HAND CARRIED

Before the
LABOR AND INDUSTRIAL RELATIONS COMMISSION
Jefferson City, Missouri

FILED

MAR 27 2015

LABOR AND INDUSTRIAL
RELATIONS COMMISSION

ANNUAL WAGE ORDER NO. 22

MOTION TO AMEND ANNUAL WAGE ORDER NO. 22

COMES NOW the Missouri Department of Labor and Industrial Relations, Division of Labor Standards, and respectfully submits this motion to amend Annual Wage Order No. 22 In support of its Motion, the Division of Labor Standards ("Division") states as follows:

1. On March 10, 2015, the Division filed Annual Wage Order No. 22 with the Secretary of State. Annual Wage Order No. 22 sets forth by county the initial wage rate determination for the occupational titles involved in the construction of public works projects.

2. After the filing of Annual Wage Oder No. 22, the Division discovered numerous inadvertent typographical, clerical, and grammatical errors. These errors affected the rate sheets for six counties.

3. After the filing of Annual Wage Order No. 22, the Division also discovered incorrect hourly rates, fringe benefits, and holiday and overtime schedules involving eighty three occupational titles across fifty counties. This occurrence was the direct result of an improper manipulation of the Division's database, causing the calendar year of 2013 to not be included when a six year review of counties and crafts are correlated pursuant to § 290.262, RSMo., as amended by HB34 (2013). A request has been made of the Office of Administration, Information Technology Services Section for an explanation of this improper manipulation of the database. If such an explanation is received by the Division, it will be provided to the Commission through a supplemental pleading.

4. The corrections detailed in the attached pages are necessary to accurately reflect the information that was on file with the Division prior to March 10, 2015.

5. The Division requests that the Commission substitute the attached 78 page(s) for the original page(s) in the Annual Wage Order. On each of the attached pages the correction or addition is identified by bold print.

6. Public policy is served by making the attached corrections to reflect the proper wage rates.

WHEREFORE, the Missouri Department of Labor and Industrial Relations, Division of Labor Standards, respectfully requests that the Commission enter an Order to substitute the attached 78 page(s) for the original page(s) in Annual Wage Order No. 22 and grant any and all other relief to which it may be entitled.

Respectfully submitted,

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CERTIFICATE OF SERVICE

Notice of this Motion to Amend Annual Wage Order No. 22 will be posted on the Labor and Industrial Relations Commission web site at www.labor.mo.gov/LIRC.

March 26, 2015
DATE

/s/ Jonathan M. Hensley
JONATHAN M. HENSLEY

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$35.24	52	53	$24.48
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$31.79	54	1	$16.61
Carpenter			$30.69	8	1	$15.05
Cement Mason			$31.24	65	4	$17.79
Communication Technician			$28.00	FED		$8.62
Electrician (Inside Wireman)			$31.00	70	21	$13.90
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$12.50	FED		$1.18
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$24.11	115	1	$12.20
First Semi-Skilled			$24.31	115	1	$12.20
Second Semi-Skilled			$24.46	115	1	$12.20
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$33.82	46	67	$15.05
Marble Mason			$33.76	25	4	$14.66
Marble Finisher			$23.78	25	4	$9.18
Millwright			USE CARPENTER RATE			
Operating Engineer						
Group I			**$35.35**	85	4	$15.01
Group II			$34.54	85	4	$15.01
Group III			$28.99	85	4	$15.01
Group III-A			**$33.20**	85	4	$15.01
Group IV						
Group V			$30.59	85	4	$15.01
Painter			$22.90	37	4	$11.51
Pile Driver			USE CARPENTER RATE			
Pipe Fitter			**$41.83**	**33**	**2**	**$19.32**
Plasterer			$31.18	68	4	$15.57
Plumber			$34.50	107	34	$19.05
Roofer \ Waterproofer			$27.50	96	4	$14.11
Sheet Metal Worker			$36.39	16	22	$19.23
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$33.76	25	4	$14.66
Terrazzo Finisher			$23.78	25	4	$9.18
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$23.78	25	4	$9.18
Traffic Control Service Driver			$15.35	48	49	$2.71
Truck Driver-Teamster						
Group I			$20.03	99	59	$4.25
Group II						
Group III			$20.08	99	59	$4.25
Group IV						

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$16.06	FED		$3.45
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$22.40	6	63	$14.65
Cement Mason			$22.65	64	4	$9.60
Communication Technician			**$14.60**	**FED**		**4.57**
Electrician (Inside Wireman)			$26.05	27	9	$11.485 + 8%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$20.38	112	4	$11.17
First Semi-Skilled			$21.86	111	4	$11.12
Second Semi-Skilled			$21.86	111	4	$11.12
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			**$22.40**	**6**	**63**	**$14.65**
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$23.81	84	4	$12.03
Group III			$23.10	84	4	$12.03
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			$21.10	7	14	$11.83
Pile Driver			$22.40	6	63	$14.65
Pipe Fitter		b	$28.45	19	1	$14.42
Plasterer			$22.64	64	4	$9.80
Plumber			$36.22	45	33	$20.09
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$31.40	17	22	$13.13
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$26.27	31	35	$9.85
Group II			$26.43	31	35	$9.85
Group III			$26.42	31	35	$9.85
Group IV			$26.54	31	35	$9.85

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$35.24	52	53	$24.48
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			**$27.60**	**24**	**74**	**$15.70**
Carpenter			$31.70	63	68	$15.05
Cement Mason			$31.24	65	4	$17.79
Communication Technician			$36.14	13	72	$16.26 + 10%
Electrician (Inside Wireman)			$36.14	13	72	$16.26 + 10%
Electrician (Outside-Line Construction\Lineman)			$39.95	125	65	$5.00 + 34.5%
Lineman Operator			$37.27	125	65	$5.00 + 34.5%
Groundman			$26.47	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$18.70	88	32	$16.40
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$20.36	111	4	$11.12
First Semi-Skilled			$21.86	111	4	$11.12
Second Semi-Skilled			$21.86	111	4	$11.12
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$33.82	46	67	$15.05
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$23.78	25	4	$9.18
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$35.35	85	4	$15.01
Group II			$34.54	85	4	$15.01
Group III			$28.99	85	4	$15.01
Group III-A			$35.20	85	4	$15.01
Group IV						
Group V			$30.59	85	4	$15.01
Painter			**$22.00**	**18**	**7**	**$11.77**
Pile Driver			$36.05	63	68	$15.05
Pipe Fitter			$41.83	2	33	$19.32
Plasterer			$22.64	64	4	$9.80
Plumber			$36.22	45	33	$20.09
Roofer \ Waterproofer			$32.25	95	2	$15.79
Sheet Metal Worker			**$31.40**	17	22	**$13.13**
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$23.78	25	4	$9.18
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$23.78	25	4	$9.18
Traffic Control Service Driver			$15.35	48	49	$2.71
Truck Driver-Teamster						
Group I			$30.09	100	4	$10.90
Group II			$30.09	100	4	$10.90
Group III			$30.29	100	4	$10.90
Group IV			$30.29	100	4	$10.90

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			**$35.24**	**52**	**53**	**$24.48**
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$24.36	60	15	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$33.65	47	72	$16.26 + 10%
Electrician (Inside Wireman)			$36.14	13	72	$16.26 + 10%
Electrician (Outside-Line Construction\Lineman)			$39.95	125	65	$5.00 + 34.5%
Lineman Operator			$37.27	125	65	$5.00 + 34.5%
Groundman			$26.47	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$14.95	FED		$1.90
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$20.36	111	4	$11.12
First Semi-Skilled			$21.86	111	4	$11.12
Second Semi-Skilled			$21.86	111	4	$11.12
Lather			$24.36	60	15	$15.05
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$37.35	85	4	$15.01
Group II			$36.54	85	4	$15.01
Group III			$30.99	85	4	$15.01
Group III-A			$35.20	85	4	$15.01
Group IV						
Group V			$32.59	85	4	$15.01
Painter			$22.00	18	7	$11.77
Pile Driver			$25.36	60	15	$15.05
Pipe Fitter			**$41.83**	**2**	**33**	**$19.32**
Plasterer			$22.64	64	4	$9.80
Plumber			$36.22	45	33	$20.09
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$31.40	17	22	$13.13
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$15.35	48	49	$2.71
Truck Driver-Teamster						
Group I			$28.22	31	35	$11.65
Group II			$28.38	31	35	$11.65
Group III			$28.37	31	35	$11.65
Group IV			$28.49	31	35	$11.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$18.00	FED		$1.44
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter			$23.42	62	43	$15.05
Cement Mason			$26.00	81	7	$13.95
Communication Technician			**$20.40**	FED		**$9.02**
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$46.21	120	45	$5.76 + 29.75%
Lineman Operator			$33.38	120	45	$5.76 + 29.75%
Groundman			$26.41	120	45	$5.76 + 29.75%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$21.78	89	50	$11.25
Ironworker			$24.62	90	61	$19.72
Laborer (Building):						
General			$21.91	49	7	$11.82
First Semi-Skilled			$23.23	49	7	$11.82
Second Semi-Skilled			$22.23	49	7	$11.82
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$23.42	62	43	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$30.80	104	12	$13.56
Pile Driver			$23.42	62	43	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$23.50	121	20	$9.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$25.49	103	77	$9.40
Group II		c	$25.65	103	77	$9.40
Group III		c	$25.64	103	77	$9.40
Group IV		c	$25.76	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$35.24	52	53	$24.48
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$31.79	54	1	$16.61
Carpenter			$31.70	63	68	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$15.50	FED		$2.14
Electrician (Inside Wireman)			$31.00	70	21	$13.90
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$30.97	88	32	$16.63
Ironworker			$30.50	50	4	$27.35
Laborer (Building)						
General			$24.11	115	1	$12.20
First Semi-Skilled			$25.80	30	4	$14.75
Second Semi-Skilled			$26.20	30	4	$14.75
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$33.82	46	67	$15.05
Marble Mason			$33.76	25	4	$14.66
Marble Finisher			$23.78	25	4	$9.18
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$35.35	85	4	$15.01
Group II			$34.54	85	4	$15.01
Group III			$28.99	85	4	$15.01
Group III-A			**$35.20**	85	4	$15.01
Group IV						
Group V			$30.59	85	4	$15.01
Painter			$22.41	37	4	$15.42
Pile Driver			$36.05	63	68	$15.05
Pipe Fitter			$34.50	107	34	$19.05
Plasterer			$24.94	94	5	$11.55
Plumber			$40.24	45	33	$20.09
Roofer \ Waterproofer			$32.25	95	2	$15.79
Sheet Metal Worker			$31.40	17	22	$13.13
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$33.76	25	4	$14.66
Terrazzo Finisher			$23.78	25	4	$9.18
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$23.78	25	4	$9.18
Traffic Control Service Driver			$15.35	48	49	$2.71
Truck Driver-Teamster						
Group I			$20.03	99	59	$4.25
Group II						
Group III			$20.08	99	59	$4.25
Group IV						

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		$28.63	23	16	$15.05
Electrician (Outside-Line Construction\Lineman)		$38.60	18	24	$5.00 + 34.5%
Lineman Operator		$36.54	18	24	$5.00 + 34.5%
Lineman - Tree Trimmer		$20.90	31	30	$6.01 + 23.5%
Groundman		$24.95	18	24	$5.00 + 34.5%
Groundman - Tree Trimmer		$16.90	31	30	$6.01 + 23.5%
Laborer					
General Laborer		$24.67	4	18	$12.36
Skilled Laborer		$25.02	4	18	$12.36
Millwright		$28.63	23	16	$15.05
Operating Engineer					
Group I		$32.19	5	15	$15.01
Group II		**$31.79**	**5**	**15**	**$15.01**
Group III		$31.79	5	15	$15.01
Group IV		$29.07	3	2	$15.13
Oiler-Driver		$29.79	5	15	$15.01
Pile Driver		$28.63	23	16	$15.05
Traffic Control Service Driver		$15.35	27	26	$2.71
Truck Driver-Teamster					
Group I		$28.22	12	3	$11.65
Group II		$28.38	12	3	$11.65
Group III		$28.37	12	3	$11.65
Group IV		$28.49	12	3	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$35.24	52	53	$24.48
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$33.50	58	39	$17.75
Carpenter			$31.70	63	68	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$18.50	FED		$8.62
Electrician (Inside Wireman)			$36.14	13	72	$16.26 + 10%
Electrician (Outside-Line Construction\Lineman)			$39.95	125	65	$5.00 + 34.5%
Lineman Operator			$37.27	125	65	$5.00 + 34.5%
Groundman			$26.47	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$30.97	88	32	$16.63
Ironworker			$30.50	50	4	$27.35
Laborer (Building)						
General			$24.05	30	4	$14.75
First Semi-Skilled			$24.45	30	4	$14.75
Second Semi-Skilled			$24.85	30	4	$14.75
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$33.82	46	67	$15.05
Marble Mason			$33.76	25	4	$14.66
Marble Finisher			$23.78	25	4	$9.18
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$35.35	85	4	$15.01
Group II			$34.54	85	4	$15.01
Group III			$28.99	85	4	$15.01
Group III-A			**$35.20**	85	4	$15.01
Group IV						
Group V			$30.59	85	4	$15.01
Painter			$22.00	18	7	$11.77
Pile Driver			$36.05	63	68	$15.05
Pipe Fitter			$41.83	2	33	$19.32
Plasterer			$19.00	FED		
Plumber			$36.22	45	33	$20.09
Roofer \ Waterproofer			$32.25	95	2	$15.79
Sheet Metal Worker			$31.40	17	22	$13.13
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$33.76	25	4	$14.66
Terrazzo Finisher			$23.78	25	4	$9.18
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$23.78	25	4	$9.18
Traffic Control Service Driver			$15.35	48	49	$2.71
Truck Driver-Teamster						
Group I			$28.22	31	35	$11.65
Group II			$28.38	31	35	$11.65
Group III			$28.37	31	35	$11.65
Group IV			$28.47	31	35	$11.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$18.00	FED		$1.44
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter			$23.42	62	43	$15.05
Cement Mason			$26.00	81	7	$13.95
Communication Technician			$20.80	FED		$9.13
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$22.85	36	52	$6.21
Ironworker			$32.48	11	8	$23.025
Laborer (Building)						
General			$21.91	49	7	$11.82
First Semi-Skilled			$23.23	49	7	$11.82
Second Semi-Skilled			$22.66	49	7	$12.82
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$23.42	62	43	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			**$21.99**	**106**	**62**	**$10.65**
Pile Driver			$23.42	62	43	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$23.50	121	20	$9.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$30.76	40	23	$15.47
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$26.22	103	77	$9.40
Group II		c	$26.38	103	77	$9.40
Group III		c	$26.37	103	77	$9.40
Group IV		c	$26.49	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			**$27.60**	**24**	**74**	**$15.70**
Carpenter			$24.08	61	4	$14.49
Cement Mason			$22.65	64	4	$9.60
Communication Technician			$26.05	27	9	$11.485 + 8%
Electrician (Inside Wireman)			$26.05	27	9	$11.485 + 8%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$20.36	111	4	$11.12
First Semi-Skilled			$21.86	111	4	$11.12
Second Semi-Skilled			**$21.86**	**111**	4	**$11.12**
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			**$24.08**	**61**	**4**	**$14.49**
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$23.81	84	4	$12.03
Group III			$23.10	84	4	$12.03
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			$21.10	7	14	$11.83
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			$28.45	19	1	$14.42
Plasterer			$22.64	64	4	$9.80
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$26.27	31	35	$9.85
Group II			$26.43	31	35	$9.85
Group III			$26.42	31	35	$9.85
Group IV			$26.54	31	35	$9.85

