# MONTANA FISH, WILDLIFE & PARKS

## ADDENDUM NO. 1

TO: ALL BIDDERS OF RECORD

PROJECT: Cree Crossing WMA Equipment Storage Facility - Rebid

FWP PROJECT #: 7155318

DATE: January 8, 2020

FROM: Joseph Renenger, Montana FWP Project Manager

**Acknowledge receipt of this addendum by inserting its number and date in the Proposal Form and on the Bid Envelope. Failure to do so may subject bidder to disqualification.**

This Addendum forms a part of the Contract Documents. Clarification and/or modifications area as follows:

Remove the following line from page 145 of the project manual:

**Cree Crossing WMA Building Specification - Part 1 – General**

1.5 Warranty

C. Posts and roof trusses shall have a lifetime manufacturer's warranty.

Replace 2019 Montana Prevailing Wage Rates for Building Construction Services with the 2020 Montana Prevailing Wage Rates for Building Construction Services.

**END OF ADDENDUM NO. 1**

# MONTANA
# PREVAILING WAGE RATES FOR BUILDING CONSTRUCTION SERVICES 2020

## Effective: January 2, 2020

### Steve Bullock, Governor
***State of Montana***

### Galen Hollenbaugh, Commissioner
***Department of Labor and Industry***

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates, visit ERD at www.mtwagehourbopa.com or contact:

Employment Relations Division
Montana Department of Labor and Industry
P. O. Box 201503
Helena, MT 59620-1503
Phone 406-444-6543

**The department welcomes questions, comments, and suggestions from the public. In addition, we'll do our best to provide information in an accessible format, upon request, in compliance with the Americans with Disabilities Act.**

**MONTANA PREVAILING WAGE REQUIREMENTS**

The Commissioner of the Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 of the Montana Code Annotated (MCA), has determined the standard prevailing rate of wages for the occupations listed in this publication.

The wages specified herein control the prevailing rate of wages for the purposes of Section 18-2-401, et seq., MCA. It is required each employer pay (as a minimum) the rate of wages, including fringe benefits, travel allowance, zone pay and per diem applicable to the district in which the work is being performed as provided in the attached wage determinations.

All Montana Prevailing Wage Rates are available on the internet at www.mtwagehourbopa.com or by contacting the department at (406) 444-6543.

In addition, this publication provides general information concerning compliance with Montana's Prevailing Wage Law and the payment of prevailing wages. For detailed compliance information relating to public works contracts and payment of prevailing wage rates, please consult the regulations on the internet at www.mtwagehourbopa.com or contact the department at (406) 444-6543.

GALEN HOLLENBAUGH
Commissioner
Department of Labor and Industry
State of Montana

# TABLE OF CONTENTS

## MONTANA PREVAILING WAGE REQUIREMENTS:


A. Date of Publication ..... 3
B. Definition of Building Construction ..... 3
C. Definition of Public Works Contract ..... 3
D. Prevailing Wage Schedule ..... 3
E. Rates to Use for Projects ..... 3
F. Wage Rate Adjustments for Multiyear Contracts ..... 3
G. Fringe Benefits ..... 4
H. Prevailing Wage Districts ..... 4
I. Dispatch City ..... 5
J. Zone Pay ..... 5
K. Computing Travel Benefits ..... 5
L. Per Diem ..... 5
M. Apprentices ..... 5
N. Posting Notice of Prevailing Wages ..... 5
O. Employment Preference ..... 5
P. Projects of a Mixed Nature ..... 6
Q. Occupations Definitions Website ..... 6
R. Welder Rates ..... 6
S. Foreman Rates ..... 6


