concrete						
	Grouting & Caulking of Tilt-Up Panels						
	Grouting of All Plates						
	Patching Concrete						
	Screed Pin Setter						
	Spackling/Skim Coating						
S0402	Group II, including:	37.25	7.43	11.80	1.18	L&M 0.10	57.76
	Form Setter						
S0403	Group III, including:	37.25	7.43	11.80	1.18	L&M 0.10	57.76
	Concrete Saw (self-powered)						
	Curb & Gutter Machine						
	Floor Grinder						
	Pneumatic Power Tools						
	Power Chipping & Bushing						
	Sand Blasting Architectural Finish						
	Screed & Rodding Machine Operator						
	Troweling Machine Operator						
S0404	Group IV, including:	37.25	7.43	11.80	1.18	L&M 0.10	57.76
	Application of All Composition Mastic						
	Application of All Epoxy Material						
	Application of All Plastic Material						
	Finish Colored Concrete						
	Guniting Nozzleman						
	Hand Powered Grinder						
	Tunnel Worker						
S0405	Group V, including:	37.50	7.43	11.80	1.18	L&M 0.10	58.01
	Plasterer						

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
Culinary Workers * See note on last page							
A0501	Baker/Cook	28.37	7.40	6.97		LEG 0.07	42.81
A0503	General Helper	25.05	7.40	6.97		LEG 0.07	39.49
	Housekeeper						
	Janitor						
	Kitchen Helper						
A0504	Head Cook	28.97	7.40	6.97		LEG 0.07	43.41
A0505	Head Housekeeper	25.45	7.40	6.97		LEG 0.07	39.89
	Head Kitchen Help						
Dredgemen **See note on last page if remote site							
A0601	Assistant Engineer	39.51	9.30	12.25	1.00	L&M 0.10	62.16
	Craneman						
	Electrical Generator Operator (primary pump/power barge/dredge)						
	Engineer						
	Welder						
A0602	Assistant Mate (deckhand)	38.35	9.30	12.25	1.00	L&M 0.10	61.00
A0603	Fireman	38.79	9.30	12.25	1.00	L&M 0.10	61.44
A0605	Leverman Clamshell	42.04	9.30	12.25	1.00	L&M 0.10	64.69
A0606	Leverman Hydraulic	40.28	9.30	12.25	1.00	L&M 0.10	62.93
A0607	Mate & Boatman	39.51	9.30	12.25	1.00	L&M 0.10	62.16
A0608	Oiler (dredge)	38.79	9.30	12.25	1.00	L&M 0.10	61.44
Electricians							

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
Electricians							
A0701	Inside Cable Splicer	39.82	12.67	13.01	0.95	L&M 0.20 LEG 0.15	66.80
A0702	Inside Journeyman Wireman, including: Technicians	39.49	12.67	13.25	0.95	L&M 0.20 LEG 0.15	66.71
A0703	Power Cable Splicer	52.27	12.67	18.76	0.95	L&M 0.20 LEG 0.15	85.00
A0704	Tele Com Cable Splicer	47.45	12.67	15.44	0.95	L&M 0.20 LEG 0.15	76.86
A0705	Power Journeyman Lineman, including: Power Equipment Operator Technician	50.52	12.67	18.71	0.95	L&M 0.20 LEG 0.15	83.20
A0706	Tele Com Journeyman Lineman, including: Technician Tele Com Equipment Operator	45.70	12.67	15.39	0.95	L&M 0.20 LEG 0.15	75.06
A0707	Straight Line Installer - Repairman	45.70	12.67	15.39	0.95	L&M 0.20 LEG 0.15	75.06
A0708	Powderman	48.52	12.67	18.65	0.95	L&M 0.20 LEG 0.15	81.14
A0710	Material Handler	26.57	11.97	4.80	0.15	L&M 0.15 LEG 0.15	43.79
A0712	Tree Trimmer Groundman	27.17	12.67	11.56	0.15	L&M 0.15 LEG 0.15	51.85
A0713	Journeyman Tree Trimmer	35.84	12.67	11.82	0.15	L&M 0.15 LEG 0.15	60.78
A0714	Vegetation Control Sprayer	39.29	12.67	11.92	0.15	L&M 0.15 LEG 0.15	64.33
A0715	Inside Journeyman Communications CO/PBX	38.07	12.67	12.96	0.95	L&M 0.20 LEG 0.15	65.00

Elevator Workers

A0802	Elevator Constructor	37.63	15.28	15.71	0.60	L&M 0.30 VAC 3.43	72.95
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Wage benefits key: BHR=basic hourly rate; H&W=health and welfare; IAF=industry advancement fund; LEG=legal fund; L&M=labor/management fund;
PEN=pension fund; SAF=safety; SUI=supplemental unemployment insurance; S&L=SUI & LEG combined; TRN=training; THR=total hourly rate;
VAC=vacation