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		$30.01	23	16	$15.05
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$26.81	2	4	$12.47
Skilled Laborer		$26.81	2	4	$12.47
Millwright		$30.01	23	16	$15.05
Operating Engineer					
Group I		$32.19	5	15	$15.01
Group II		**$31.79**	**5**	**15**	**$15.01**
Group III		$26.34	21	5	$23.64
Group IV		$22.69	21	5	$23.64
Oiler-Driver		$20.80	21	5	$18.28
Pile Driver		$30.01	23	16	$15.05
Traffic Control Service Driver		$26.415	28	27	$9.045
Truck Driver-Teamster					
Group I		$28.22	12	3	$11.65
Group II		$28.38	12	3	$11.65
Group III		$28.37	12	3	$11.65
Group IV		$28.49	12	3	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			**$32.06**	**55**	**60**	**$20.71**
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$31.86	72	5	$20.32
Carpenter			$26.29	79	42	$15.05
Cement Mason			$26.55	102	38	$20.21
Communication Technician			$29.78	69	75	$5.67 + 35%
Electrician (Inside Wireman)			$29.78	69	75	$5.67 + 35%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$31.03	20	7	$15.88
Ironworker			$25.25	53	10	$19.70
Laborer (Building):						
General			$32.35	FED		
First Semi-Skilled			$23.71	42	44	$12.84
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$31.49	76	51	$12.39
Marble Finisher			$25.83	76	51	$12.56
Millwright			$27.29	79	42	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$30.80	104	12	$13.56
Pile Driver			$26.29	79	42	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$36.41	FED		
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$30.76	40	23	$15.47
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$32.11	116	5	$12.77
Terrazzo Finisher			$29.98	116	5	$10.61
Tile Setter			$31.49	76	51	$12.39
Tile Finisher			$25.83	76	51	$12.56
Traffic Control Service Driver			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$25.535	35	36	$8.65
Group II		c	$25.695	35	36	$8.65
Group III		c	$25.685	35	36	$8.65
Group IV		c	$25.805	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$35.24	52	53	$24.48
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$31.79	54	1	$16.61
Carpenter			$30.69	8	1	$15.05
Cement Mason			$31.24	65	4	$17.79
Communication Technician			$27.00	FED		$4.44
Electrician (Inside Wireman)			$31.00	70	21	$13.90
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$30.97	88	32	$16.63
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$24.11	115	1	$12.20
First Semi-Skilled			$26.80	30	4	$14.75
Second Semi-Skilled			$27.20	30	4	$14.75
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$33.82	46	67	$15.05
Marble Mason			$33.76	25	4	$14.66
Marble Finisher			$23.78	25	4	$9.18
Millwright			USE CARPENTER RATE			
Operating Engineer						
Group I			$37.35	85	4	$15.01
Group II			$36.54	85	4	$15.01
Group III			$30.99	85	4	$15.01
Group III-A			$35.20	85	4	$15.01
Group IV						
Group V			$32.59	85	4	$15.01
Painter			$28.13	37	4	$15.42
Pile Driver			USE CARPENTER RATE			
Pipe Fitter			$34.50	107	34	$19.05
Plasterer			$31.18	68	4	$15.57
Plumber			$36.22	45	33	$20.09
Roofer \ Waterproofer			$27.50	96	4	$14.11
Sheet Metal Worker			**$36.39**	**16**	**22**	**$19.23**
Sprinkler Fitter - Fire Protection			$34.35	14	4	$18.77
Terrazzo Worker			$33.76	25	4	$14.66
Terrazzo Finisher			$23.78	25	4	$9.18
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$23.78	25	4	$9.18
Traffic Control Service Driver			$15.35	48	49	$2.71
Truck Driver-Teamster						
Group I			$20.03	99	59	$4.25
Group II						
Group III			$20.08	99	59	$4.25
Group IV						

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$16.00	FED		$1.43
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$24.36	60	15	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$36.14	13	72	$16.26 + 10%
Electrician (Inside Wireman)			**$33.15**	**82**	**71**	**$10.58 + 39.5%**
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$17.00	FED		$1.85
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$21.71	42	44	$12.84
First Semi-Skilled			$23.71	42	44	$12.84
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$24.24	60	15	$15.05
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$25.36	60	15	$15.05
Operating Engineer						
Group I			$35.35	85	4	$15.01
Group II			$44.49	FED		$3.54
Group III			$28.99	85	4	$15.01
Group III-A			$27.81	86	66	$23.75
Group IV						
Group V			$30.59	85	4	$15.01
Painter			$22.00	18	7	$11.77
Pile Driver			$25.36	60	15	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$24.94	94	5	$11.55
Plumber			$27.00	FED		$1.22
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$30.76	40	23	$15.47
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I			$28.22	31	35	$11.65
Group II			$28.38	31	35	$11.65
Group III			$28.37	31	35	$11.65
Group IV			$28.49	31	35	$11.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$38.06	55	60	$20.71
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			**$50.53**	**FED**		
Carpenter			$34.94	78	41	$14.55
Cement Mason			$30.43	23	5	$7.91
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$31.04	28	7	$12.52 + 13%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$32.78	87	31	$21.13 + 13.2%
Ironworker			$28.01	11	8	$23.09
Laborer (Building):						
General			$23.26	110	80	$12.09
First Semi-Skilled			$25.16	110	80	$12.09
Second Semi-Skilled			$24.16	110	80	$12.09
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$31.49	76	51	$12.39
Marble Finisher			$25.83	76	51	$12.56
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			**$30.80**	**104**	**12**	**$13.56**
Pile Driver			USE CARPENTER RATE			
Pipe Fitter		c	$35.75	91	69	$26.68
Plasterer			$46.59	FED		
Plumber		c	$35.75	91	69	$26.68
Roofer \ Waterproofer			$30.70	15	73	$16.67
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$20.00	FED		$1.22
Terrazzo Worker			$32.11	116	5	$12.77
Terrazzo Finisher			$29.98	116	5	$10.61
Tile Setter			$31.49	76	51	$12.39
Tile Finisher			$25.83	76	51	$12.56
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		b	$26.265	35	36	$8.65
Group II		b	$26.425	35	36	$8.65
Group III		b	$26.415	35	36	$8.65
Group IV		b	$26.535	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$24.08	61	4	$14.49
Cement Mason			$19.00	FED		$5.52
Communication Technician			**$21.90**	**FED**		**$4.57**
Electrician (Inside Wireman)			$26.05	27	9	$11.485 + 8%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			**$22.85**	**36**	**52**	**$6.21**
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$20.38	112	4	$11.17
First Semi-Skilled			$21.86	111	4	$11.12
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$19.00	FED		$7.84
Group III			$23.10	84	4	$12.03
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			$21.10	7	14	$11.83
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			$28.45	19	1	$14.42
Plasterer			$22.64	64	4	$9.80
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$26.27	31	35	$9.85
Group II			$26.43	31	35	$9.85
Group III			$19.00	FED		$7.84
Group IV			$21.40	FED		$6.60

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$24.08	61	4	$14.49
Cement Mason			$22.65	64	4	$9.60
Communication Technician			**$24.65**	**21**	**48**	**$11.70 + 10%**
Electrician (Inside Wireman)			$24.65	21	48	$11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$20.38	112	4	$11.17
First Semi-Skilled			$22.26	112	4	$11.17
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$23.81	84	4	$12.03
Group III			$23.10	84	4	$12.03
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			**$30.80**	**104**	**12**	**$13.56**
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			$28.45	19	1	$14.42
Plasterer			$22.64	64	4	$9.80
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$19.45	98	4	$4.72
Group II						
Group III			$19.45	98	4	$4.72
Group IV			$19.45	98	4	$4.72

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			**$35.24**	**52**	**53**	**$24.48**
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$24.08	61	4	$14.49
Cement Mason			$22.65	64	4	$9.60
Communication Technician			**$24.65**	**21**	**48**	**$11.70 + 10%**
Electrician (Inside Wireman)			$24.65	21	48	$11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$20.38	112	4	$11.17
First Semi-Skilled			$22.26	112	4	$11.17
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			$9.00	FED		$0.21
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			**$41.83**	**2**	**33**	**$19.32**
Plasterer			$22.64	64	4	$9.80
Plumber			$36.22	45	33	$20.09
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$14.00	FED		
Group II						
Group III			$13.50	FED		$0.52
Group IV			$19.45	98	4	$4.72

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits

* Welders receive rate prescribed for the occupational title performing operation to which welding is incidental.

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

a - Vacation: Employees over 5 years - 8%; Employees under 5 years - 6%

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$35.24	52	53	$24.48
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$31.79	54	1	$16.61
Carpenter			$31.70	63	68	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$18.50	FED		$8.62
Electrician (Inside Wireman)			$31.00	70	21	$13.90
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$14.50	FED		$2.19
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$22.26	115	4	$11.55
First Semi-Skilled			$22.46	115	4	$11.55
Second Semi-Skilled			$22.61	115	4	$11.55
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$33.82	46	67	$15.05
Marble Mason			$33.76	25	4	$14.66
Marble Finisher			$23.78	25	4	$9.18
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$35.35	85	4	$15.01
Group II			$34.54	85	4	$15.01
Group III			$28.99	85	4	$15.01
Group III-A			$33.20	85	4	$15.01
Group IV						
Group V			$30.59	85	4	$15.01
Painter			$22.41	37	4	$15.42
Pile Driver			$36.05	63	68	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$24.94	94	5	$11.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$27.50	96	4	$14.11
Sheet Metal Worker			**$36.39**	**16**	**22**	**$19.23**
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$33.76	25	4	$14.66
Terrazzo Finisher			$23.78	25	4	$9.18
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$23.78	25	4	$9.18
Traffic Control Service Driver			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I			$27.49	31	35	$11.65
Group II			$27.65	31	35	$11.65
Group III			$27.64	31	35	$11.65
Group IV			$27.76	31	35	$11.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$35.24	52	53	$24.48
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$31.79	54	1	$16.61
Carpenter			$15.00	FED		$1.97
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$15.50	FED		$2.14
Electrician (Inside Wireman)			$36.14	13	72	$16.26 + 10%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$14.50	FED		$2.19
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$22.26	115	4	$11.55
First Semi-Skilled			$22.46	115	4	$11.55
Second Semi-Skilled			$22.61	115	4	$11.55
Lather			$31.70	63	68	$15.05
Linoleum Layer and Cutter			$33.82	46	67	$15.05
Marble Mason			$33.76	25	4	$14.66
Marble Finisher			$23.78	25	4	$9.18
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$35.35	85	4	$15.01
Group II			$34.54	85	4	$15.01
Group III			$28.99	85	4	$15.01
Group III-A			$33.20	85	4	$15.01
Group IV						
Group V			$30.59	85	4	$15.01
Painter			$22.41	37	4	$15.42
Pile Driver			$36.05	63	68	$15.05
Pipe Fitter			$34.50	107	34	$19.05
Plasterer			$24.94	94	5	$11.55
Plumber			**$34.50**	**107**	**34**	**$19.05**
Roofer \ Waterproofer			$27.50	96	4	$14.11
Sheet Metal Worker			$31.40	17	22	$13.13
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$33.76	25	4	$14.66
Terrazzo Finisher			$23.78	25	4	$9.18
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$23.78	25	4	$9.18
Traffic Control Service Driver			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I			$20.03	99	59	$4.25
Group II						
Group III			$20.08	99	59	$4.25
Group IV						

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits

* Welders receive rate prescribed for the occupational title performing operation to which welding is incidental.