## WAGE RATES:


BOILERMAKERS ..... 7
BRICK, BLOCK, AND STONE MASONS ..... 7
CARPENTERS ..... 7
CARPET INTALLERS ..... 8
CEMENT MASONS AND CONCRETE FINISHERS ..... 8
CONSTRUCTION EQUIPMENT OPERATORS
OPERATORS GROUP 1 ..... 8
OPERATORS GROUP 2 ..... 9
OPERATORS GROUP 3 ..... 9
OPERATORS GROUP 4 ..... 10
OPERATORS GROUP 5 ..... 10
OPERATORS GROUP 6 ..... 10
OPERATORS GROUP 7 ..... 11
CONSTRUCTION LABORERS
LABORERS GROUP 1 ..... 11
LABORERS GROUP 2 ..... 11
LABORERS GROUP 3 ..... 12
LABORERS GROUP 4 ..... 12
DRYWALL APPLICATORS ..... 12
ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL ..... 13
ELEVATOR CONSTRUCTORS ..... 14
FLOOR LAYERS ..... 14
GLAZIERS ..... 14
HEATING AND AIR CONDITIONING ..... 14
INSULATION WORKERS - MECHANICAL (HEAT AND FROST) ..... 15
IRONWORKERS - STRUCTURAL STEEL AND REBAR PLACERS ..... 15
MILLWRIGHTS ..... 15
PAINTERS: INCLUDING PAPERHANGERS ..... 16
PILE BUCKS ..... 16
PLASTERERS ..... 16
PLUMBERS, PIPEFITTERS, AND STEAMFITTERS ..... 17
ROOFERS ..... 18
SHEET METAL WORKERS ..... 18
SOLAR PHOTOVOLTAIC INSTALLERS ..... 19
SPRINKLER FITTERS ..... 20
TAPERS ..... 20
TEAMSTERS GROUP 2 ..... 21
TELECOMMUNICATIONS EQUIPMENT INSTALLERS ..... 21
TERRAZZO WORKERS AND FINISHERS ..... 21
TILE AND STONE SETTERS ..... 22

**A. Date of Publication January 2, 2020**

**B. Definition of Building Construction**
For the purposes of Prevailing Wage, the Commissioner of Labor and Industry has determined that building construction occupations are defined to be those performed by a person engaged in a recognized trade or craft, or any skilled, semi-skilled, or unskilled manual labor related to the construction, alteration, or repair of a public building or facility, and does not include engineering, superintendence, management, office or clerical work.

The Administrative Rules of Montana (ARM), 24.17.501(2) – 2(a), states *"Building construction projects generally are the constructions of sheltered enclosures with walk-in access for housing persons, machinery, equipment, or supplies. It includes all construction of such structures, incidental installation of utilities and equipment, both above and below grade level, as well as incidental grading, utilities and paving.*

*Examples of building construction include, but are not limited to, alterations and additions to buildings, apartment buildings (5 stories and above), arenas (closed), auditoriums, automobile parking garages, banks and financial buildings, barracks, churches, city halls, civic centers, commercial buildings, court houses, detention facilities, dormitories, farm buildings, fire stations, hospitals, hotels, industrial buildings, institutional buildings, libraries, mausoleums, motels, museums, nursing and convalescent facilities, office buildings, out-patient clinics, passenger and freight terminal buildings, police stations, post offices, power plants, prefabricated buildings, remodeling buildings, renovating buildings, repairing buildings, restaurants, schools, service stations, shopping centers, stores, subway stations, theaters, warehouses, water and sewage treatment plants (buildings only), etc."*

**C. Definition of Public Works Contract**
Section 18-2-401(11)(a), MCA defines "public works contract" as *"…a contract for construction services let by the state, county, municipality, school district, or political subdivision or for nonconstruction services let by the state, county, municipality, or political subdivision in which the total cost of the contract is in excess of $25,000…"*.

**D. Prevailing Wage Schedule**
This publication covers only Building Construction occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rate schedules for Heavy Construction, Highway Construction, and Nonconstruction Services occupations can be found on the internet at www.mtwagehoubopa.com or by contacting the department at (406) 444-6543.

**E. Rates to Use for Projects**
ARM, 24.17.127(1)(c), states *"The wage rates applicable to a particular public works project are those in effect at the time the bid specifications are advertised."*

**F. Wage Rate Adjustments for Multiyear Contracts**
Section 18-2-417, MCA states:

*"(1) Any public works contract that by the terms of the original contract calls for more than 30 months to fully perform must include a provision to adjust, as provided in subsection (2), the standard prevailing rate of wages to be paid to the workers performing the contract.*

*(2) The standard prevailing rate of wages paid to workers under a contract subject to this section must be adjusted 12 months after the date of the award of the public works contract. The amount of the adjustment must be a 3% increase. The adjustment must be made and applied every 12 months for the term of the contract.*

*(3) Any increase in the standard rate of prevailing wages for workers under this section is the sole responsibility of the contractor and any subcontractors and not the contracting agency."*

**G. Fringe Benefits**
Section 18-2-412, MCA states:

*"(1) To fulfill the obligation...a contractor or subcontractor may:*

*(a) pay the amount of fringe benefits and the basic hourly rate of pay that is part of the standard prevailing rate of wages directly to the worker or employee in cash;*