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
Elevator Workers								
A0803	Elevator Constructor Mechanic	53.76	15.28	15.71	0.60	L&M 0.30	VAC 5.97	91.62
Heat & Frost Insulators/Asbestos Workers								
**See note on last page if remote site								
A0902	Asbestos Abatement-Mechanical Systems	38.68	9.24	9.51	1.20	SAF 0.12		58.75
A0903	Asbestos Abatement/General Demolition All Systems	38.68	9.24	9.51	1.20	SAF 0.12		58.75
A0904	Insulator, Group II	38.68	9.24	9.51	1.20	SAF 0.12		58.75
A0905	Fire Stop	38.68	9.24	9.51	1.20	SAF 0.12		58.75
IronWorkers								
**See note on last page if remote site								
A1101	Ironworkers, including:	37.25	8.33	20.53	1.57	L&M 0.20	IAF 0.36	68.24
	Bender Operators							
	Bridge & Structural							
	Machinery Mover							
	Ornamental							
	Reinforcing							
	Rigger							
	Sheeter							
	Signalman							
	Stage Rigger							
	Toxic Haz-Mat Work							
	Welder							
A1102	Helicopter	38.25	8.33	20.53	1.57	L&M 0.20	IAF 0.36	69.24
	Tower (energy producing windmill type towers to include nacelle and blades)							
A1103	Fence/Barrier Installer	33.75	8.33	20.28	1.47	L&M 0.20	IAF 0.36	64.39
	Guard Rail Installer							
A1104	Guard Rail Layout Man	34.49	8.33	20.28	1.47	L&M 0.20	IAF 0.36	65.13

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

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

**See note on last page if remote site

						L&M	LEG	
N1201	Group I, including:	30.55	8.21	17.06	1.25	0.20	0.20	57.47
	Asphalt Worker (shovelman, plant crew)							
	Brush Cutter							
	Camp Maintenance Laborer							
	Carpenter Tender or Helper							
	Choke Setter, Hook Tender, Rigger, Signalman							
	Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)							
	Crusher Plant Laborer							
	Demolition Laborer							
	Ditch Digger							
	Dumpman							
	Environmental Laborer (hazard/toxic waste, oil spill)							
	Fence Installer							
	Fire Watch Laborer							
	Flagman							
	Form Stripper							
	General Laborer							
	Guardrail Laborer, Bridge Rail Installer							
	Hydro-seeder Nozzleman							
	Laborer, Building							
	Landscaper or Planter							
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block 4 feet or less - highway or landscape work)							
	Material Handler							
	Pneumatic or Power Tools							
	Portable or Chemical Toilet Serviceman							
	Pump Man or Mixer Man							
	Railroad Track Laborer							
	Sandblast, Pot Tender							
	Saw Tender							
	Slurry Work							
	Steam Cleaner Operator							
	Steam Point or Water Jet Operator							
	Storm Water Pollution Protection Plan Worker (SWPPP Worker - erosion and sediment control Laborer)							
	Tank Cleaning							
	Utiliwalk & Utilidor Laborer							
	Watchman (construction projects)							
	Window Cleaner							
N1202	Group II, including:	31.55	8.21	17.06	1.25	0.20	0.20	58.47

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

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

**See note on last page if remote site

						L&M	LEG	
N1202	Group II, including:	31.55	8.21	17.06	1.25	0.20	0.20	58.47

Burning & Cutting Torch
 Cement or Lime Dumper or Handler (sack or bulk)
 Certified Erosion Sediment Control Lead (CESCL Laborer)
 Choker Splicer
 Chucktender (wagon, air-track & hydraulic drills)
 Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorman)
 Culvert Pipe Laborer
 Cured Inplace Pipelayer
 Environmental Laborer (asbestos, marine work)
 Foam Gun or Foam Machine Operator
 Green Cutter (dam work)
 Guniting Operator
 Hod Carrier
 Jackhammer or Pavement Breaker (more than 45 pounds)
 Laser Instrument Operator
 Laying of Mortarless Decorative Block (retaining walls, flowered decorative block over 4 feet - highway or landscape work)
 Mason Tender & Mud Mixer (sewer work)
 Pilot Car
 Pipelayer Helper
 Plasterer, Bricklayer & Cement Finisher Tender
 Powderman Helper
 Power Saw Operator
 Railroad Switch Layout Laborer
 Sandblaster
 Scaffold Building & Erecting
 Sewer Caulker
 Sewer Plant Maintenance Man
 Thermal Plastic Applicator
 Timber Faller, Chainsaw Operator, Filer
 Timberman

						L&M	LEG	
N1203	Group III, including:	32.45	8.21	17.06	1.25	0.20	0.20	59.37

Bit Grinder
 Camera/Tool/Video Operator
 Guardrail Machine Operator
 High Rigger & Tree Topper
 High Scaler
 Multiplate

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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Laborers (The Alaska areas north of N63 latitude and east of W138 longitude)