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

a - Vacation: Employees over 5 years - 8%; Employees under 5 years - 6%

OCCUPATIONAL TITLE	** Date of Increase	*	Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$34.50	FED		$3.45
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$31.70	63	68	$15.05
Cement Mason			$22.65	64	4	$9.60
Communication Technician			**$24.65**	**21**	**48**	**$11.70 + 10%**
Electrician (Inside Wireman)			$24.65	21	48	$11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$20.38	112	4	$11.17
First Semi-Skilled			$21.86	111	4	$11.12
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$36.54	85	4	$15.01
Group III			$30.99	85	4	$15.01
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			**$22.00**	**18**	**7**	**$11.77**
Pile Driver			$36.05	63	68	$15.05
Pipe Fitter			$41.83	2	33	$19.32
Plasterer			$22.64	64	4	$9.80
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$19.45	98	4	$4.72
Group II						
Group III			$19.45	98	4	$4.72
Group IV			$19.45	98	4	$4.72

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$16.00	FED		$1.43
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$24.36	60	15	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$31.04	28	7	$12.52 + 13%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	**$42.940**	26	54	**$28.335**
Glazier			$17.00	FED		$1.85
Ironworker			$27.50	50	4	$27.35
Laborer (Building)						
General			$11.00	FED		
First Semi-Skilled			$23.71	42	44	$12.84
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			$24.36	60	15	$15.05
Linoleum Layer and Cutter			$24.24	60	15	$15.05
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$35.35	85	4	$15.01
Group II			$34.54	85	4	$15.01
Group III			$28.99	85	4	$15.01
Group III-A			$27.81	86	66	$23.75
Group IV						
Group V			$30.59	85	4	$15.01
Painter			$22.00	18	7	$11.77
Pile Driver			$25.36	60	15	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$24.94	94	5	$11.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$31.40	17	22	$13.13
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I			$28.22	31	35	$11.65
Group II			$28.38	31	35	$11.65
Group III			$28.37	31	35	$11.65
Group IV			$28.49	31	35	$11.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$23.42	62	43	$15.05
Cement Mason			$13.50	FED		$0.52
Communication Technician			**$24.65**	**21**	**48**	**$11.70 + 10%**
Electrician (Inside Wireman)			$9.00	FED		$0.21
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$22.85	36	52	$6.21
Ironworker			$20.00	FED		$1.61
Laborer (Building):						
General			$23.26	110	80	$12.09
First Semi-Skilled			$25.16	110	80	$12.09
Second Semi-Skilled			**$35.15**	FED		
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			**$23.98**	**123**	**78**	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$9.00	FED		$0.21
Pile Driver			$23.42	62	43	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$17.50	FED		$1.41
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$10.00	FED		$0.23
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$17.50	FED		$1.41
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I			$14.00	FED		$0.52
Group II			$14.00	FED		$0.37
Group III			$13.50	FED		$0.52
Group IV		c	$25.805	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$28.93**	23	16	$15.05
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$26.81	2	4	$12.47
Skilled Laborer		$26.81	2	4	$12.47
Millwright		$28.93	23	16	$15.05
Operating Engineer					
Group I		$26.89	21	5	$23.64
Group II		$26.54	21	5	$23.64
Group III		$26.34	21	5	$23.64
Group IV		$22.69	21	5	$23.64
Oiler-Driver		$22.69	21	5	$23.64
Pile Driver		$28.93	23	16	$15.05
Traffic Control Service Driver		$25.685	26	25	$9.045
Truck Driver-Teamster					
Group I		$27.79	25	21	$11.65
Group II		$27.95	25	21	$11.65
Group III		$27.94	25	21	$11.65
Group IV		$28.06	25	21	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$32.06	55	60	$20.71
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter		e	$32.10	77	41	$15.25
Cement Mason		b	$29.03	80	6	$16.51
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$21.78	89	50	$11.25
Ironworker			$32.48	11	8	$23.025
Laborer (Building):						
General			$22.36	49	7	$12.82
First Semi-Skilled			$23.66	49	7	$12.82
Second Semi-Skilled			$22.66	49	7	$12.82
Lather		e	$32.10	77	41	$15.25
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			**$30.80**	**104**	**12**	**$13.56**
Pile Driver		e	$32.10	77	41	$15.25
Pipe Fitter		c	$35.75	91	69	$26.68
Plasterer			$30.56	67	3	$17.08
Plumber		c	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		d	$26.22	103	77	$9.40
Group II		d	$26.38	103	77	$9.40
Group III		d	$26.37	103	77	$9.40
Group IV		d	$26.49	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$34.01	FED		$3.45
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$24.08	61	4	$14.49
Cement Mason			$22.65	64	4	$9.60
Communication Technician			$21.80	FED		$11.13
Electrician (Inside Wireman)			$24.65	21	48	$11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$30.50	50	4	$27.35
Laborer (Building)						
General			$10.00	FED		
First Semi-Skilled			$22.26	112	4	$11.17
Second Semi-Skilled			$24.16	110	80	$12.09
Lather			$24.08	61	4	$14.49
Linoleum Layer and Cutter			$24.08	61	4	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$23.81	84	4	$12.03
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV						
Group V			$15.27	84	4	$12.03
Painter			**$30.80**	**104**	**12**	**$13.56**
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			$28.45	19	1	$14.42
Plasterer			**$17.00**	**FED**		
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$19.45	98	4	$4.72
Group II						
Group III			$19.45	98	4	$4.72
Group IV			$19.45	98	4	$4.72

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$24.08	61	4	$14.49
Cement Mason			$19.00	FED		$5.52
Communication Technician			$26.05	27	9	$11.485 + 8%
Electrician (Inside Wireman)			$26.05	27	9	$11.485 + 8%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			**$22.85**	**36**	**52**	**6.21**
Ironworker			$19.00	FED		$5.52
Laborer (Building):						
General			$20.38	112	4	$11.17
First Semi-Skilled			$22.26	112	4	$11.17
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			$24.08	61	4	$14.49
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$22.00	FED		$6.60
Group III			$23.10	84	4	$12.03
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			$21.10	7	14	$11.83
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			$28.45	19	1	$14.42
Plasterer			$22.64	64	4	$9.80
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$26.27	31	35	$9.85
Group II			$26.43	31	35	$9.85
Group III			$19.00	FED		$7.84
Group IV			$21.40	FED		$6.60

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$35.24	52	53	$24.48
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$31.79	54	1	$16.61
Carpenter			$33.88	63	68	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$18.50	FED		$8.62
Electrician (Inside Wireman)			$31.00	70	21	$13.90
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$14.50	FED		$2.24
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$24.11	115	1	$12.20
First Semi-Skilled			$24.45	30	4	$14.75
Second Semi-Skilled			$24.85	30	4	$14.75
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$33.82	46	67	$15.05
Marble Mason			$33.76	25	4	$14.66
Marble Finisher			$23.78	25	4	$9.18
Millwright			**$33.88**	63	68	$15.05
Operating Engineer						
Group I			$35.35	85	4	$15.01
Group II			$34.54	85	4	$15.01
Group III			$28.99	85	4	$15.01
Group III-A			$33.20	85	4	$15.01
Group IV						
Group V			$30.59	85	4	$15.01
Painter			$22.00	18	7	$11.77
Pile Driver			$36.05	63	68	$15.05
Pipe Fitter			$41.83	2	33	$19.32
Plasterer			$24.94	94	5	$11.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$27.50	96	4	$14.11
Sheet Metal Worker			$31.40	17	22	$13.13
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$33.76	25	4	$14.66
Terrazzo Finisher			$23.78	25	4	$9.18
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$23.78	25	4	$9.18
Traffic Control Service Driver			$15.35	48	49	$2.71
Truck Driver-Teamster						
Group I			$28.22	31	35	$11.65
Group II			$28.38	31	35	$11.65
Group III			$28.37	31	35	$11.65
Group IV			$28.49	31	35	$11.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			**$30.77**	**FED**		**$10.85**
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter		b	$32.10	77	41	$15.25
Cement Mason		e	$29.03	80	6	$16.51
Communication Technician			$18.80	FED		$8.16
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$46.21	120	45	$5.76 + 29.75%
Lineman Operator			$33.38	120	45	$5.76 + 29.75%
Groundman			$26.41	120	45	$5.76 + 29.75%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$21.78	89	50	$11.25
Ironworker			$32.48	11	8	$23.025
Laborer (Building):						
General			$22.36	49	7	$12.82
First Semi-Skilled			$23.66	49	7	$12.82
Second Semi-Skilled			$22.66	49	7	$12.82
Lather		b	$32.10	77	41	$15.25
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$30.80	104	12	$13.56
Pile Driver		b	$32.10	77	41	$15.25
Pipe Fitter		c	$35.75	91	69	$26.68
Plasterer			$30.56	67	3	$17.08
Plumber		c	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		d	$26.22	103	77	$9.40
Group II		d	$26.38	103	77	$9.40
Group III		d	$26.37	103	77	$9.40
Group IV		d	$26.49	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$32.06	55	60	$20.71
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$34.94	78	41	$14.55
Cement Mason			**$26.33**	**9**	**3**	**$11.50**
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$31.04	28	7	$12.52 + 13%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$18.70	FED		$3.37
Ironworker			$28.01	11	8	$23.09
Laborer (Building):						
General			$23.26	110	80	$12.09
First Semi-Skilled			$25.16	110	80	$12.09
Second Semi-Skilled			$24.16	110	80	$12.09
Lather			$34.94	78	41	$14.55
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$25.99	105	16	$13.62
Pile Driver			$34.94	78	41	$14.55
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$46.59	FED		
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$30.76	40	23	$15.47
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$26.265	35	36	$8.65
Group II		c	$26.425	35	36	$8.65
Group III		c	$26.415	35	36	$8.65
Group IV		c	$26.535	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$29.86**	23	16	$15.05
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$26.81	2	4	$12.47
Skilled Laborer		$26.81	2	4	$12.47
Millwright		$29.86	23	16	$15.05
Operating Engineer					
Group I		$26.89	21	5	$23.64
Group II		$26.54	21	5	$23.64
Group III		$26.34	21	5	$23.64
Group IV		$22.69	21	5	$23.64
Oiler-Driver		$22.69	21	5	$23.64
Pile Driver		$29.86	23	16	$15.05
Traffic Control Service Driver		$26.415	28	27	$9.045
Truck Driver-Teamster					
Group I		$28.52	25	21	$11.65
Group II		$28.68	25	21	$11.65
Group III		$28.67	25	21	$11.65
Group IV		$28.79	25	21	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			**$32.06**	**55**	**60**	**$20.71**
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$24.36	60	15	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$18.50	FED		$8.62
Electrician (Inside Wireman)			$29.78	69	75	$5.67 + 35%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier		c	$24.35	122	76	$14.22 + 5.2%
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$21.71	42	44	$12.84
First Semi-Skilled			$23.71	42	44	$12.84
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$24.24	60	15	$15.05
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$30.80	104	12	$13.56
Pile Driver			$25.36	60	15	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$24.94	94	5	$11.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$30.70	15	73	$16.67
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		d	$26.265	35	36	$8.65
Group II		d	$26.425	35	36	$8.65
Group III		d	$26.415	35	36	$8.65
Group IV		d	$26.535	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$31.56**	23	16	$15.05
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$30.53	8	1	$12.97
Millwright		$29.86	23	16	$15.05
Operating Engineer					
Group I		$26.89	21	5	$23.64
Group II		$26.54	21	5	$23.64
Group III		$26.34	21	5	$23.64
Group IV		$26.55	10	9	$23.85
Oiler-Driver		$27.01	10	9	$23.85
Pile Driver		$29.86	23	16	$15.05
Traffic Control Service Driver		$26.415	28	27	$9.045
Truck Driver-Teamster					
Group I		$28.52	25	21	$11.65
Group II		$28.68	25	21	$11.65
Group III		$28.67	25	21	$11.65
Group IV		$28.79	25	21	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2)

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$19.00	FED		
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$36.14	13	72	$16.26 + 10%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$14.95	FED		$1.90
Ironworker			$27.50	50	4	$27.35
Laborer (Building)						
General			$30.88	FED		
First Semi-Skilled			$32.38	FED		
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			$24.36	60	15	$15.05
Linoleum Layer and Cutter			$24.24	60	15	$15.05
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$25.36	60	15	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$22.00	18	7	$11.77
Pile Driver			$25.36	60	15	$15.05
Pipe Fitter			$41.83	2	33	$19.32
Plasterer			$24.94	94	5	$11.55
Plumber			$52.55	FED		$1.22
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$30.76	40	23	$15.47
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster					*	
Group I			$28.22	31	35	$11.65
Group II			$28.38	31	35	$11.65
Group III			$28.37	31	35	$11.65
Group IV			$28.49	31	35	$11.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$15.00	FED		$1.44
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter			$23.42	62	43	$15.05
Cement Mason			$26.00	81	7	$13.95
Communication Technician			$22.10	FED		$7.56
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$46.21	120	45	$5.76 + 29.75%
Lineman Operator			$33.38	120	45	$5.76 + 29.75%
Groundman			$26.41	120	45	$5.76 + 29.75%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$21.78	89	50	$11.25
Ironworker			$24.62	90	61	$19.72
Laborer (Building):						
General			$21.91	49	7	$11.82
First Semi-Skilled			$23.23	49	7	$11.82
Second Semi-Skilled			$22.23	49	7	$11.82
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$23.42	62	43	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			**$30.80**	**104**	**12**	**$13.56**
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$23.50	121	20	$9.55
Plumber		b	$35.75	91	69	$26.68
Pile Driver			$23.42	62	43	$15.05
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$26.22	103	77	$9.40
Group II		c	$26.38	103	77	$9.40
Group III		c	$26.37	103	77	$9.40
Group IV		c	$26.49	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$23.42	62	43	$15.05
Cement Mason			$13.50	FED		$0.52
Communication Technician			**$24.65**	**21**	**48**	**$11.70 + 10%**
Electrician (Inside Wireman)			$24.65	21	48	$11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$22.85	36	52	$6.21
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$23.26	110	80	$12.09
First Semi-Skilled			$25.16	110	80	$12.09
Second Semi-Skilled			**$35.15**	FED		
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			$23.42	62	43	$15.05
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$23.42	62	43	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			**$21.99**	**106**	**62**	**$10.65**
Pile Driver			$23.42	62	43	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$23.50	121	20	$9.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$17.50	FED		$1.41
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I			$14.00	FED		
Group II			$14.00	FED		$0.37
Group III			$13.50	FED		$0.52
Group IV		c	$25.805	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$32.06	55	60	$20.71
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$24.36	60	15	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$31.04	28	7	$12.52 + 13%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			**$32.78**	**87**	**31**	**$21.13 + 13.2%**
Ironworker			$28.01	11	8	$23.09
Laborer (Building):						
General			$23.26	110	80	$12.09
First Semi-Skilled			$25.16	110	80	$12.09
Second Semi-Skilled			$24.16	110	80	$12.09
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$25.36	60	15	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$22.00	18	7	$11.77
Pile Driver			$25.36	60	15	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			**$30.56**	**67**	**3**	**$17.08**
Plumber			$27.00	FED		$1.22
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$30.76	40	23	$15.47
Sprinkler Fitter - Fire Protection			$21.00	FED		$1.22
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I			$25.30	101	5	$10.70
Group II			$25.95	101	5	$10.70
Group III			$25.45	101	5	$10.70
Group IV			$25.95	101	5	$10.70