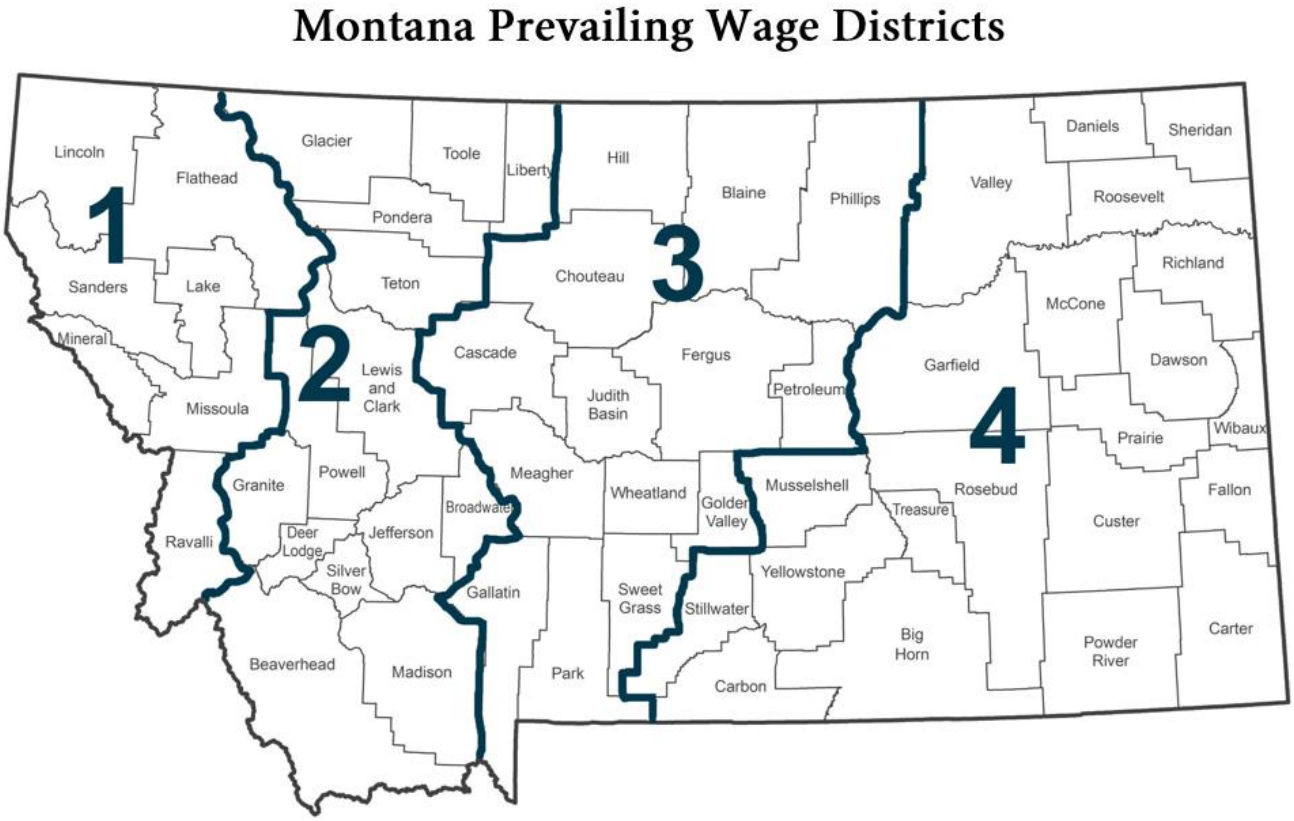
*(b) make an irrevocable contribution to a trustee or a third person pursuant to a fringe benefit fund, plan, or program that meets the requirements of the Employee Retirement Income Security Act of 1974 or that is a bona fide program approved by the U. S. department of labor; or*

*(c) make payments using any combination of methods set forth in subsections (1)(a) and (1)(b) so that the aggregate of payments and contributions is not less than the standard prevailing rate of wages, including fringe benefits and travel allowances, applicable to the district for the particular type of work being performed.*

*(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income Security Act of 1974 or that are approved by the U. S. department of labor."*

Fringe benefits are paid for all hours worked (straight time and overtime hours). However, fringe benefits are not to be considered a part of the hourly rate of pay for calculating overtime, unless there is a collectively bargained agreement in effect that specifies otherwise.