**See note on last page if remote site

						L&M	LEG	
N1203	Group III, including:	32.45	8.21	17.06	1.25	0.20	0.20	59.37

Plastic Welding
Slurry Seal Squeegee Man
Traffic Control Supervisor
Welding Certified (in connection with laborer's work)

						L&M	LEG	
N1204	Group IIIA	35.73	8.21	17.06	1.25	0.20	0.20	62.65

Asphalt Raker, Asphalt Belly Dump Lay Down
Drill Doctor (in the field)
Driller (including, but not limited to, wagon drills, air-track drills, hydraulic drills)
Licensed Powderman
Pioneer Drilling & Drilling Off Tugger (all type drills)
Pipelayers
Storm Water Pollution Protection Plan Specialist (SWPPP Specialist)

						L&M	LEG	
N1205	Group IV	20.12	8.21	17.06	1.25	0.20	0.20	47.04

Final Building Cleanup
Permanent Yard Worker

						L&M	LEG	
N1206	Group IIIB	39.27	5.50	17.06	1.25	0.20	0.20	63.48

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

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

**See note on last page if remote site

						L&M	LEG	
S1201	Group I, including:	30.55	8.21	17.06	1.25	0.20	0.20	57.47

Asphalt Worker (shovelman, plant crew)
Brush Cutter
Camp Maintenance Laborer
Carpenter Tender or Helper
Choke Setter, Hook Tender, Rigger, Signalman
Concrete Labor (curb & gutter, chute handler, grouting, curing, screeding)
Crusher Plant Laborer
Demolition Laborer
Ditch Digger
Dumpman
Environmental Laborer (hazard/toxic waste, oil spill)

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

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

**See note on last page if remote site

						L&M	LEG	
S1201	Group I, including:	30.55	8.21	17.06	1.25	0.20	0.20	57.47
	Fence Installer							
	Fire Watch Laborer							
	Flagman							
	Form Stripper							
	General Laborer							
	Guardrail Laborer, Bridge Rail Installer							
	Hydro-seeder Nozzleman							
	Laborer, Building							
	Landscape or Planter							
	Laying of Mortarless Decorative Block (retaining walls, flowered decorative block 4 feet or less - highway or landscape work)							
	Material Handler							
	Pneumatic or Power Tools							
	Portable or Chemical Toilet Serviceman							
	Pump Man or Mixer Man							
	Railroad Track Laborer							
	Sandblast, Pot Tender							
	Saw Tender							
	Slurry Work							
	Steam Cleaner Operator							
	Steam Point or Water Jet Operator							
	Storm Water Pollution Protection Plan Worker (SWPPP Worker - erosion and sediment control Laborer)							
	Tank Cleaning							
	Utiliwalk & Utilidor Laborer							
	Watchman (construction projects)							
	Window Cleaner							

						L&M	LEG	
S1202	Group II, including:	31.55	8.21	17.06	1.25	0.20	0.20	58.47
	Burning & Cutting Torch							
	Cement or Lime Dumper or Handler (sack or bulk)							
	Certified Erosion Sediment Control Lead (CESCL Laborer)							
	Choker Splicer							
	Chucktender (wagon, air-track & hydraulic drills)							
	Concrete Laborer (power buggy, concrete saws, pumpcrete nozzleman, vibratorman)							
	Culvert Pipe Laborer							
	Cured Inplace Pipelayer							
	Environmental Laborer (asbestos, marine work)							
	Foam Gun or Foam Machine Operator							

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

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

**See note on last page if remote site

						L&M	LEG	
S1202	Group II, including:	31.55	8.21	17.06	1.25	0.20	0.20	58.47

Green Cutter (dam work)
 Gunite Operator
 Hod Carrier
 Jackhammer or Pavement Breaker (more than 45 pounds)
 Laser Instrument Operator
 Laying of Mortarless Decorative Block (retaining walls, flowered decorative block over 4 feet - highway or landscape work)
 Mason Tender & Mud Mixer (sewer work)
 Pilot Car
 Pipelayer Helper
 Plasterer, Bricklayer & Cement Finisher Tender
 Powderman Helper
 Power Saw Operator
 Railroad Switch Layout Laborer
 Sandblaster
 Scaffold Building & Erecting
 Sewer Caulker
 Sewer Plant Maintenance Man
 Thermal Plastic Applicator
 Timber Faller, Chainsaw Operator, Filer
 Timberman

						L&M	LEG	
S1203	Group III, including:	32.45	8.21	17.06	1.25	0.20	0.20	59.37

Bit Grinder
 Camera/Tool/Video Operator
 Guardrail Machine Operator
 High Rigger & Tree Topper
 High Scaler
 Multiplate
 Plastic Welding
 Slurry Seal Squeegee Man
 Traffic Control Supervisor
 Welding Certified (in connection with laborer's work)