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$18.00	FED		
Carpenter			$24.08	61	4	$14.49
Cement Mason			$22.65	64	4	$9.60
Communication Technician			**$24.65**	**21**	**48**	**$11.70 + 10%**
Electrician (Inside Wireman)			**$24.65**	**21**	**48**	**$11.70 + 10%**
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$13.50	FED		
First Semi-Skilled			$22.26	112	4	$11.17
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			$24.08	61	4	$14.49
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			$9.00	FED		$0.21
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			$28.45	19	1	$14.42
Plasterer			$22.64	64	4	$9.80
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			**$22.25**	**10**	**2**	**$9.63**
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$14.00	FED		
Group II						
Group III			$13.50	FED		$0.52
Group IV			$19.45	98	4	$4.72

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$17.00	FED		$1.44
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$38.18	FED		
Carpenter			$23.42	62	43	$15.05
Cement Mason			$26.00	81	7	$13.95
Communication Technician			$20.40	FED		$9.02
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$46.21	120	45	$5.76 + 29.75%
Lineman Operator			$33.38	120	45	$5.76 + 29.75%
Groundman			$26.41	120	45	$5.76 + 29.75%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$21.78	89	50	$11.25
Ironworker			$24.62	90	61	$19.72
Laborer (Building)						
General			$21.91	49	7	$11.82
First Semi-Skilled			$23.23	49	7	$11.82
Second Semi-Skilled			$22.23	49	7	$11.82
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$23.42	62	43	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			**$30.80**	**104**	**12**	**$13.56**
Pile Driver			$23.42	62	43	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$23.50	121	20	$9.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$26.22	103	77	$9.40
Group II		c	$26.38	103	77	$9.40
Group III		c	$26.37	103	77	$9.40
Group IV		c	$26.49	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$32.06	55	60	$20.71
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$31.86	72	5	$20.32
Carpenter		b	$32.51	79	42	$15.05
Cement Mason			$30.43	23	5	$7.91
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$29.78	69	75	$5.67 + 35%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			**$32.78**	**87**	**31**	**$21.13 + 13.2%**
Ironworker			$28.01	11	8	$23.09
Laborer (Building):						
General			$21.71	42	44	$12.84
First Semi-Skilled			$23.71	42	44	$12.84
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$31.49	76	51	$12.39
Marble Finisher			$25.83	76	51	$12.56
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$30.80	104	12	$13.56
Pipe Fitter		c	$35.75	91	69	$26.68
Pile Driver			USE CARPENTER RATE			
Plasterer			$30.56	67	3	$17.08
Plumber		c	$35.75	91	69	$26.68
Roofer \ Waterproofer			$30.70	15	73	$16.67
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$32.11	116	5	$12.77
Terrazzo Finisher			$29.98	116	5	$10.61
Tile Setter			$31.49	76	51	$12.39
Tile Finisher			$25.83	76	51	$12.56
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		d	$26.265	35	36	$8.65
Group II		d	$26.425	35	36	$8.65
Group III		d	$26.415	35	36	$8.65
Group IV		d	$26.535	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits

* Welders receive rate prescribed for the occupational title performing operation to which welding is incidental.

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

a - Vacation: Employees over 5 years - 8%, under 5 years - 6%
b - Projects over $1.5 Million - $32.51
Projects under $1.5 Million - $27.79
c - All work over $7 Million Total Mech. Contract - $35.75, Fringes - $26.68
All work under $7 Million Total Mech. Contract - $34.41, Fringes - $21.29
d - Group I:
Projects over $3 3/4 Million - $26.265
Projects under $3 3/4 Million - $22.765
Group II:
Projects over $3 3/4 Million - $26.425
Projects under $3 3/4 Million - $22.925
Group III:
Projects over $3 3/4 Million - $26.415
Projects under $3 3/4 Million - $22.915
Group IV:
Projects over $3 3/4 Million - $26.535
Projects under $3 3/4 Million - $23.035

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$31.56**	23	16	$15.05
Cement Mason		$29.03	80	22	$16.43
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$26.81	2	4	$12.47
Skilled Laborer		$26.81	2	4	$12.47
Millwright		$30.59	23	16	$15.05
Operating Engineer					
Group I		$26.89	21	5	$23.64
Group II		$26.54	21	5	$23.64
Group III		$26.34	21	5	$23.64
Group IV		$22.69	21	5	$23.64
Oiler-Driver		$22.69	21	5	$23.64
Pile Driver		$30.59	23	16	$15.05
Traffic Control Service Driver		$26.415	28	27	$9.045
Truck Driver-Teamster					
Group I		$28.52	25	21	$11.65
Group II		$28.68	25	21	$11.65
Group III		$28.67	25	21	$11.65
Group IV		$28.79	25	21	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$34.94	78	41	$14.55
Cement Mason			$30.43	23	5	$7.91
Communication Technician			**$29.30**	**21**	**48**	**$11.70 + 10%**
Electrician (Inside Wireman)			$29.30	21	48	$11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			**$22.85**	**36**	**52**	**$6.21**
Ironworker			$28.01	11	8	$23.09
Laborer (Building):						
General			$23.26	110	80	$12.09
First Semi-Skilled			$25.16	110	80	$12.09
Second Semi-Skilled			$24.16	110	80	$12.09
Lather			$34.94	78	41	$14.55
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$25.99	105	16	$13.62
Pile Driver			$34.94	78	41	$14.55
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			**$43.84**	**FED**		
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$26.265	35	36	$8.65
Group II		c	$26.425	35	36	$8.65
Group III		c	$26.415	35	36	$8.65
Group IV		c	$26.535	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits

* Welders receive rate prescribed for the occupational title performing operation to which welding is incidental.

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

a - Vacation: Employees over 5 years - 8%, under 5 years - 6%
b - All work over $7 Million Total Mech. Contract - $35.75, Fringes - $26.68
All work under $7 Million Total Mech. Contract - $34.41, Fringes - $21.29
c - Group I:
Projects over $3 3/4 Million - $26.265
Projects under $3 3/4 Million - $22.765
Group II:
Projects over $3 3/4 Million - $26.425
Projects under $3 3/4 Million - $22.925
Group III:
Projects over $3 3/4 Million - $26.415
Projects under $3 3/4 Million - $22.915
Group IV:
Projects over $3 3/4 Million - $26.535
Projects under $3 3/4 Million - $23.035

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$29.86**	23	16	$15.05
Cement Mason		$27.04	6	6	$16.43
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$26.81	2	4	$12.47
Skilled Laborer		$26.81	2	4	$12.47
Millwright		$29.86	23	16	$15.05
Operating Engineer					
Group I		$26.89	21	5	$23.64
Group II		$26.54	21	5	$23.64
Group III		$26.34	21	5	$23.64
Group IV		$22.69	21	5	$23.64
Oiler-Driver		$22.69	21	5	$23.64
Pile Driver		$29.86	23	16	$15.05
Traffic Control Service Driver		$26.415	28	27	$9.045
Truck Driver-Teamster					
Group I		$28.52	25	21	$11.65
Group II		$28.68	25	21	$11.65
Group III		$28.67	25	21	$11.65
Group IV		$28.79	25	21	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$32.06	55	60	$20.71
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$24.36	60	15	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$15.50	FED		$2.14
Electrician (Inside Wireman)			$29.78	69	75	$5.67 + 35%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$14.50	FED		$2.19
Ironworker			**$27.50**	50	4	$27.35
Laborer (Building):						
General			$21.71	42	44	$12.84
First Semi-Skilled			$23.71	42	44	$12.84
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$24.24	60	15	$15.05
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$25.36	60	15	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$22.00	18	7	$11.77
Pile Driver			$25.36	60	15	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$35.89	FED		
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$30.76	40	23	$15.47
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$25.535	35	36	$8.65
Group II		c	$25.695	35	36	$8.65
Group III		c	$25.685	35	36	$8.65
Group IV		c	$25.805	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$32.06	55	60	$20.71
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$31.86	72	5	$20.32
Carpenter			$26.29	79	42	$15.05
Cement Mason			$30.43	23	5	$7.91
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$29.78	69	75	$5.67 + 35%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier		c	$24.35	122	76	$14.22+ 5.2%
Ironworker			$28.01	11	8	$23.09
Laborer (Building)						
General			$21.71	42	44	$12.84
First Semi-Skilled			$23.71	42	44	$12.84
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$31.49	76	51	$12.39
Marble Finisher			$25.83	76	51	$12.56
Millwright			**$27.29**	**79**	**42**	**$15.05**
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$30.80	104	12	$13.56
Pile Driver			$26.29	79	42	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$24.94	94	5	$11.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$30.70	15	73	$16.67
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$32.11	116	5	$12.77
Terrazzo Finisher			$29.98	116	5	$10.61
Tile Setter			$31.49	76	51	$12.39
Tile Finisher			$25.83	76	51	$12.56
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		d	$26.265	35	36	$8.65
Group II		d	$26.425	35	36	$8.65
Group III		d	$26.415	35	36	$8.65
Group IV		d	$26.535	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$32.06	55	60	$20.71
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter		b	$32.10	77	41	$15.25
Cement Mason		e	$29.03	80	6	$16.51
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			**$22.85**	**36**	**52**	**$6.21**
Ironworker			$32.48	11	8	$23.025
Laborer (Building):						
General			$22.36	49	7	$12.82
First Semi-Skilled			$23.66	49	7	$12.82
Second Semi-Skilled			$22.66	49	7	$12.82
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$21.99	106	62	$10.65
Pile Driver			USE CARPENTER RATE			
Pipe Fitter		c	$35.75	91	69	$26.68
Plasterer			$30.56	67	3	$17.08
Plumber		c	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		d	$26.22	103	77	$9.40
Group II		d	$26.38	103	77	$9.40
Group III		d	$26.37	103	77	$9.40
Group IV		d	$26.49	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$18.00	FED		$1.44
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter			$23.42	62	43	$15.05
Cement Mason			$26.00	81	7	$13.95
Communication Technician			$20.80	FED		$9.13
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier		d	$24.35	122	76	$14.22 + 5.2%
Ironworker			$24.62	90	61	$19.72
Laborer (Building):						
General			$21.91	49	7	$11.82
First Semi-Skilled			$23.23	49	7	$11.82
Second Semi-Skilled			$22.23	49	7	$11.82
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$23.42	62	43	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			**$21.99**	**106**	**62**	**$10.65**
Pile Driver			$23.42	62	43	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$23.50	121	20	$9.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$25.49	103	77	$9.40
Group II		c	$25.65	103	77	$9.40
Group III		c	$25.64	103	77	$9.40
Group IV		c	$25.76	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$29.87**	23	16	$15.05
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$26.81	2	4	$12.47
Skilled Laborer		$26.81	2	4	$12.47
Millwright		$28.93	23	16	$15.05
Operating Engineer					
Group I		$26.89	21	5	$23.64
Group II		$26.54	21	5	$23.64
Group III		$26.34	21	5	$23.64
Group IV		$22.69	21	5	$23.64
Oiler-Driver		$22.69	21	5	$23.64
Pile Driver		$28.93	23	16	$15.05
Traffic Control Service Driver		$25.685	26	25	$9.045
Truck Driver-Teamster					
Group I		$27.79	25	21	$11.65
Group II		$27.95	25	21	$11.65
Group III		$27.94	25	21	$11.65
Group IV		$28.06	25	21	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3)

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2)

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$31.70	63	68	$15.05
Cement Mason			$22.65	64	4	$9.60
Communication Technician			$26.05	27	9	$11.485 + 8%
Electrician (Inside Wireman)			$26.05	27	9	$11.485 + 8%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$27.50	50	4	$27.35
Laborer (Building)						
General			$12.75	FED		
First Semi-Skilled			$22.26	112	4	$11.17
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$36.05	63	68	$15.05
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$36.54	85	4	$15.01
Group III			$30.99	85	4	$15.01
Group III-A			$35.20	85	4	$15.01
Group IV						
Group V			$15.27	84	4	$12.03
Painter			**$22.00**	**18**	**7**	**$11.77**
Pile Driver			$36.05	63	68	$15.05
Pipe Fitter			$41.83	2	33	$19.32
Plasterer			$22.64	64	4	$9.80
Plumber			$36.22	45	33	$20.09
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$31.40	17	22	$13.13
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$15.35	48	49	$2.71
Truck Driver-Teamster						
Group I			$26.27	31	35	$9.85
Group II			$26.43	31	35	$9.85
Group III			$26.42	31	35	$9.85
Group IV			$26.54	31	35	$9.85