**H. Prevailing Wage Districts**
Montana counties are aggregated into 4 districts for the purpose of prevailing wage. The prevailing wage districts are composed of the following counties:



## I. Dispatch City

ARM, 24.17.103(11), defines dispatch city as *"...the courthouse in the city from the following list which is closest to the center of the job: Billings, Bozeman, Butte, Great Falls, Helena, Kalispell, and Missoula."* A dispatch city shall be considered the point of origin only for jobs within the counties identified in that district (as shown below):

> **District 1 – Kalispell and Missoula:** includes Flathead, Lake, Lincoln, Mineral, Missoula, Ravalli, and Sanders;
> **District 2 – Butte and Helena:** includes Beaverhead, Broadwater, Deer Lodge, Glacier, Granite, Jefferson, Lewis and Clark, Liberty, Madison, Pondera, Powell, Silver Bow, Teton, and Toole;
> **District 3 – Bozeman and Great Falls:** includes Blaine, Cascade, Chouteau, Fergus, Gallatin, Golden Valley, Hill, Judith Basin, Meagher, Park, Petroleum, Phillips, Sweet Grass, and Wheatland;
> **District 4 – Billings:** includes Big Horn, Carbon, Carter, Custer, Daniels, Dawson, Fallon, Garfield, McCone, Musselshell, Powder River, Prairie, Richland, Roosevelt, Rosebud, Sheridan, Stillwater, Treasure, Valley, Wibaux, and Yellowstone.

## J. Zone Pay

Zone pay is not travel pay. ARM, 24.17.103(24), defines zone pay as *"...an amount added to the base pay; the combined sum then becomes the new base wage rate to be paid for all hours worked on the project. Zone pay must be determined by measuring the road miles one way over the shortest practical maintained route from the dispatch city to the center of the job."* See section I above for a list of dispatch cities.

## K. Computing Travel Benefits

ARM, 24.17.103(22), states *" 'Travel pay,' also referred to as 'travel allowance,' is and must be paid for travel both to and from the job site, except those with special provisions listed under the classification. The rate is determined by measuring the road miles one direction over the shortest practical maintained route from the dispatch city or the employee's home, whichever is closer, to the center of the job."* See section I above for a list of dispatch cities.

## L. Per Diem

ARM, 24.17.103(18), states *" 'Per diem' typically covers costs associated with board and lodging expenses. Per diem is paid when an employee is required to work at a location outside the daily commuting distance and is required to stay at that location overnight or longer."*

## M. Apprentices

Wage rates for apprentices registered in approved federal or state apprenticeship programs are contained in those programs. Additionally, Section 18-2-416(2), MCA states *"...The full amount of any applicable fringe benefits must be paid to the apprentice while the apprentice is working on the public works contract."* Apprentices not registered in approved federal or state apprenticeship programs will be paid the appropriate journey level prevailing wage rate when working on a public works contract.

## N. Posting Notice of Prevailing Wages

Section 18-2-406, MCA provides that contractors, subcontractors and employers who are *"...performing work or providing construction services under public works contracts, as provided in this part, shall post in a prominent and accessible site on the project or staging area, not later than the first day of work and continuing for the entire duration of the project, a legible statement of all wages and fringe benefits to be paid to the employees."*

## O. Employment Preference

Sections 18-2-403 and 18-2-409, MCA requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works contracts.

**P. Projects of a Mixed Nature**
Section 18-2-408, MCA states:

*"(1) The contracting agency shall determine, based on the preponderance of labor hours to be worked, whether the public works construction services project is classified as a highway construction project, a heavy construction project, or a building construction project.*

*(2) Once the project has been classified, employees in each trade classification who are working on that project must be paid at the rate for that project classification"*

**Q. Occupations Definitions**
You can find definitions for these occupations on the following Bureau of Labor Statistics website:
http://www.bls.gov/oes/current/oes_stru.htm

**R. Welder Rates**
Welders receive the rate prescribed for the craft performing an operation to which welding is incidental.

**S. Foreman Rates**
Rates are no longer set for foremen. However, if a foreman performs journey level work, the foreman must be paid at least the journey level rate.