						L&M	LEG	
S1204	Group IIIA	35.73	8.21	17.06	1.25	0.20	0.20	62.65

Asphalt Raker, Asphalt Belly Dump Lay Down
 Drill Doctor (in the field)
 Driller (including, but not limited to, wagon drills, air-track drills, hydraulic drills)
 Licensed Powderman

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
Laborers (The area that is south of N63 latitude and west of W138 longitude)								
**See note on last page if remote site								
S1204	Group IIIA	35.73	8.21	17.06	1.25	L&M	LEG	62.65
	Pioneer Drilling & Drilling Off Tugger (all type drills)							
	Pipelayers							
	Storm Water Pollution Protection Plan Specialist (SWPPP Specialist)							
S1205	Group IV	20.12	8.21	17.06	1.25	L&M	LEG	47.04
	Final Building Cleanup							
	Permanent Yard Worker							
S1206	Group IIIB	39.27	5.50	17.06	1.25	L&M	LEG	63.48
	Federally Licensed Powderman (Responsible Person in Charge)							
	Grade Checking (setting or transferring of grade marks, line and grade, Stake Hopper)							
Millwrights								
A1251	Millwright (journeyman)	36.74	9.78	12.21	1.00	L&M		60.18
A1252	Millwright Welder	37.74	9.78	12.21	1.00	L&M		61.18
Painters, Region I (North of N63 latitude)								
**See note on last page if remote site								
N1301	Group I, including:	31.99	8.11	11.10	1.08	L&M		52.35
	Brush							
	General Painter							
	Hand Taping							
	Hazardous Material Handler							
	Lead-Based Paint Abatement							
	Roll							
N1302	Group II, including:	32.51	8.11	11.10	1.08	L&M		52.87
	Bridge Painter							
	Epoxy Applicator							
	General Drywall Finisher							
	Hand/Spray Texturing							
	Industrial Coatings Specialist							

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
Painters, Region I (North of N63 latitude)								
**See note on last page if remote site								
N1302	Group II, including:	32.51	8.11	11.10	1.08	L&M		52.87
	Machine/Automatic Taping							
	Pot Tender							
	Sandblasting							
	Specialty Painter							
	Spray							
	Structural Steel Painter							
	Wallpaper/Vinyl Hanger							
N1304	Group IV, including:	38.63	8.11	13.23	1.05	L&M		61.07
	Glazier							
	Storefront/Automatic Door Mechanic							
N1305	Group V, including:	29.23	8.11	5.02	0.83	L&M		43.26
	Carpet Installer							
	Floor Coverer							
	Heat Weld/Cove Base							
	Linoleum/Soft Tile Installer							
Painters, Region II (South of N63 latitude)								
**See note on last page if remote site								
S1301	Group I, including :	30.23	8.11	10.85	1.08	L&M		50.34
	Brush							
	General Painter							
	Hand Taping							
	Hazardous Material Handler							
	Lead-Based Paint Abatement							
	Roll							
	Spray							
S1302	Group II, including :	31.48	8.11	10.85	1.08	L&M		51.59
	General Drywall Finisher							
	Hand/Spray Texturing							
	Machine/Automatic Taping							
	Wallpaper/Vinyl Hanger							
S1303	Group III, including :	31.58	8.11	10.85	1.08	L&M		51.69
	Bridge Painter							

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
Painters, Region II (South of N63 latitude)								
**See note on last page if remote site								
S1303	Group III, including :	31.58	8.11	10.85	1.08	L&M		51.69
	Epoxy Applicator							
	Industrial Coatings Specialist							
	Pot Tender							
	Sandblasting							
	Specialty Painter							
	Structural Steel Painter							
S1304	Group IV, including:	38.63	8.11	12.48	1.08	L&M		60.37
	Glazier							
	Storefront/Automatic Door Mechanic							
S1305	Group V, including:	29.23	8.11	5.02	0.83	L&M		43.26
	Carpet Installer							
	Floor Coverer							
	Heat Weld/Cove Base							
	Linoleum/Soft Tile Installer							
Piledrivers								
**See note on last page if remote site								
A1401	Piledriver	38.34	9.78	14.56	0.70	L&M		63.63
	Assistant Dive Tender							
	Carpenter/Piledriver							
	Rigger							
	Sheet Stabber							
	Skiff Operator							
A1402	Piledriver-Welder/Toxic Worker	39.34	9.78	14.56	0.70	L&M		64.63
A1403	Remotely Operated Vehicle Pilot/Technician	42.65	9.78	14.56	0.70	L&M		67.94
	Single Atmosphere Suit, Bell or Submersible Pilot							
A1404	Diver (working) ***See note on last page	82.45	9.78	14.56	0.70	L&M		107.74
A1405	Diver (standby) ***See note on last page	42.65	9.78	14.56	0.70	L&M		67.94
A1406	Dive Tender ***See note on last page	41.65	9.78	14.56	0.70	L&M		66.94