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$30.59**	23	16	$15.05
Cement Mason		$27.04	6	6	$16.43
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$24.74	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$19.60	32	31	$5.00 + 23%
Laborer					
General Laborer		$26.81	2	4	$12.47
Skilled Laborer		$26.81	2	4	$12.47
Millwright		$30.59	23	16	$15.05
Operating Engineer					
Group I		$26.89	21	5	$23.64
Group II		$26.54	21	5	$23.64
Group III		$26.34	21	5	$23.64
Group IV		$22.69	21	5	$23.64
Oiler-Driver		$22.69	21	5	$23.64
Pile Driver		$30.59	23	16	$15.05
Traffic Control Service Driver		$26.415	28	27	$9.045
Truck Driver-Teamster					
Group I		$28.52	25	21	$11.65
Group II		$28.68	25	21	$11.65
Group III		$28.67	25	21	$11.65
Group IV		$28.79	25	21	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			**$32.06**	55	60	$20.71
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.30	59	7	$15.93
Carpenter			$26.29	79	42	$15.05
Cement Mason			$26.33	9	3	$11.50
Communication Technician			$18.50	FED		$8.62
Electrician (Inside Wireman)			$29.78	69	75	$5.67 + 35%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$22.85	36	52	$6.21
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$21.71	42	44	$12.84
First Semi-Skilled			$23.71	42	44	$12.84
Second Semi-Skilled			$22.71	42	44	$12.84
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			**$25.36**	**60**	**15**	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$22.00	18	7	$11.77
Pile Driver			$26.29	79	42	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$35.89	FED		
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$29.30	12	4	$14.55
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$25.685	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$25.535	35	36	$8.65
Group II		c	$25.695	35	36	$8.65
Group III		c	$25.685	35	36	$8.65
Group IV		c	$25.805	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$23.42	62	43	$15.05
Cement Mason			$30.43	23	5	$7.91
Communication Technician			**$24.65**	**21**	**48**	**$11.70 + 10%**
Electrician (Inside Wireman)			$24.65	21	48	$11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$22.85	36	52	$6.21
Ironworker			$27.50	50	4	$27.35
Laborer (Building):						
General			$23.26	110	80	$12.09
First Semi-Skilled			$25.16	110	80	$12.09
Second Semi-Skilled			**$35.15**	FED		
Lather		b	$28.86	74	41	$14.95
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$9.00	FED		$0.21
Pile Driver		b	$28.86	74	41	$14.95
Pipe Fitter		c	$35.75	91	69	$26.68
Plasterer			$30.56	67	3	$17.08
Plumber		c	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$17.50	FED		$1.41
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I			$14.00	FED		
Group II			$14.00	FED		$0.37
Group III			$13.50	FED		$0.52
Group IV		d	$26.535	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$18.00	FED		$1.44
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			**$38.18**	**FED**		
Carpenter			$23.42	62	43	$15.05
Cement Mason			$26.00	81	7	$13.95
Communication Technician			$19.80	FED		$8.72
Electrician (Inside Wireman)			$34.02	FED		
Electrician (Outside-Line Construction\Lineman)			$46.21	120	45	$5.76 + 29.75%
Lineman Operator			$33.38	120	45	$5.76 + 29.75%
Groundman			$26.41	120	45	$5.76 + 29.75%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$21.78	89	50	$11.25
Ironworker			$24.62	90	61	$19.72
Laborer (Building):						
General			$21.91	49	7	$11.82
First Semi-Skilled			$23.23	49	7	$11.82
Second Semi-Skilled			$22.23	49	7	$11.82
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$23.42	62	43	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$30.80	104	12	$13.56
Pile Driver			$23.42	62	43	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$23.50	121	20	$9.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$26.22	103	77	$9.40
Group II		c	$26.38	103	77	$9.40
Group III		c	$26.37	103	77	$9.40
Group IV		c	$26.49	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			**$24.97**	**56**	**28**	**$11.00**
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$24.08	61	4	$14.49
Cement Mason			$22.65	64	4	$9.60
Communication Technician			**$20.44**	**21**	**48**	**$11.30 + 10%**
Electrician (Inside Wireman)			$20.44	21	48	$11.30 + 10%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$27.50	50	4	$27.35
Laborer (Building)						
General			**$20.38**	111	4	**$11.17**
First Semi-Skilled			$25.24	FED		$12.12
Second Semi-Skilled			**$21.06**	111	4	**$11.17**
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$23.98	123	78	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$22.00	FED		$6.60
Group III			$23.10	84	4	$12.03
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			$21.10	7	14	$11.83
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			$28.45	19	1	$14.42
Plasterer			$22.64	64	4	$9.80
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$33.76	25	4	$14.66
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$19.45	98	4	$4.72
Group II						
Group III			**$19.45**	**98**	**4**	**$4.72**
Group IV			$21.40	FED		$6.60

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$31.95**	23	16	$15.05
Cement Mason		$29.03	80	22	$16.43
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$30.53	8	1	$12.97
Millwright		$31.95	23	16	$15.05
Operating Engineer					
Group I		$31.31	10	9	$23.85
Group II		$31.31	10	9	$23.85
Group III		$30.01	10	9	$23.85
Group IV		$26.55	10	9	$23.85
Oiler-Driver		$27.01	10	9	$23.85
Pile Driver		$31.95	23	16	$15.05
Traffic Control Service Driver		$27.425	26	25	$9.045
Truck Driver-Teamster		$30.41	25	21	$10.82

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$22.00	FED		$1.44
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter		b	$32.10	77	41	$15.25
Cement Mason		i	$29.03	80	6	$16.51
Communication Technician			$31.04	28	7	$12.52 + 13%
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$41.08	43	45	$5.00 + 36.5%
Lineman Operator			$35.46	43	45	$5.00 + 36.5%
Groundman			$27.42	43	45	$5.00 + 36.5%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			**$32.78**	**87**	**31**	**$21.13 + 13.2%**
Ironworker			$32.48	11	8	$23.025
Laborer (Building)						
General		d	$25.46	73	7	$12.07
First Semi-Skilled		e	$26.58	73	7	$12.07
Second Semi-Skilled		f	$25.96	73	7	$12.07
Lather		b	$32.10	77	41	$15.25
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$35.67	77	41	$15.25
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			$24.09	106	62	$10.65
Pile Driver		b	$32.10	77	41	$15.25
Pipe Fitter		g	$35.75	91	69	$26.68
Plasterer			$30.56	67	3	$17.08
Plumber		g	$35.75	91	69	$26.68
Roofer \ Waterproofer			$30.70	15	73	$16.67
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$26.265	35	36	$8.65
Group II		c	$26.425	35	36	$8.65
Group III		c	$26.415	35	36	$8.65
Group IV		c	$26.535	35	36	$8.65

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter		**$30.59**	23	16	$15.05
Cement Mason		$27.04	6	6	$16.43
Electrician (Outside-Line Construction\Lineman)		$41.08	9	12	$5.00 + 36.5%
Lineman Operator		$35.46	9	12	$5.00 + 36.5%
Lineman - Tree Trimmer		$23.65	32	31	$5.00 + 23%
Groundman		$27.42	9	12	$5.00 + 36.5%
Groundman - Tree Trimmer		$17.44	32	31	$5.00 + 23%
Laborer					
General Laborer		$26.81	2	4	$12.47
Skilled Laborer		$26.81	2	4	$12.47
Millwright		$30.59	23	16	$15.05
Operating Engineer					
Group I		$26.89	21	5	$23.64
Group II		$26.54	21	5	$23.64
Group III		$26.34	21	5	$23.64
Group IV		$22.69	21	5	$23.64
Oiler-Driver		$22.69	21	5	$23.64
Pile Driver		$30.59	23	16	$15.05
Traffic Control Service Driver		$26.415	28	27	$9.045
Truck Driver-Teamster					
Group I		$28.52	25	21	$11.65
Group II		$28.68	25	21	$11.65
Group III		$28.67	25	21	$11.65
Group IV		$28.79	25	21	$11.65

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3 040(3)

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2)

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$18.00	FED		$1.44
Boilermaker			$32.21	126	7	$29.20
Bricklayer and Stone Mason			$28.48	75	40	$10.16
Carpenter			$23.42	62	43	$15.05
Cement Mason			$26.00	81	7	$13.95
Communication Technician			$20.80	FED		$9.13
Electrician (Inside Wireman)			$33.15	82	71	$10.58 + 39.5%
Electrician (Outside-Line Construction\Lineman)			$46.21	120	45	$5.76 + 29.75%
Lineman Operator			$33.38	120	45	$5.76 + 29.75%
Groundman			$26.41	120	45	$5.76 + 29.75%
Elevator Constructor		a	$44.37	26	54	$28.385
Glazier			$21.78	89	50	$11.25
Ironworker			$32.48	11	8	$23.025
Laborer (Building):						
General			$21.91	49	7	$11.82
First Semi-Skilled			$23.23	49	7	$11.82
Second Semi-Skilled			$22.23	49	7	$11.82
Lather			$23.42	62	43	$15.05
Linoleum Layer and Cutter			$30.33	92	26	$14.95
Marble Mason			$28.48	75	40	$10.16
Marble Finisher						
Millwright			$35.67	77	41	$15.05
Operating Engineer						
Group I			$27.81	86	66	$23.75
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$27.81	86	66	$23.75
Group IV			$25.58	86	66	$23.75
Group V			$28.51	86	66	$23.75
Painter			**$30.80**	**104**	**12**	**$13.56**
Pile Driver			$23.42	62	43	$15.05
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$23.50	121	20	$9.55
Plumber		b	$35.75	91	69	$26.68
Roofer \ Waterproofer			$23.00	15	73	$10.87
Sheet Metal Worker			$38.52	32	25	$21.58
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.48	75	40	$10.16
Terrazzo Finisher						
Tile Setter			$28.48	75	40	$10.16
Tile Finisher						
Traffic Control Service Driver			$26.415	22	55	$9.045
Truck Driver-Teamster						
Group I		c	$26.22	103	77	$9.40
Group II		c	$26.38	103	77	$9.40
Group III		c	$26.37	103	77	$9.40
Group IV		c	$26.49	103	77	$9.40

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$34.22	FED		$2.64
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$24.08	61	4	$14.49
Cement Mason			$22.65	64	4	$9.60
Communication Technician			$24.65	21	48	$11.70 + 10%
Electrician (Inside Wireman)			$24.65	21	48	$11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$30.50	50	4	$27.35
Laborer (Building)						
General			$20.38	112	4	$11.17
First Semi-Skilled			$22.26	112	4	$11.17
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$24.08	61	4	$14.49
Marble Mason			$21.15	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			$25.45	84	4	$12.03
Group II			$23.81	84	4	$12.03
Group III			$23.10	84	4	$12.03
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			**$30.80**	**104**	**12**	**$13.56**
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter			$28.45	19	1	$14.42
Plasterer			$22.64	64	4	$9.80
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$19.45	98	4	$4.72
Group II						
Group III			$19.45	98	4	$4.72
Group IV			$19.45	98	4	$4.72

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			$24.97	56	28	$11.00
Boilermaker			$33.36	57	7	$27.95
Bricklayer and Stone Mason			$27.60	24	74	$15.70
Carpenter			$24.08	61	4	$14.49
Cement Mason			$22.65	64	4	$9.60
Communication Technician			$14.70	FED		$7.21
Electrician (Inside Wireman)			$24.65	21	48	11.70 + 10%
Electrician (Outside-Line Construction\Lineman)			$38.60	125	65	$5.00 + 34.5%
Lineman Operator			$36.54	125	65	$5.00 + 34.5%
Groundman			$24.95	125	65	$5.00 + 34.5%
Elevator Constructor		a	$42.940	26	54	$28.335
Glazier			$22.85	36	52	$6.21
Ironworker			$30.50	50	4	$27.35
Laborer (Building):						
General			$20.38	112	4	$11.17
First Semi-Skilled			$22.26	112	4	$11.17
Second Semi-Skilled			$21.06	112	4	$11.17
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter			$24.08	61	4	$14.49
Marble Mason			$21.55	124	74	$12.79
Marble Finisher			$14.01	124	74	$9.21
Millwright			$24.08	61	4	$14.49
Operating Engineer						
Group I			**$25.45**	**84**	**4**	**$12.03**
Group II			$27.81	86	66	$23.75
Group III			$26.56	86	66	$23.75
Group III-A			$23.81	84	4	$12.03
Group IV						
Group V			$15.27	84	4	$12.03
Painter			$25.99	105	16	$13.62
Pile Driver			$24.08	61	4	$14.49
Pipe Fitter		b	$35.75	91	69	$26.68
Plasterer			$30.56	67	3	$17.08
Plumber			$28.45	19	1	$14.42
Roofer \ Waterproofer			$22.25	10	2	$9.63
Sheet Metal Worker			$28.87	4	24	$13.15
Sprinkler Fitter - Fire Protection			$31.75	33	19	$18.90
Terrazzo Worker			$28.73	124	74	$14.38
Terrazzo Finisher			$18.68	124	74	$14.38
Tile Setter			$21.55	124	74	$12.79
Tile Finisher			$14.01	124	74	$9.21
Traffic Control Service Driver			$16.35	48	49	$2.75
Truck Driver-Teamster						
Group I			$19.45	98	4	$4.72
Group II						
Group III			$19.45	98	4	$4.72
Group IV			$19.45	98	4	$4.72

Fringe Benefit Percentage is of the Basic Hourly Rate

**Annual Incremental Increase

REPLACEMENT PAGE
ATCHISON COUNTY
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

NO. 1: All work done on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid at the rate of double time. When one of the above holidays falls on Sunday, the following Monday shall be observed. When one of the above holidays falls on Saturday the preceding Friday shall be observed.