# WAGE RATES

## BOILERMAKERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $33.17 | $30.88 |
| District 2 | $33.17 | $30.88 |
| District 3 | $33.17 | $30.88 |
| District 4 | $33.17 | $30.88 |

**Duties Include:**
Construct, assemble, maintain, and repair stationary steam boilers, boiler house auxiliaries, process vessels, and pressure vessels.

**Travel:**
**All Districts**
0-120 mi. free zone
>120 mi. federal mileage rate/mi.

**Special Provision:**
Travel is paid only at the beginning and end of the job.

**Per Diem:**
**All Districts**
0-70 mi. free zone
>70-120 mi. $65.00/day
>120 mi. $80.00/day

↑ Back to Table of Contents

## BRICK, BLOCK, AND STONE MASONS

| | Wage | Benefit |
|---|---|---|
| District 1 | $28.71 | $14.96 |
| District 2 | $28.71 | $14.96 |
| District 3 | $28.71 | $14.96 |
| District 4 | $28.71 | $14.96 |

**Travel:**
**All Districts**
0-45 mi. free zone
>45-60 mi. $32.50/day
>60-90 mi. $62.00/day
>90 mi. $75.00/day

↑ Back to Table of Contents

## CARPENTERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $24.00 | $13.57 |
| District 2 | $24.00 | $13.86 |
| District 3 | $24.00 | $13.57 |
| District 4 | $24.00 | $13.57 |

**Duties Include:**
Install roll and batt insulation, and hardwood floors.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $4.00/hr.
>60 mi. base pay + $6.00/hr.

↑ Back to Table of Contents

## CARPET INSTALLERS

**No Rate Established**

**Duties Include:**
Lay and install carpet from rolls or blocks on floors. Install padding and trim flooring materials.

**Travel and Per Diem:**
**All Districts**
No travel or per diem established.

↑ Back to Table of Contents

## CEMENT MASONS AND CONCRETE FINISHERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $22.85 | $12.64 |
| District 2 | $22.85 | $12.64 |
| District 3 | $22.85 | $12.64 |
| District 4 | $22.85 | $12.64 |

**Duties Include:**
Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, or curbs. Align forms for sidewalks, curbs, or gutters.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $2.95/hr.
>60 mi. base pay + $4.75/hr.

↑ Back to Table of Contents

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 1

| | Wage | Benefit |
|---|---|---|
| District 1 | $27.91 | $13.55 |
| District 2 | $27.91 | $13.55 |
| District 3 | $27.91 | $13.55 |
| District 4 | $27.91 | $13.55 |

**This group includes but is not limited to:**
Air Compressor; Auto Fine Grader; Belt Finishing; Boring Machine (Small); Cement Silo; Crane, A-Frame Truck Crane; Crusher Conveyor; DW-10, 15, and 20 Tractor Roller; Farm Tractor; Forklift; Form Grader; Front-End Loader, under 1 cu. yd; Oiler, Heavy Duty Drills; Herman Nelson Heater; Mucking Machine; Oiler, All Except Cranes/Shovels; Pumpman.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $3.50/hr.
>60 mi. base pay + $5.50/hr.

↑ Back to Table of Contents

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 2

| | Wage | Benefit |
|---|---|---|
| District 1 | $28.70 | $13.55 |
| District 2 | $28.70 | $13.55 |
| District 3 | $28.70 | $13.55 |
| District 4 | $28.70 | $13.55 |

**This group includes but is not limited to:**
Air Doctor; Backhoe\Excavator\Shovel, up to and incl. 3 cu. yds; Bit Grinder; Bitunimous Paving Travel Plant; Boring Machine, Large; Broom, Self-Propelled; Concrete Travel Batcher; Concrete Float & Spreader; Concrete Bucket Dispatcher; Concrete Finish Machine; Concrete Conveyor; Distributor; Dozer, Rubber-Tired, Push, & Side Boom; Elevating Grader\Gradall; Field Equipment Serviceman; Front-End Loader, 1 cu. yd up to and incl. 5 cu. yds; Grade Setter; Heavy Duty Drills, All Types; Hoist\Tugger, All; Hydralift Forklifts & Similar; Industrial Locomotive; Motor Patrol (except finish); Mountain Skidder; Oiler, Cranes\Shovels; Pavement Breaker, EMSCO; Power Saw, Self-Propelled; Pugmill; Pumpcrete\Grout Machine; Punch Truck; Roller, other than Asphalt; Roller, Sheepsfoot (Self-Propelled); Roller, 25 tons and over; Ross Carrier; Rotomill, under 6 ft; Trenching Machine; Washing /Screening Plant.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $3.50/hr.
>60 mi. base pay + $5.50/hr.