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

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

**See note on last page if remote site

						L&M	IAF	
A1407	Welder (American Welding Society, Certified Welding Inspector)	43.90	9.78	14.56	0.70	0.10	0.15	69.19

Plumbers, Region I (North of N63 latitude)

						L&M	S&L	
N1501	Journeyman Pipefitter	40.91	8.25	15.75	1.25	1.10		67.26

Plumber

Welder

Plumbers, Region II (South of N63 latitude)

						L&M		
S1501	Journeyman Pipefitter	39.00	9.58	13.87	1.25	0.20		63.90

Plumber

Welder

Plumbers, Region IIA (1st Judicial District)

						L&M		
X1501	Journeyman Pipefitter	38.02	13.37	11.25	2.50	0.24		65.38

Plumber

Welder

Power Equipment Operators

**See note on last page if remote site

						L&M		
A1601	Group I, including:	40.28	9.30	12.25	1.00	0.10		62.93

Asphalt Roller: Breakdown, Intermediate, and Finish

Back Filler

Barrier Machine (Zipper)

Beltcrete with Power Pack & similar conveyors

Bending Machine

Boat Coxswain

Bulldozer

Cableways, Highlines & Cablecars

Cleaning Machine

Coating Machine

Concrete Hydro Blaster

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

Power Equipment Operators

**See note on last page if remote site

						L&M	
A1601	Group I, including:	40.28	9.30	12.25	1.00	0.10	62.93
	Cranes (45 tons & under or 150 feet of boom & under (including jib & attachments))						
	(a) Hydralifts or Transporters, (all track or truck type)						
	(b) Derricks						
	(c) Overhead						
	Crushers						
	Deck Winches, Double Drum						
	Ditching or Trenching Machine (16 inch or over)						
	Drag Scraper, Yarder, and similar types						
	Drilling Machines, Core, Cable, Rotary and Exploration						
	Finishing Machine Operator, Concrete Paving, Laser Screed, Sidewalk, Curb & Gutter Machine						
	Helicopters						
	Hover Craft, Flex Craft, Loadmaster, Air Cushion, All-Terrain Vehicle, Rollagon, Bargecable, Nodwell, & Snow Cat						
	Hydro Ax, Feller Buncher & similar						
	Hydro Excavation (Vac-Truck and Similar)						
	Licensed Line & Grade						
	Loaders (2 1/2 yards through 5 yards, including all attachments):						
	(a) Forklifts (with telescopic boom & swing attachment)						
	(b) Front End & Overhead, (2-1/2 yards through 5 yards)						
	(c) Loaders, (with forks or pipe clamp)						
	(d) Loaders, (elevating belt type, Euclid & similar types)						
	Material Transfer Vehicle (Elevating Grader, Pickup Machine, and similar types)						
	Mechanic, Welder, Bodyman, Electrical, Camp & Maintenance Engineer						
	Micro Tunneling Machine						
	Mixers: Mobile type with hoist combination						
	Motor Patrol Grader						
	Mucking Machine: Mole, Tunnel Drill, Horizontal/Directional Drill Operator and/or Shield						
	Operator on Dredges						
	Piledriver Engineer, L.B. Foster, Puller or similar paving breaker						
	Plant Operator (Asphalt & Concrete)						
	Power Plant, Turbine Operator 200 k.w & over (power plants or combination of power units over 300 k.w.)						
	Remote Controlled Equipment						
	Scraper (through 40 yards)						
	Service Oiler/Service Engineer						
	Shot Blast Machine						

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

Power Equipment Operators

**See note on last page if remote site

							L&M	
A1601	Group I, including:	40.28	9.30	12.25	1.00	0.10		62.93

Shovels, Backhoes, Excavators with all attachments, and Gradealls (3 yards & under)
Sideboom (under 45 tons)
Spreaders Topside (Asphalt Paver, Slurry machine, and similar types)
Sub Grader (Gurries, Reclaimer & similar types)
Tack Tractor
Truck Mounted Concrete Pump, Conveyor/Tele-belt, & Creter
Unlicensed Off-Road Hauler
Wate Kote Machine

							L&M	
A1602	Group IA, including:	42.04	9.30	12.25	1.00	0.10		64.69

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

							L&M	
A1603	Group II, including:	39.51	9.30	12.25	1.00	0.10		62.16

Boiler - Fireman
Cement Hogs & Concrete Pump Operator
Conveyors (except those listed in Group I)
Grade Checker
Hoists on Steel Erection, Towermobiles & Air Tuggers
Horizontal/Directional Drill Locator
Licensed Grade Technician
Locomotives, Rod & Geared Engines
Mixers
Screening, Washing Plant