NO. 2: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or the days observed as such, shall be paid at the double time rate of pay.

NO. 4: All work done on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas Day shall be paid at the double time rate of pay. If any of the above holidays fall on Sunday, Monday will be observed as the recognized holiday. If any of the above holidays fall on Saturday, Friday will be observed as the recognized holiday.

NO. 7: The following days are assigned days and are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This is applied to protect Labor Day. When a holiday falls during the normal workweek, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid to the workman unless worked. If workman are required to work the above enumerated holidays or days observed as such, or on Sunday, they shall receive double (2) the regular rate of pay for such work.

NO. 13: Any hours worked on Sunday and on recognized holidays shall be paid at the rate of two (2) times the base rate. The recognized holidays are New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. In the event any of the above holidays fall on Saturday, then that holiday shall be observed on Friday. In the event any of the above holidays fall on Sunday, then that holiday shall be observed on Monday.

NO. 19: All work done on New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. The employee may take off Friday following Thanksgiving Day. However, the employee shall notify his or her Foreman, General Foreman or Superintendent on the Wednesday preceding Thanksgiving Day. When one of the above holidays falls on Sunday, the following Monday shall be considered a holiday and all work performed on either day shall be at the double (2) time rate. When one of the holidays falls on Saturday, the preceding Friday shall be considered a holiday and all work performed on either day shall be at the double (2) time rate.

NO. 21: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Sunday, shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Saturday shall be observed on the previous Friday, and paid for at double (2) the straight-time rate of pay. If any of the above listed holidays fall on Friday, Saturday, Sunday, or Monday, creating a three-day weekend, then the entire three (3) days (either Friday, Saturday, and Sunday – if the holiday falls on Friday or Saturday; or Saturday, Sunday, and Monday – if the holiday falls on Sunday or Monday) shall be paid for at double (2) the straight-time rate of pay.

NO. 22: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or days locally observed as such, and Sunday shall be recognized as holidays. If a holiday falls on Saturday, Friday shall be observed; if it falls on Sunday, Monday shall be observed. All work performed on holidays shall be paid at the double (2) time rate of pay.

NO. 33: All work done on New Year's Day, Memorial Day, Fourth of July, Thanksgiving Day and Christmas Day shall be paid at the double time rate of pay. Labor Day shall be paid at the triple (3) time rate of pay. If the holiday falls on Sunday, the following Monday will be observed; if the holiday falls on Saturday, the preceding Friday will be observed.

REPLACEMENT PAGE
BENTON COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 52: Means the regular workweek shall consist of five (5) eight (8) hour days, Monday through Friday. The regular workday shall consist of an eight (8) hour period, to be worked between the agreed upon starting time, and ending no later than 4:30 p.m. The agreed upon starting time shall be any time between the hours of 6:00 a.m. and 8:00 a.m. The option exists for the employer to use a four (4) day, ten (10) hour work week. Days worked shall be Monday through Thursday or Tuesday through Friday. If the job requires men on duty all five (5) days, then part of the crew may work the first four (4) days and the remainder of the crew may work the last four (4) days. Hours each day shall be from 7:00 a.m. to 5:30 p.m. Interested parties on the project must agree to this clause before it may be used. Once this clause has been put into effect, it shall remain as long as the majority of the Employees on the project and the Employer agree to keep it. The four (4) day clause shall not be used to circumvent a Holiday. Except as otherwise provided, all work performed outside the regular working hours and performed during the regular work week (Monday through Friday) shall be at the following rates of pay:

Holidays-New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Day (or days observed as such) shall be recognized as Holidays that shall be paid at two (2) times the regular rate of pay.

Labor Day-No work shall be performed on Labor Day except in special cases of emergency. Rate of pay shall be at three (3) times the regular rate of pay.

Overtime-Work performed outside of the regular work day (the regular work day shall consist of an eight (8) hour period, to be worked between the agreed upon starting time, and ending not later than 4:30 p.m. The agreed upon starting time shall be any time between the hours of 6:00 a.m. and 8:00 a.m., by mutual consent of the interested party's.), shall be:

- **A. Hours worked Monday through Friday, the first two (2) hours of overtime will be paid at time and one-half (1½). All other overtime will be paid at the double (2) time rate.**
- **B. The first ten (10) hours worked on Saturday will be paid at time and one-half (1½), with all other hours to be paid at the double (2) time rate.**
- **C. Sundays and Holidays (except Labor Day) shall be paid at the double (2) time rate.**

NO 56: Means the regular work day shall consist of eight (8) hours between 8:00 a.m. and 4:30 p.m. An optional four day work week may be utilized with the ten (10) hour clause, days Monday through Thursday or Tuesday through Friday. Work hours shall be from 7:00 a.m. to 5:30 p.m. any work performed on Monday or Friday outside the regular scheduled four (4) days shall be at one and one half (1 ½) the regular rate of pay. Work performed outside of the regular work day, and on Saturdays shall be paid at one and one half (1 ½) the regular rate of pay. Sundays and holidays shall be paid at double (2) time the regular rate of pay.

NO. 57: Means eight (8) hours per day shall constitute a day's work and forty (40) hours per week, Monday through Friday, shall constitute a week's work. The regular starting time shall be 8:00 a.m. If a second or third shift is used, the regular starting time of the second shift shall be 4:30 p.m. and the regular starting period for the third shift shall be 12:30 a.m. These times may be adjusted by the employer. The day shift shall work a regular eight (8) hours shift as outlined above. Employees working a second shift shall receive an additional $0.25 above the regular hourly rate and perform seven and one-half (7½) hours work for eight (8) hours pay. Third shift employees shall be paid an additional $0.50 above the regular hourly rate and work seven (7) hours for eight (8) hours pay. When circumstances warrant, the Employer may change the regular workweek to four (4) ten-hour days at the regular time rate of pay. All time worked before and after the established workday of eight (8) hours, Monday through Friday, and all time worked on Saturday shall be paid at the rate of time and one-half (1½) except in cases where work is part of an employee's regular Friday shift. All time worked on Sunday and recognized holidays shall be paid at the double (2) time rate of pay except in cases where work is part of an employee's previous day's shift. For all overtime hours worked $26.71 of the fringe benefits portion of the prevailing wage shall be paid at the same overtime rate at which the cash portion of the prevailing wage is to be paid. The remaining $1.24 of the fringe benefit portion of the prevailing wage may be paid at straight time.

REPLACEMENT PAGE
BENTON COUNTY
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

NO. 35: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workman unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make-up day when an observed holiday occurs during the work week. Employees have the option to work that make-up day. If workmen are required to work the above enumerated holidays or days observed as such, they shall receive time and one-half (1 ½) the regular rate of pay for such work.

NO. 48: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any one of the above-listed holidays falling on Sunday shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above holidays falling on Saturday shall be observed on the previous Friday and paid at double (2) the straight-time rate of pay. Employees working on the Saturday will receive the standard pay for Saturday work.

NO. 49: The following days shall be observed as legal holidays: New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day, Employee's birthday and two (2) personal days. The observance of one (1) of the personal days to be limited to the time between December 1 and March 1 of the following year. If any of these holidays fall on Sunday, the following Monday will be observed as the holiday and if any of these holidays fall on Saturday, the preceding Friday will be observed as the holiday. If employees work on any of these holidays they shall be paid time & one-half (1½) their regular rate of pay for all hours worked.

NO. 53: All work done on New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Day or days observed as such for these holidays shall be paid at the double (2) time rate of pay. No work shall be performed on Labor Day except in special cases of emergency, and then the rate of pay shall be at three (3) times the regular rate of pay. When a holiday falls on a Sunday, the following Monday shall be observed as the holiday. When a holiday falls on Saturday, the preceding Friday shall be observed as the holiday.

NO. 54: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay. When a holiday falls on Saturday, it shall be observed on Friday. When a holiday falls on Sunday, it shall be observed on Monday.

NO. 65: Work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. If the holiday falls on Saturday, it will be observed on Friday; if the holiday falls on Sunday, it will be observed on Monday, and shall be paid for at double (2) the regular straight time rate of pay.

NO. 68: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, Friday shall be observed. When a holiday falls on a Sunday, Monday shall be observed. No work shall be performed on the Fourth of July or Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

NO. 72: All work performed on New Year's Day, Memorial Day (last Monday in May), Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double (2) the regular straight time rate of pay. Any one of the above listed holidays falling on Sunday shall be observed on the following Monday and paid for at double (2) the regular straight time rate of pay, if worked. Any one of the above listed holidays falling on Saturday shall be observed on the prior Friday and paid for at double (2) the regular straight time rate of pay, if worked. No work shall be performed on Labor Day except in case of emergency.

REPLACEMENT PAGE
CARTER COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 92: Means all work performed from 8:00 a.m. to 4:30 p.m., Monday through Friday, will be at straight time pay up to forty (40) hours per week. All work performed Monday through Friday before 8:00 a.m. and after 4:30 p.m. will be done at time and one-half (1½). All work done on Saturday will be done at time and one-half (1½), unless the employer and employee agree that Saturday shall be used as a make-up day. The Employer may use a flexible starting time of 7:00 a.m. to 8:00 a.m., and quitting time of 3:30 p.m. to 4:30 p.m., and any such different work starting time shall determine whether wages are payable at the straight rate or the premium rate. All work performed on Saturday shall be paid for at time and one-half (1½), unless the Saturday has been used as a make-up day. All work performed on Sunday and holidays shall be paid for at the rate of double (2) time.

NO. 103: Means a regular workweek of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A Workday is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interested parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid

NO. 104: Means eight (8) hours per day shall constitute a standard work day between the hours of 6:00 a.m. and 8:00 p.m. The standard work week shall be forty (40) hours between 6:00 a.m. on Monday and ending 8:00 p.m. on Friday. An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

NO. 106: Means the normal work week shall consist of five (5) eight (8) hour days for a total of forty (40) hours, starting on Monday at 8:00 a.m. and ending on Friday at 4:30 p.m. The starting time can be flexible between 6:00 a.m. and 8:00 a.m., and ending at 2:30 p.m. or 4:30 p.m. respectively. All work before the designated starting time and after the quitting time shall be paid for at the rate of time and one-half (1½). An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Any work started after 12:00 midnight Sunday, will be classified as time and one-half (1½) up to the legal starting time on Monday. Saturdays, Sundays and Holidays shall be paid for in the rate of double (2) time the prevailing scale.

NO. 121: Means the regular work day shall be either eight (8) or ten (10) hours. The regular work week shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, ten (10) hours per day. All work over eight (8) hours per day (if working five eight hour days) and ten (10) hours per day (if working four ten hours days) and over forty (40) hours per week shall be paid at time and one-half (1½) the regular rate of pay. If a job cannot work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working four ten hour days). Saturday may be worked as a make-up day at straight time (if working five eight hour days). Make-up days shall not be utilized for days lost because of Holidays. All work performed on Sundays and Holidays shall be paid for at two (2) times the regular straight time rate of pay.

NO. 124: Means eight (8) hours shall constitute a day's work on all classes of work between the hours of 6:00 a.m. and 5:30 p.m., Monday through Friday. The pay for time worked during these hours shall be at the regular wage rate. The regular workweek shall be Monday through Friday. Employment from 4:30 p.m. to 12:00 midnight, Monday through Friday, shall be paid for at one and one-half (1½) times the regular hourly rate. From 12:00 midnight until 8:00 a.m. on any day shall be paid for at twice the regular hourly rate. All time worked on Sundays and the recognized holidays shall be paid at the rate of double (2) time. It is understood that forty (40) hours shall constitute a regular workweek, (5-8's) Sunday Midnight through Friday Midnight, understanding anything over eight (8) hours is one and one-half (1½) times the hourly wage rate.

NO. 126: Means eight (8) hours per day shall constitute a day's work and forty (40) hours per week, Monday through Friday, shall constitute a week's work. The regular starting time shall be 8:00 a.m. If a second or third shift is used, the regular starting time of the second shift shall be 4:30 p.m. and the regular starting period for the third shift shall be 12:30 a.m. These times may be adjusted by the employer. The day shift shall work a regular eight (8) hours shift as outlined above. Employees working a second shift shall receive an additional $0.25 above the regular hourly rate and perform seven and one-half (7½) hours work for eight (8) hours pay. Third shift employees shall be paid an additional

REPLACEMENT PAGE
CARTER COUNTY
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

NO. 43: All of the following days or assigned days are recognized as holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Veteran's Day (November 11th), Thanksgiving Day, and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid the employee unless worked. If the employee is required to work the above enumerated holidays or days observed as such, or on Sunday, they shall receive double (2) the regular rate of pay for such work.

NO. 45: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, and Christmas Day, shall be paid at the double time rate of pay.

NO. 48: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any one of the above-listed holidays falling on Sunday shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above holidays falling on Saturday shall be observed on the previous Friday and paid at double (2) the straight-time rate of pay. Employees working on the Saturday will receive the standard pay for Saturday work.

NO. 52: All work performed on Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall receive the double (2) time rate of pay.

NO. 54: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay. When a holiday falls on Saturday, it shall be observed on Friday. When a holiday falls on Sunday, it shall be observed on Monday.

NO. 55: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workmen unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive double (2) the regular rate of pay for such work.