↑ Back to Table of Contents

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 3

| | Wage | Benefit |
|---|---|---|
| District 1 | $29.45 | $13.55 |
| District 2 | $29.45 | $13.55 |
| District 3 | $29.45 | $13.55 |
| District 4 | $29.45 | $13.55 |

**This group includes but is not limited to:**
Asphalt Paving Machine; Asphalt Screed; Backhoe\Excavator\Shovel, over 3 cu. yds; Cableway Highline; Concrete Batch Plant; Concrete Curing Machine; Concrete Pump; Cranes, Creter; Cranes, Electric Overhead; Cranes, 24 tons and under; Curb Machine\Slip Form Paver; Finish Dozer; Front-End Loader, over 5 cu. yds; Mechanic\Welder; Pioneer Dozer; Roller Asphalt (Breakdown & Finish); Rotomill, over 6 ft; Scraper, Single, Twin, or Pulling Belly-Dump; YO-YO Cat.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $3.50/hr.
>60 mi. base pay + $5.50/hr.

↑ Back to Table of Contents

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 4

| | Wage | Benefit |
|---|---|---|
| District 1 | $30.45 | $13.55 |
| District 2 | $30.45 | $13.55 |
| District 3 | $30.45 | $13.55 |
| District 4 | $30.45 | $13.55 |

**This group includes but is not limited to:**
Asphalt\Hot Plant Operator; Cranes, 25 tons up to and incl. 44 tons; Crusher Operator; Finish Motor Patrol; Finish Scraper.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $3.50/hr.
>60 mi. base pay + $5.50/hr.

↑ Back to Table of Contents

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 5

| | Wage | Benefit |
|---|---|---|
| District 1 | $31.45 | $13.55 |
| District 2 | $31.45 | $13.55 |
| District 3 | $31.45 | $13.55 |
| District 4 | $31.45 | $13.55 |

**This group includes but is not limited to:**
Cranes, 45 tons up to and incl. 74 tons.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $3.50/hr.
>60 mi. base pay + $5.50/hr.

↑ Back to Table of Contents

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 6

| | Wage | Benefit |
|---|---|---|
| District 1 | $32.45 | $13.55 |
| District 2 | $32.45 | $13.55 |
| District 3 | $32.45 | $13.55 |
| District 4 | $32.45 | $13.55 |

**This group includes but is not limited to:**
Cranes, 75 tons up to and incl. 149 tons; Cranes, Whirley (All).

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $3.50/hr.
>60 mi. base pay + $5.50/hr.

↑ Back to Table of Contents

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 7

| | Wage | Benefit |
|---|---|---|
| District 1 | $33.45 | $13.55 |
| District 2 | $33.45 | $13.55 |
| District 3 | $33.45 | $13.55 |
| District 4 | $33.45 | $13.55 |

**This group includes but is not limited to:**
Cranes, 150 tons up to and incl. 250 tons; Cranes, over 250 tons—add $1.00 for every 100 tons over 250 tons; Crane, Tower (All); Crane Stiff-Leg or Derrick; Helicopter Hoist.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $3.50/hr.
>60 mi. base pay + $5.50/hr.

↑ Back to Table of Contents

## CONSTRUCTION LABORERS GROUP 1/FLAG PERSON FOR TRAFFIC CONTROL

| | Wage | Benefit |
|---|---|---|
| District 1 | $20.65 | $10.47 |
| District 2 | $20.65 | $10.47 |
| District 3 | $20.65 | $10.47 |
| District 4 | $20.65 | $10.47 |

**Zone Pay:**
**All Districts**
0-15 mi. free zone
>15-30 mi. base pay + $0.65/hr.
>30-50 mi. base pay + $0.85/hr.
>50 mi. base pay + $1.25/hr.