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
Power Equipment Operators								
**See note on last page if remote site								
A1603	Group II, including:	39.51	9.30	12.25	1.00	L&M		62.16
	Sideboom (cradling rock drill, regardless of size)							
	Skidder							
	Trenching Machines (under 16 inches)							
	Water/Waste Water Treatment Operator							
A1604	Group III, including:	38.79	9.30	12.25	1.00	L&M		61.44
	"A" Frame Trucks, Deck Winches							
	Bombardier (tack or tow rig)							
	Boring Machine							
	Brooms, Power							
	Bump Cutter							
	Compressor							
	Farm Tractor							
	Forklift, Industrial Type							
	Gin Truck or Winch Truck (with poles when used for hoisting)							
	Hoists, Air Tuggers, Elevators							
	Loaders:							
	(a) Elevating-Athey, Barber Greene & similar types							
	(b) Forklifts or Lumber Carrier (on construction job sites)							
	(c) Forklifts, (with tower)							
	(d) Overhead & Front End, (under 2-1/2 yards)							
	Locomotives: Dinkey (air, steam, gas & electric) Speeders							
	Mechanics, Light Duty							
	Oil, Blower Distribution							
	Posthole Digger, Mechanical							
	Pot Fireman (power agitated)							
	Power Plant, Turbine Operator, (under 200 k.w.)							
	Pumps, Water							
	Roller (other than Asphalt)							
	Saws, Concrete							
	Skid Hustler							
	Skid Steer (with all attachments)							
	Stake Hopper							
	Straightening Machine							
	Tow Tractor							
A1605	Group IV, including:	32.58	9.30	12.25	1.00	L&M		55.23
	Crane Assistant Engineer/Rig Oiler							
	Drill Helper							

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
Power Equipment Operators								
**See note on last page if remote site								
							L&M	
A1605	Group IV, including:	32.58	9.30	12.25	1.00	0.10		55.23
	Parts & Equipment Coordinator							
	Spotter							
	Steam Cleaner							
	Swamper (on trenching machines or shovel type equipment)							
Roofers								
**See note on last page if remote site								
							L&M	
A1701	Roofer & Waterproofer	44.62	11.75	2.91	0.81	0.10	0.03	60.22
							L&M	
A1702	Roofer Material Handler	31.23	11.75	2.91	0.81	0.10	0.03	46.83
Sheet Metal Workers, Region I (North of N63 latitude)								
							L&M	
N1801	Sheet Metal Journeyman	47.74	10.80	11.25	1.45	0.12		71.36
	Air Balancing and duct cleaning of HVAC systems							
	Brazing, soldering or welding of metals							
	Demolition of sheet metal HVAC systems							
	Fabrication and installation of exterior wall sheathing, siding, metal roofing, flashing, decking and architectural sheet metal work							
	Fabrication and installation of heating, ventilation and air conditioning ducts and equipment							
	Fabrication and installation of louvers and hoods							
	Fabrication and installation of sheet metal lagging							
	Fabrication and installation of stainless steel commercial or industrial food service equipment							
	Manufacture, fabrication assembly, installation and alteration of all ferrous and nonferrous metal work							
	Metal lavatory partitions							
	Preparation of drawings taken from architectural and engineering plans required for fabrication and erection of sheet metal work							
	Sheet Metal shelving							
	Sheet Metal venting, chimneys and breaching							
	Skylight installation							
Sheet Metal Workers, Region II (South of N63 latitude)								

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
Sheet Metal Workers, Region II (South of N63 latitude)								
S1801	Sheet Metal Journeyman	42.00	10.80	12.61	1.43	L&M 0.40		67.24
	Air Balancing and duct cleaning of HVAC systems							
	Brazing, soldering or welding of metals							
	Demolition of sheet metal HVAC systems							
	Fabrication and installation of exterior wall sheathing, siding, metal roofing, flashing, decking and architectural sheet metal work							
	Fabrication and installation of heating, ventilation and air conditioning ducts and equipment							
	Fabrication and installation of louvers and hoods							
	Fabrication and installation of sheet metal lagging							
	Fabrication and installation of stainless steel commercial or industrial food service equipment							
	Manufacture, fabrication assembly, installation and alteration of all ferrous and nonferrous metal work							
	Metal lavatory partitions							
	Preparation of drawings taken from architectural and engineering plans required for fabrication and erection of sheet metal work							
	Sheet Metal shelving							
	Sheet Metal venting, chimneys and breaching							
	Skylight installation							
Sprinkler Fitters								
A1901	Sprinkler Fitter	46.00	9.17	13.65	0.47	L&M 0.25		69.54
Surveyors								
	**See note on last page if remote site							
A2001	Chief of Parties	42.81	10.58	11.39	1.15	L&M 0.10		66.03
A2002	Party Chief	41.22	10.58	11.39	1.15	L&M 0.10		64.44
A2003	Line & Grade Technician/Office Technician	40.62	10.58	11.39	1.15	L&M 0.10		63.84
A2004	Associate Party Chief (including Instrument Person & Head Chain Person)	38.50	10.58	11.39	1.15	L&M 0.10		61.72
A2005	Stake Hop/Grademan	38.50	10.58	11.39	1.15	L&M 0.10		61.72