NO. 62: All work performed on holidays shall be considered overtime and work performed on these days shall be paid at double (2) time rate of pay. The holidays of understanding are: New Years' Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day and Christmas Day. Should any of these holidays fall on Saturday the Friday before shall be observed as the holiday. Should any of these days fall on Sunday, then the following Monday shall be observed as the holiday. Under no circumstance shall employees be permitted to work on Labor Day (the first Monday in September).

NO. 66: All work performed on Sundays and the following recognized holidays, or the days observed as such, of New Year's Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. Whenever any such holidays fall on a Sunday, the following Monday shall be observed as a holiday.

NO. 69: All work performed on New Year's Day, Memorial Day, July Fourth, Labor Day, Veteran's Day, Thanksgiving Day or Christmas Day shall be compensated at double (2) their straight-time hourly rate of pay. Friday after Thanksgiving and the day before Christmas are also holidays, however, if the employer chooses to work the normal work hours on these days, the employee will be paid at straight -time rate of pay. If a holiday falls on a

REPLACEMENT PAGE
CLINTON COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

FED: Minimum requirement per Fair Labor Standards Act means time and one-half (1 ½) shall be paid for all work in excess of forty (40) hours per work week.

NO. 2: Means the maximum of eight (8) hours shall constitute a day's work beginning at 8:00 a.m. to 12:00 noon, 12:30 p.m. to 4:30 p.m. The maximum work week shall be forty (40) hours beginning Monday at 8:00 a.m. and ending Friday at 4:30 p.m. Because of traffic, parking or other circumstances, the hours of work on any project may be any continuous 8½ hours period (8 hours of work plus 30 minutes for lunch) between 7:00 a.m. and 4:30 p.m. When circumstances warrant and when it is mutually beneficial and agreed to, the Employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of 7:00 a.m. and 6:00 p.m. Monday through Thursday, with one-half (½) hour allowed for a lunch period each day. Friday may be used as a make-up day. After ten (10) hours in a workday, or forty (40) hours in a workweek, overtime shall be paid at a rate of one and one-half (1½) times the regular rate of pay. Overtime performed Monday through Saturday shall be paid at the rate of one and one-half (1½) times the regular rate of pay. Sundays and recognized holidays shall be paid at the double (2) time rate of pay. Labor Day shall be paid at triple (3) time. Shift work may be performed at the option of the Contractor. However, whenever shift work is performed it must cover a period not less than (5) consecutive working days. The day shift shall work a regular eight (8) hours shift as outlined above. Employees working a second shift shall receive an additional $0.25 above the regular hourly rate and perform seven and one-half (7½) hours work for eight (8) hours pay. Third shift employees shall be paid an additional $0.50 above the regular hourly rate and work seven (7) hours for eight (8) hours pay. In the event a first shift is not required, a second and third shift employee shall receive an additional 15% of the base rate and receive pay for actual hours worked.

NO. 8: Means eight (8) hours shall constitute the regular workday from 8:00 a.m. to 4:30 p.m. with one-half (1/2) hour lunch break between 11:00 a.m. and 1:00 p.m. If an employee does not receive a lunch break between 11:00 a.m. and 1:00 p.m., the employee will be paid one-half (1/2) hour at the overtime rate. The starting time may be advanced or delayed by two (2) hours on either side of 8:00 a.m. The advanced or delayed starting time must run for a period of at least five (5) days. All work between 4:30 p.m. Saturday and 8:00 a.m. Monday and recognized holidays shall be paid for at double (2) time. All other overtime shall be at time and one-half (1½).

NO. 14: Means eight (8) hours per day shall constitute a day's work. The regular starting time shall be 8:00 a.m., and the regular quitting time shall be 4:30 p.m.; lunch time shall be twelve (12) o'clock noon to 12:30 p.m. The regular starting time may, by mutual consent of employees on the job site, and the employer, be between 7:00 a.m. and 9:00 a.m. with appropriate adjustments made to the regular quitting time and lunch time. All time worked before the regular starting time and after the regular quitting time, Monday through Friday, shall be paid at the rate of time and one-half (1½). Four (4) days at ten (10) hours a day may be worked at straight time. All work commencing with the beginning of the established work day on Saturday shall be paid at the rate of time and one-half (1½). All work commencing with the beginning of the established work day on Sundays and/or Holidays shall be paid at the rate of double (2) time.

NO. 16: Means the regular working day shall consist of eight (8) hours of labor between 7:00 a.m. and 3:30 p.m. and the regular working week shall consist of five (5) consecutive eight (8) hour days of labor, beginning with Monday and ending with Friday of each week. Start time may be varied by two (2) hours. All full time or part time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate. All work performed outside the regular working hours and performed during the regular work week, shall be at one and one-half (1½) times the regular rate. Two (2) times the regular rate shall be paid for all hours over twelve (12) consecutive hours. When circumstances warrant and when it is mutually beneficial and agreed to by interested parties, the Employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of five (5) a.m. and six (6) p.m., Monday through Thursday, with one-half (1/2) hour allowed for a lunch period each day. Friday may be used as a make-up day. The make-up day will be voluntary, and a decision not to work may not be held against the employee. When working four (4) ten (10) hour days, overtime will be paid at the time and one-half (1½) rate for the eleventh (11th) and twelfth (12th) hour, all other hours worked over twelve (12) in one day will be paid at the double (2) time rate of pay. All work performed on Saturday for the first eight (8) hours will be paid at one and one-half (1½) times the regular rate. Two (2) times the regular rate shall be paid for all hours over eight (8) consecutive hours. All work performed on recognized holidays, or days locally observed as such, and Sundays shall be paid at the double (2) time rate of pay.

REPLACEMENT PAGE
CRAWFORD COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 91: Means eight (8) hours shall constitute a day's work commencing at 7:00 a.m. and ending at 3:30 p.m., allowing one-half (½) hour for lunch. The option exists for the Employer to use a flexible starting time between the hours of 6:00 a.m. and 9:00 a.m. The regular workweek shall consist of forty (40) hours of five (5) workdays, Monday through Friday. The workweek may consist of four (4) ten (10) hour days from Monday through Thursday, with Friday as a make-up day. If the make-up day is a holiday, the employee shall be paid at the double (2) time rate. The employees shall be paid time and one-half (1½) for work performed on Saturdays, before the regular starting time or after the regular quitting time or over eight (8) hours per work day (unless working a 10-hour work day, then time and one-half (1½) is paid for work performed over ten (10) hours a day) or over forty (40) hours per work week. Work performed on Sundays and recognized holidays shall be paid at the double (2) time rate of pay. SHIFT WORK: When it is necessary for the project to operate in shifts, there will be three (3) eight (8) hour shifts commencing at 8:00 a.m. Shift work must continue for a period of not less than three (3) consecutive work days, two (2) days which must be regular work days (Monday through Friday). In the event the second or third shift of any regular work day shall fall into a Saturday or a holiday, such extension into a Saturday or holiday shall be considered as part of the previous workday and employees shall be paid at the regular shift rate. The first day shift shall work a regular eight (8) hour day at regular rates. The second shift shall be eight (8) hours regular time pay plus $2.50 per hour premium for eight (8) hours work. Third shift will be for eight (8) hours regular time pay plus $3.00 per hour premium for eight (8) hours work.

NO. 92: Means all work performed from 8:00 a.m. to 4:30 p.m., Monday through Friday, will be at straight time pay up to forty (40) hours per week. All work performed Monday through Friday before 8:00 a.m. and after 4:30 p.m. will be done at time and one-half (1½). All work done on Saturday will be done at time and one-half (1½), unless the employer and employee agree that Saturday shall be used as a make-up day. The Employer may use a flexible starting time of 7:00 a.m. to 8:00 a.m., and quitting time of 3:30 p.m. to 4:30 p.m., and any such different work starting time shall determine whether wages are payable at the straight rate or the premium rate. All work performed on Saturday shall be paid for at time and one-half (1½), unless the Saturday has been used as a make-up day. All work performed on Sunday and holidays shall be paid for at the rate of double (2) time.

NO. 104: Means eight (8) hours per day shall constitute a standard work day between the hours of 6:00 a.m. and 8:00 p.m. The standard work week shall be forty (40) hours between 6:00 a.m. on Monday and ending 8:00 p.m. on Friday. An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

NO. 105: Means the regular work day shall be eight (8) hours. Working hours are from six (6) hours before Noon (12:00) to six hours after Noon (12:00). The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and Noon (12:00) on Monday and ending between 1:00 p.m. and 6:00 p.m. on Friday. Saturday work will be paid time and one-half (1½) the regular hourly rate of pay. Work performed on Sundays and recognized holidays shall be paid at double (2) time the regular hourly rate of pay. Saturdays can be a make-up day if weather has forced a day off. But only in the week of the day being lost. Any time worked before six (6) hours before Noon (12:00) or after six (6) hours after Noon (12:00) will be paid at the time and one-half (1½) the regular hourly rate of pay.

REPLACEMENT PAGE
CRAWFORD COUNTY
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

NO. 3: All work done on New Year's Day, Decoration Day, July 4th, Labor Day, Veteran's Day, Thanksgiving and Christmas shall be compensated at the double (2) time rate of pay. When any of these holidays fall on a Sunday, the following Monday shall be observed.

NO. 5: All work that shall be done on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay.

NO. 7: The following days are assigned days and are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This is applied to protect Labor Day. When a holiday falls during the normal workweek, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid to the workman unless worked. If workman are required to work the above enumerated holidays or days observed as such, or on Sunday, they shall receive double (2) the regular rate of pay for such work.

NO. 8: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day, or the days observed in lieu of these holidays, shall be paid at the double time rate of pay.

NO. 12: All work done on New Year's Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day and Christmas Day shall be paid at the double time rate of pay. Should any of these days fall on Sunday, then the following day shall be observed as the holiday. Under no circumstances shall employees be permitted to work on Labor Day.

NO. 16: There shall be seven (7) recognized holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day and Christmas Day. No work on any pretense shall be performed on Christmas Day or Independence Day. Any work performed on the other holidays shall be paid for at two (2) times the regular rate of pay.

NO. 19: All work done on New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. The employee may take off Friday following Thanksgiving Day. However, the employee shall notify his or her Foreman, General Foreman or Superintendent on the Wednesday preceding Thanksgiving Day. When one of the above holidays falls on Sunday, the following Monday shall be considered a holiday and all work performed on either day shall be at the double (2) time rate. When one of the holidays falls on Saturday, the preceding Friday shall be considered a holiday and all work performed on either day shall be at the double (2) time rate.

NO. 25: All work done on New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, Presidential Election Day, or days locally observed as such, and Saturday and Sunday shall be recognized as holidays and shall be paid at the double (2) time rate of pay. If a named holiday falls on a Saturday, the holiday will be observed on the preceding Friday. When a named holiday falls on Sunday, the Monday after will be observed as the holiday. Appropriate overtime rates to be based on fifteen minute increments.

NO. 26: All work done on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day shall be paid at the double time rate of pay. When a Holiday occurs on Saturday it shall not be observed on either the previous Friday or the following Monday. Such days shall be regular work days. If such a holiday occurs on Sunday it shall be observed on the following Monday.

NO. 31: All work done on New Year's Day, Presidents Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, and Employee's Birthday shall be paid at the double time rate of pay. If a holiday falls on Sunday, the following Monday will be observed as the recognized holiday. If a holiday falls on Saturday, the preceding Friday will be observed as the recognized holiday.

REPLACEMENT PAGE
GRUNDY COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

FED: Minimum requirement per Fair Labor Standards Act means time and one-half (1 ½) shall be paid for all work in excess of forty (40) hours per work week.

NO. 9: Means the regular workday starting time of 8:00 a.m. (and resulting quitting time of 4:30 p.m.) may be moved forward to 6:00 a.m. or delayed one hour to 9:00 a.m. All work performed in excess of the regular work day and on Saturday shall be compensated at one and one-half (1½) times the regular pay. In the event time is lost during the work week due to weather conditions, the Employer may schedule work on the following Saturday at straight time. All work accomplished on Sunday and holidays shall be compensated for at double the regular rate of wages. The work week shall be Monday through Friday, except for midweek holidays.

NO. 16: Means the regular working day shall consist of eight (8) hours of labor between 7:00 a.m. and 3:30 p.m. and the regular working week shall consist of five (5) consecutive eight (8) hour days of labor, beginning with Monday and ending with Friday of each week. Start time may be varied by two (2) hours. All full time or part time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate. All work performed outside the regular working hours and performed during the regular work week, shall be at one and one-half (1½) times the regular rate. Two (2) times the regular rate shall be paid for all hours over twelve (12) consecutive hours. When circumstances warrant and when it is mutually beneficial and agreed to by interested parties, the Employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of five (5) a.m. and six (6) p.m., Monday through Thursday, with one-half (1/2) hour allowed for a lunch period each day. Friday may be used as a make-up day. The make-up day will be voluntary, and a decision not to work may not be held against the employee. When working four (4) ten (10) hour days, overtime will be paid at the time and one-half (1½) rate for the eleventh (11th) and twelfth (12th) hour, all other hours worked over twelve (12) in one day will be paid at the double (2) time rate of pay. All work performed on Saturday for the first eight (8) hours will be paid at one and one-half (1½) times the regular rate. Two (2) times the regular rate shall be paid for all hours over eight (8) consecutive hours. All work performed on recognized holidays, or days locally observed as such, and Sundays shall be paid at the double (2) time rate of pay.