↑ Back to Table of Contents

## CONSTRUCTION LABORERS GROUP 2

| | Wage | Benefit |
|---|---|---|
| District 1 | $20.50 | $7.87 |
| District 2 | $19.94 | $8.73 |
| District 3 | $21.40 | $6.73 |
| District 4 | $20.51 | $5.27 |

**This group includes but is not limited to:**
General Labor; Asbestos Removal; Burning Bar; Bucket Man; Carpenter Tender; Caisson Worker; Cement Mason Tender; Cement Handler (dry); Chuck Tender; Choker Setter; Concrete Worker; Curb Machine-lay Down; Crusher and Batch Worker; Heater Tender; Fence Erector; Landscape Laborer; Landscaper; Lawn Sprinkler Installer; Pipe Wrapper; Pot Tender; Powderman Tender; Rail and Truck Loaders and Unloaders; Riprapper; Sign Erection; Guardrail and Jersey Rail; Spike Driver; Stake Jumper; Signalman; Tail Hoseman; Tool Checker and Houseman and Traffic Control Worker.

**Zone Pay:**
**All Districts**
0-15 mi. free zone
>15-30 mi. base pay + $0.65/hr.
>30-50 mi. base pay + $0.85/hr.
>50 mi. base pay + $1.25/hr.

↑ Back to Table of Contents

## CONSTRUCTION LABORERS GROUP 3

| | Wage | Benefit |
|---|---|---|
| District 1 | $21.65 | $10.47 |
| District 2 | $21.65 | $10.47 |
| District 3 | $21.65 | $10.47 |
| District 4 | $21.65 | $10.47 |

**This group includes but is not limited to:**
Concrete Vibrator; Dumpman (Grademan); Equipment Handler; Geotextile and Liners; High-Pressure Nozzleman; Jackhammer (Pavement Breaker) Non-Riding Rollers; Pipelayer; Posthole Digger (Power); Power Driven Wheelbarrow; Rigger; Sandblaster; Sod Cutter-Power and Tamper.

**Zone Pay:**
**All Districts**
0-15 mi. free zone
>15-30 mi. base pay + $0.65/hr.
>30-50 mi. base pay + $0.85/hr.
>50 mi. base pay + $1.25/hr.

↑ Back to Table of Contents

## CONSTRUCTION LABORERS GROUP 4

| | Wage | Benefit |
|---|---|---|
| District 1 | $21.67 | $10.47 |
| District 2 | $22.00 | $10.47 |
| District 3 | $21.70 | $10.47 |
| District 4 | $21.93 | $10.47 |

**This group includes but is not limited to:**
Hod Carrier***; Water Well Laborer; Blaster; Wagon Driller; Asphalt Raker; Cutting Torch; Grade Setter; High-Scaler; Power Saws (Faller & Concrete) Powderman; Rock & Core Drill; Track or Truck Mounted Wagon Drill and Welder incl. Air Arc.

**Zone Pay:**
**All Districts**
0-15 mi. free zone
>15-30 mi. base pay + $0.65/hr.
>30-50 mi. base pay + $0.85/hr.
>50 mi. base pay + $1.25/hr.

↑ Back to Table of Contents

## DRYWALL APPLICATORS

| | Wage | Benefit |
|---|---|---|
| District 1 | $24.00 | $13.57 |
| District 2 | $24.00 | $13.86 |
| District 3 | $24.00 | $13.57 |
| District 4 | $24.00 | $13.57 |

**Duties Include:**
Drywall and ceiling tile installation.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $4.00/hr.
>60 mi. base pay + $6.00/hr.

↑ Back to Table of Contents

## ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL

| | Wage | Benefit |
|---|---|---|
| District 1 | $31.04 | $13.77 |
| District 2 | $29.59 | $14.56 |
| District 3 | $31.05 | $13.33 |
| District 4 | $34.08 | $14.91 |

**Duties Include:**
Electrical wiring; equipment and fixtures; street lights; electrical control systems. Installation and/or adjusting of building automation controls also during testing and balancing, commissioning and retro-commissioning.

**Travel:**
**District 1**

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-15 mi. free zone
>15-45 mi. $0.585/mi. in excess of the free zone.
>45 mi. $75.00/day

**District 2**
No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-10 mi. free zone
>10-55 mi. federal mileage rate/mi.
>55 mi. $66.00/day

**District 3**
No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-08 mi. free zone
>08-50 mi. federal mileage rate/mi. in excess of the free zone.
>50 mi. $66.00/day

**District 4**
No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-18 mi. free zone
>18-60 mi. federal mileage rate/mi.
>60 mi. $75.00/day

↑ Back to Table of Contents

## ELEVATOR CONSTRUCTORS

| | Wage | Benefit |
|---|---|---|
| District 1 | $54.09 | $34.12 |
| District 2 | $54.09 | $34.12 |
| District 3 | $54.09 | $34.12 |
| District 4 | $54.09 | $34.12 |

**Travel:**
**All Districts**
0-15 mi. free zone
>15-25 mi. $43.25/day
>25-35 mi. $86.49/day
>35 mi. $84.90/day or cost of receipts for hotel and meals, whichever is greater.