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

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

**See note on last page if remote site

A2006	Chain Person (for crews with more than 2 people)	34.16	10.58	11.39	1.15	L&M 0.10		57.38
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Truck Drivers

**See note on last page if remote site

A2101	Group I, including:	39.59	10.58	11.39	1.15	L&M 0.10		62.81
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Air/Sea Traffic Controllers
Ambulance/Fire Truck Driver (EMT certified)
Boat Coxswain
Captains & Pilots (air & water)
Deltas, Commanders, Rollagons, & similar equipment (when pulling sleds, trailers or similar equipment)
Dump Trucks (including rockbuggy, side dump, belly dump, & trucks with pups) over 40 yards up to & including 60 yards
Helicopter Transporter
Liquid Vac Truck/Super Vac Truck
Material Coordinator and Purchasing Agent
Ready-mix (over 12 yards up to & including 15 yards) (over 15 yards to be negotiated)
Semi with Double Box Mixer
Tireman, Heavy Duty/Fueler
Water Wagon (250 Bbbs and above)

A2102	Group 1A including:	40.86	10.58	11.39	1.15	L&M 0.10		64.08
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Dump Trucks (including rockbuggy, side dump, belly dump & trucks with pups) over 60 yards up to & including 100 yards (over 100 yards to be negotiated)
Jeeps (driver under load)
Lowboys, including tractor attached trailers & jeeps, 9 axles, up to & including 12 axles (over 12 axles or 150 tons to be negotiated)

A2103	Group II, including:	38.33	10.58	11.39	1.15	L&M 0.10		61.55
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All Deltas, Commanders, Rollagons, & similar equipment
Boom Truck/Knuckle Truck (over 5 tons)
Cacasco Truck/Heat Stress Truck
Construction and Material Safety Technician
Dump Trucks (including rockbuggy, side dump, belly dump, & trucks with pups) over 20 yards up to & including 40 yards
Gin Pole Truck, Winch Truck, Wrecker (truck mounted "A" frame manufactured rating over 5 tons)
Lowboys (including attached trailers & jeeps up to & including 8 axles)

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

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

**See note on last page if remote site

A2103	Group II, including:	38.33	10.58	11.39	1.15	L&M	0.10	61.55
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Mechanics
Partsman
Ready-mix (up to & including 12 yards)
Stringing Truck
Turn-O-Wagon or DW-10 (not self loading)

A2104	Group III, including:	37.51	10.58	11.39	1.15	L&M	0.10	60.73
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Batch Trucks (8 yards & up)
Boom Truck/Knuckle Truck (up to & including 5 tons)
Dump Trucks (including rockbuggy, side dump, belly dump, & trucks with pups) over 10 yards up to & including 20 yards
Expeditor (electrical & pipefitting materials)
Gin Pole Truck, Winch Truck, Wrecker (truck mounted "A" frame manufactured rating 5 tons & under)
Greaser - Shop
Oil Distributor Driver
Thermal Plastic Layout Technician
Traffic Control Technician
Trucks/Jeeps (push or pull)

A2105	Group IV, including:	36.93	10.58	11.39	1.15	L&M	0.10	60.15
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Air Cushion or similar type vehicle
All Terrain Vehicle
Buggymobile
Bull Lift & Fork Lift, Fork Lift with Power Boom & Swing Attachment (over 5 tons)
Bus Operator (over 30 passengers)
Combination Truck-Fuel & Grease
Compactor (when pulled by rubber tired equipment)
Dump Trucks (including rockbuggy, side dump, belly dump, & trucks with pups) up to & including 10 yards
Dumpster
Expeditor (general)
Fire Truck/Ambulance Driver
Flat Beds, Dual Rear Axle
Foam Distributor Truck Dual Axle
Front End Loader with Fork
Grease Truck
Hydro Seeder, Dual Axle
Hyster Operators (handling bulk aggregate)

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

Truck Drivers

**See note on last page if remote site

							L&M	
A2105	Group IV, including:	36.93	10.58	11.39	1.15	0.10		60.15

Loadmaster (air & water operations)
 Lumber Carrier
 Ready-mix, (up to & including 7 yards)
 Rigger (air/water/oilfield)
 Semi or Truck & Trailer
 Tireman, Light Duty
 Track Truck Equipment
 Truck Vacuum Sweeper
 Warehouseperson
 Water Truck (Below 250 Bbls)
 Water Truck (straight)
 Water Wagon, Semi