NO. 17: Means the regular working day shall consist of eight (8) hours of labor between 7:00 a.m. and 3:30 p.m. and the regular work week shall consist of five (5) consecutive eight (8) hour days of labor beginning on Monday and ending with Friday of each week. All full-time or part-time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate. Except as otherwise provided, all work performed outside of regular working hours during the regular work week, shall be at double (2) times the regular rate. Working hours may be varied by two (2) hours. When circumstances warrant and when it is mutually beneficial and agreed to by interested parties, the Employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of five (5) a.m. and six (6) p.m., Monday through Thursday, with one-half (1/2) hour allowed for a lunch period each day. Friday may be used as a make-up day. The make-up day will be voluntary, and a decision not to work may not be held against the employee. When working four (4) ten (10) hour day's overtime will be paid at the time and one-half (1½) rate for the eleventh (11th) and twelfth (12th) hour, all other work will be paid at the double (2) time rate of pay. The first two (2) hours of overtime, Monday through Friday, and the first eight (8) hours on Saturday shall be at time and one-half (1½) for all work. All other overtime shall be at double (2) time. The first two (2) hours of overtime must be concurrent with the regular work day, two (2) hours prior to or following the regular work day are at time and one-half (1½). The regular workday (as previously defined) on Saturday is paid at time and one-half (1½). Work performed outside of the regular Saturday work day is at double (2) time. All work performed on recognized holidays, or days locally observed as such, and Sundays shall be paid at the double (2) time rate of pay.

NO. 22: Means a regular work week of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A workday is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interest parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid.

REPLACEMENT PAGE
HOWELL COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

FED: Minimum requirement per Fair Labor Standards Act means time and one-half (1 ½) shall be paid for all work in excess of forty (40) hours per work week.

NO. 4: Means the regular working day shall consist of eight (8) hours labor on the job between six (6) a.m. and six-thirty (6:30) p.m. and the regular working week shall consist of five (5) consecutive eight (8) hour days beginning with Monday and ending with Friday of each week. All full time or part time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate. All work performed outside the regular working hours and performed during the regular work week and Saturday work, shall be paid at one & one-half (1½) times the regular rate. All recognized holidays or days locally observed as such, and Sundays shall be paid at the double (2) time rate of pay. Also, there may be a 40-hour work week which would consist of ten (10) hours each day for Monday, Tuesday, Wednesday, Thursday or Friday.

NO. 10: Means the regular working day shall be scheduled to consist of at least eight (8) hours but no more than ten (10) consecutive hours, exclusive of the lunch period, unless otherwise provided. Crews shall be scheduled to commence at any time between the hours of 5:00 a.m. and 10.00 a.m. or earlier if agreed on by the majority of any one crew. Except as specifically provided for Saturdays, Sundays and holidays, all work performed by Employees anywhere in excess of forty (40) hours in one (1) work week, or in excess of ten (10) hours in one work day shall be paid at the rate of one and one-half (1½) times the regular hourly wage scale. Any work performed on a Saturday shall be paid at the rate of one and one-half (1½) times the regular hourly wage scale unless such Saturday work falls under the category of Saturday make Up Day. When this Saturday Make Up Day does occur, the Employee may work on Saturday at straight time; provided, however, if during the period worked by said Employee on Saturday, the Employee's compensable time at the straight time rate exceeds forty (40) hours, all time worked in excess of the forty (40) hours will be paid at the rate of one and one-half (1½) time the regular hourly wage scale. The provision of this Saturday Make Up Day shall not apply to any weeks in which a designated holiday is recognized. Any work performed by Employees anywhere on Sunday or holidays shall be paid at the rate of double (2) time the regular wage scale.

NO. 21: Means eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within five (5) days, Monday through Friday, shall constitute a work week. The regular starting time of a job may be moved not more than two (2) hours prior to 8:00 a.m. However, in no case shall more than eight (8) hours be worked per day without the applicable overtime rate being paid. When job conditions dictate, the Employer shall be allowed to establish a four (4) day, ten (10) hours per day work week. This work week is defined as Monday through Thursday or Tuesday through Friday. All hours worked in excess of ten (10) hours per day or forty (40) hours per week shall be paid at the applicable overtime rate. This language is not intended to change the normal five (5) day, eight (8) hour per day work week. All overtime work performed after the regularly scheduled working hours Monday through Friday and Saturday shall be paid for at time and one-half (1½) the regular straight time rate of pay. Sundays and recognized holidays shall be paid for at two (2) times the straight time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. An unpaid lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required before the established start time and after the completion of eight (8) hours of any shift shall be paid at one and one-half (1½) times the shift hourly rate.

NO. 22: Means a regular work week of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A workday is to begin between 6:00 a.m. and 9.00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interest parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid.

REPLACEMENT PAGE
IRON COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 103: Means a regular workweek of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A Workday is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interested parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid

NO. 104: Means eight (8) hours per day shall constitute a standard work day between the hours of 6:00 a.m. and 8:00 p.m. The standard work week shall be forty (40) hours between 6:00 a.m. on Monday and ending 8:00 p.m. on Friday. An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

NO. 106: Means the normal work week shall consist of five (5) eight (8) hour days for a total of forty (40) hours, starting on Monday at 8:00 a.m. and ending on Friday at 4:30 p.m. The starting time can be flexible between 6:00 a.m. and 8:00 a.m., and ending at 2:30 p.m. or 4:30 p.m. respectively. All work before the designated starting time and after the quitting time shall be paid for at the rate of time and one-half (1½). An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Any work started after 12:00 midnight Sunday, will be classified as time and one-half (1½) up to the legal starting time on Monday. Saturdays, Sundays and Holidays shall be paid for in the rate of double (2) time the prevailing scale.

NO. 126: Means eight (8) hours per day shall constitute a day's work and forty (40) hours per week, Monday through Friday, shall constitute a week's work. The regular starting time shall be 8:00 a.m. If a second or third shift is used, the regular starting time of the second shift shall be 4:30 p.m. and the regular starting period for the third shift shall be 12:30 a.m. These times may be adjusted by the employer. The day shift shall work a regular eight (8) hours shift as outlined above. Employees working a second shift shall receive an additional $0.25 above the regular hourly rate and perform seven and one-half (7½) hours work for eight (8) hours pay. Third shift employees shall be paid an additional $0.50 above the regular hourly rate and work seven (7) hours for eight (8) hours pay. When circumstances warrant, the Employer may change the regular workweek to four (4) ten-hour days at the regular time rate of pay. All time worked before and after the established workday of eight (8) hours, Monday through Friday, and all time worked on Saturday shall be paid at the rate of time and one-half (1½) except in cases where work is part of an employee's regular Friday shift. All time worked on Sunday and recognized holidays shall be paid at the double (2) time rate of pay except in cases where work is part of an employee's previous day's shift. For all overtime hours worked $25.77 of the fringe benefits portion of the prevailing wage shall be paid at the same overtime rate at which the cash portion of the prevailing wage is to be paid. The remaining $1.24 of the fringe benefit portion of the prevailing wage may be paid at straight time.

REPLACEMENT PAGE
IRON COUNTY
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

NO. 3: All work done on New Year's Day, Decoration Day, July 4th, Labor Day, Veteran's Day, Thanksgiving and Christmas shall be compensated at the double (2) time rate of pay. When any of these holidays fall on a Sunday, the following Monday shall be observed.

NO. 6: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day and any additional holidays which may be mutually agreed upon. Whenever any such holiday falls on a Sunday, the following Monday shall be recognized and observed as the holiday. Work performed on Sundays and holidays shall be paid at the double time rate of pay. No work shall be performed on Labor Day.

NO. 7: The following days are assigned days and are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This is applied to protect Labor Day. When a holiday falls during the normal workweek, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid to the workman unless worked. If workman are required to work the above enumerated holidays or days observed as such, or on Sunday, they shall receive double (2) the regular rate of pay for such work.

NO. 8: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day, or the days observed in lieu of these holidays, shall be paid at the double time rate of pay.

NO. 12: All work done on New Year's Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day and Christmas Day shall be paid at the double time rate of pay. Should any of these days fall on Sunday, then the following day shall be observed as the holiday. Under no circumstances shall employees be permitted to work on Labor Day.

NO. 19: All work done on New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. The employee may take off Friday following Thanksgiving Day. However, the employee shall notify his or her Foreman, General Foreman or Superintendent on the Wednesday preceding Thanksgiving Day. When one of the above holidays falls on Sunday, the following Monday shall be considered a holiday and all work performed on either day shall be at the double (2) time rate. When one of the holidays falls on Saturday, the preceding Friday shall be considered a holiday and all work performed on either day shall be at the double (2) time rate.

NO. 25: All work done on New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, Presidential Election Day, or days locally observed as such, and Saturday and Sunday shall be recognized as holidays and shall be paid at the double (2) time rate of pay. If a named holiday falls on a Saturday, the holiday will be observed on the preceding Friday. When a named holiday falls on Sunday, the Monday after will be observed as the holiday. Appropriate overtime rates to be based on fifteen minute increments.

NO. 26: All work done on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day shall be paid at the double time rate of pay. When a Holiday occurs on Saturday it shall not be observed on either the previous Friday or the following Monday. Such days shall be regular work days. If such a holiday occurs on Sunday it shall be observed on the following Monday.

NO. 40: The employer agrees to recognize the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day. If the holiday falls on a Sunday, and is worked, the following work day will be double time wages for the holiday.

REPLACEMENT PAGE
RIPLEY COUNTY
BUILDING CONSTRUCTION OVERTIME SCHEDULE

NO. 92: Means all work performed from 8:00 a.m. to 4:30 p.m., Monday through Friday, will be at straight time pay up to forty (40) hours per week. All work performed Monday through Friday before 8:00 a.m. and after 4:30 p.m. will be done at time and one-half (1½). All work done on Saturday will be done at time and one-half (1½), unless the employer and employee agree that Saturday shall be used as a make-up day. The Employer may use a flexible starting time of 7:00 a.m. to 8:00 a.m., and quitting time of 3:30 p.m. to 4:30 p.m., and any such different work starting time shall determine whether wages are payable at the straight rate or the premium rate. All work performed on Saturday shall be paid for at time and one-half (1½), unless the Saturday has been used as a make-up day. All work performed on Sunday and holidays shall be paid for at the rate of double (2) time.

NO. 103: Means a regular workweek of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A Workday is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interested parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid.

NO. 104: Means eight (8) hours per day shall constitute a standard work day between the hours of 6:00 a.m. and 8:00 p.m. The standard work week shall be forty (40) hours between 6:00 a.m. on Monday and ending 8:00 p.m. on Friday. An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

NO. 106: Means the normal work week shall consist of five (5) eight (8) hour days for a total of forty (40) hours, starting on Monday at 8:00 a.m. and ending on Friday at 4:30 p.m. The starting time can be flexible between 6:00 a.m. and 8:00 a.m., and ending at 2:30 p.m. or 4:30 p.m. respectively. All work before the designated starting time and after the quitting time shall be paid for at the rate of time and one-half (1½). An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Any work started after 12:00 midnight Sunday, will be classified as time and one-half (1½) up to the legal starting time on Monday. Saturdays, Sundays and Holidays shall be paid for in the rate of double (2) time the prevailing scale.

NO. 121: Means the regular work day shall be either eight (8) or ten (10) hours. The regular work week shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, ten (10) hours per day. All work over eight (8) hours per day (if working five eight hour days) and ten (10) hours per day (if working four ten hours days) and over forty (40) hours per week shall be paid at time and one-half (1½) the regular rate of pay. If a job cannot work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working four ten hour days). Saturday may be worked as a make-up day at straight time (if working five eight hour days). Make-up days shall not be utilized for days lost because of Holidays. All work performed on Sundays and Holidays shall be paid for at two (2) times the regular straight time rate of pay.

NO. 122: Means forty (40) hours between Monday and Friday shall constitute the normal work week. Work shall be scheduled between the hours of 6:00 a.m. and 6:30 p.m., with one-half hour for lunch. Work in excess of eight (8) hours per day and forty (40) hours per week, and on Saturdays, shall be paid at the rate of one and one-half times the normal rate. Due to inclement weather during the week, Saturday shall be a voluntary make up day.

REPLACEMENT PAGE
RIPLEY COUNTY
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

NO. 43: All of the following days or assigned days are recognized as holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Veteran's Day (November 11th), Thanksgiving Day, and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid the employee unless worked. If the employee is required to work the above enumerated holidays or days observed as such, or on Sunday, they shall receive double (2) the regular rate of pay for such work.

NO. 45: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, and Christmas Day, shall be paid at the double time rate of pay.

NO. 48: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any one of the above-listed holidays falling on Sunday shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above holidays falling on Saturday shall be observed on the previous Friday and paid at double (2) the straight-time rate of pay. Employees working on the Saturday will receive the standard pay for Saturday work.

NO. 54: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay. When a holiday falls on Saturday, it shall be observed on Friday. When a holiday falls on Sunday, it shall be observed on Monday.

NO. 55: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workmen unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive double (2) the regular rate of pay for such work.

NO. 61: All work performed on recognized holidays shall be paid at the double (2) time rate of pay. No work shall be performed on Labor Day except to save life or property. The following holidays shall be observed: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, to be observed November 11 (or a mutually agreed date of the Friday after Thanksgiving if agreed by other crafts working on project), Thanksgiving Day and Christmas Day. Any holiday which occurs on a Sunday shall be observed the following Monday.

NO. 62: All work performed on holidays shall be considered overtime and work performed on these days shall be paid at double (2) time rate of pay. The holidays of understanding are: New Years' Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day and Christmas Day. Should any of these holidays fall on Saturday the Friday before shall be observed as the holiday. Should any of these days fall on Sunday, then the following Monday shall be observed as the holiday. Under no circumstance shall employees be permitted to work on Labor Day (the first Monday in September).

NO. 66: All work performed on Sundays and the following recognized holidays, or the days observed as such, of New Year's Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. Whenever any such holidays fall on a Sunday, the following Monday shall be observed as a holiday.