							L&M	
A2106	Group V, including:	36.17	10.58	11.39	1.15	0.10		59.39

Batch Truck (up to & including 7 yards)
 Buffer Truck
 Bull Lifts & Fork Lifts, Fork Lifts with Power Boom & Swing
 Attachments (up to & including 5 tons)
 Bus Operator (up to 30 passengers)
 Farm Type Rubber Tired Tractor (when material handling or pulling wagons on a construction project)
 Flat Beds, Single Rear Axle
 Foam Distributor Truck Single Axle
 Fuel Handler (station/bulk attendant)
 Gear/Supply Truck
 Gravel Spreader Box Operator on Truck
 Hydro Seeders, Single axle
 Pickups (pilot cars & all light-duty vehicles)
 Rigger/Swamper
 Tack Truck
 Team Drivers (horses, mules, & similar equipment)

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

**See note on last page if remote site

							L&M	LEG	
N2201	Group I, including:	33.61	8.21	17.06	1.25	0.20	0.20		60.53

Brakeman
 Mucker
 Nipper

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other	Benefits	THR
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Tunnel Workers, Laborers (The Alaska areas north of N63 latitude and east of W138 longitude)

**See note on last page if remote site

						L&M	LEG	
N2201	Group I, including:	33.61	8.21	17.06	1.25	0.20	0.20	60.53

Storm Water Pollution Protection Plan Worker (SWPPP Worker - erosion and sediment control Laborer)

Topman & Bull Gang

Tunnel Track Laborer

						L&M	LEG	
N2202	Group II, including:	34.71	8.21	17.06	1.25	0.20	0.20	61.63

Burning & Cutting Torch

Certified Erosion Sediment Control Lead (CESCL Laborer)

Concrete Laborer

Jackhammer

Laser Instrument Operator

Nozzlemen, Pumpcrete or Shotcrete

Pipelayer Helper

						L&M	LEG	
N2203	Group III, including:	35.70	8.21	17.06	1.25	0.20	0.20	62.62

Miner

Retimberman

						L&M	LEG	
N2204	Group IIIA, including:	39.30	8.21	17.06	1.25	0.20	0.20	66.22

Asphalt Raker, Asphalt Belly Dump Lay Down

Drill Doctor (in the field)

Driller (including, but not limited to wagon drills, air-track drills, hydraulic drills)

Licensed Powderman

Pioneer Drilling & Drilling Off Tugger (all type drills)

Pipelayer

Storm Water Pollution Protection Plan Specialist (SWPPP Specialist)

						L&M	LEG	
N2206	Group IIIB, including:	43.20	5.50	17.06	1.25	0.20	0.20	67.41

Federally Licensed Powderman (Responsible Person in Charge)

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

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

**See note on last page if remote site

						L&M	LEG	
S2201	Group I, including:	33.61	8.21	17.06	1.25	0.20	0.20	60.53

Brakeman

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

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

**See note on last page if remote site

						L&M	LEG	
S2201	Group I, including:	33.61	8.21	17.06	1.25	0.20	0.20	60.53

Mucker
Nipper
Storm Water Pollution Protection Plan Worker (SWPPP Worker - erosion and sediment control Laborer)
Topman & Bull Gang
Tunnel Track Laborer

						L&M	LEG	
S2202	Group II, including:	34.71	8.21	17.06	1.25	0.20	0.20	61.63

Burning & Cutting Torch
Certified Erosion Sediment Control Lead (CESCL Laborer)
Concrete Laborer
Jackhammer
Laser Instrument Operator
Nozzlemen, Pumpcrete or Shotcrete
Pipelayer Helper

						L&M	LEG	
S2203	Group III, including:	35.70	8.21	17.06	1.25	0.20	0.20	62.62

Miner
Retimberman

						L&M	LEG	
S2204	Group IIIA, including:	39.30	8.21	17.06	1.25	0.20	0.20	66.22

Asphalt Raker, Asphalt Belly Dump Lay Down
Drill Doctor (in the field)
Driller (including, but not limited to wagon drills, air-track drills, hydraulic drills)
Licensed Powderman
Pioneer Drilling & Drilling Off Tugger (all type drills)
Pipelayer
Storm Water Pollution Protection Plan Specialist (SWPPP Specialist)

						L&M	LEG	
S2206	Group IIIB, including:	43.20	5.50	17.06	1.25	0.20	0.20	67.41

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

Tunnel Workers, Power Equipment Operators

**See note on last page if remote site

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

Class Code	Classification of Laborers & Mechanics	BHR	H&W	PEN	TRN	Other Benefits	THR
Tunnel Workers, Power Equipment Operators							
**See note on last page if remote site							
A2207	Group I	44.31	9.30	12.25	1.00	L&M 0.10	66.96
A2208	Group IA	46.24	9.30	12.25	1.00	L&M 0.10	68.89
A2209	Group II	43.46	9.30	12.25	1.00	L&M 0.10	66.11
A2210	Group III	42.67	9.30	12.25	1.00	L&M 0.10	65.32
A2211	Group IV	35.84	9.30	12.25	1.00	L&M 0.10	58.49

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

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

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

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