↑ Back to Table of Contents

## FLOOR LAYERS

**No Rate Established**

Apply blocks, strips, or sheets of shock-absorbing, sound-deadening, or decorative coverings to floors.

↑ Back to Table of Contents

## GLAZIERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $16.98 | $2.46 |
| District 2 | $18.35 | $2.50 |
| District 3 | $19.51 | $3.73 |
| District 4 | $21.26 | $3.26 |

**Travel and Per Diem:**
**All Districts**
No travel or per diem established.

↑ Back to Table of Contents

## HEATING AND AIR CONDITIONING

| | Wage | Benefit |
|---|---|---|
| District 1 | $27.55 | $18.83 |
| District 2 | $30.09 | $18.83 |
| District 3 | $30.09 | $18.83 |
| District 4 | $30.09 | $18.83 |

**Duties Include:**
Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work.

**Travel:**
**All Districts**
0-50 mi. free zone
>50 mi.
- $0.25/mi. in employer vehicle.
- $0.65/mi. in employee vehicle.

**Per Diem:**
**All Districts**
$70/day

↑ Back to Table of Contents

## INSULATION WORKERS - MECHANICAL (HEAT AND FROST)

| | Wage | Benefit |
|---|---|---|
| District 1 | $33.37 | $19.87 |
| District 2 | $33.37 | $19.87 |
| District 3 | $33.37 | $19.87 |
| District 4 | $33.37 | $19.87 |

**Duties Include:**
Insulate pipes, ductwork or other mechanical systems.

**Travel:**
**All Districts**
0-30 mi. free zone
>30-40 mi. $25.00/day
>40-50 mi. $35.00/day
>50-60 mi. $45.00/day
>60 mi. $60.00/day plus
- $0.56/mi. if transportation is not provided.
- $0.20/mi. if in company vehicle.

>60 mi. $90.00/day on jobs requiring an overnight stay plus
- $0.56/mi. if transportation is not provided.
- $0.20/mi. if in company vehicle.

↑ Back to Table of Contents

## IRONWORKERS - STRUCTURAL STEEL AND REBAR PLACERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $28.00 | $26.40 |
| District 2 | $27.25 | $22.19 |
| District 3 | $27.25 | $22.19 |
| District 4 | $22.92 | $22.29 |

**Duties Include:**
Structural steel erection; assemble prefabricated metal buildings; cut, bend, tie, and place rebar; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.

**Travel:**
**District 1**
0-45 mi. free zone
>45-60 mi. $45.00/day
>60-100 mi. $70.00/day
>100 mi. $90.00/day

**Special Provision:**
When the employer provides transportation, travel will not be paid. However, when an employee is required to travel over 70 miles one way, the employee may elect to receive the travel pay in lieu of the transportation.

**Districts 2, 3 & 4**
0-45 mi. free zone
>45-85 mi. $60.00/day
>85 mi. $90.00/day

↑ Back to Table of Contents

## MILLWRIGHTS

| | Wage | Benefit |
|---|---|---|
| District 1 | $34.00 | $13.57 |
| District 2 | $34.00 | $13.86 |
| District 3 | $34.00 | $13.57 |
| District 4 | $34.00 | $13.57 |

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $4.00/hr.
>60 mi. base pay + $6.00/hr.

↑ Back to Table of Contents

## PAINTERS: INCLUDING PAPERHANGERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $23.60 | $9.35 |
| District 2 | $21.83 | $8.13 |
| District 3 | $21.06 | $8.31 |
| District 4 | $21.28 | $8.31 |

**Travel and Per Diem:**
**All Districts**
No travel or per diem established.

↑ Back to Table of Contents

## PILE BUCKS

| | Wage | Benefit |
|---|---|---|
| District 1 | $31.00 | $13.57 |
| District 2 | $31.00 | $13.86 |
| District 3 | $31.00 | $13.57 |
| District 4 | $31.00 | $13.57 |

**Duties Include:**
Set up crane; set up hammer; weld tips on piles; set leads; insure piles are driven straight with the use of level or plum bob. Give direction to crane operator as to speed and direction of swing. Cut piles to grade.

**Zone Pay:**
**All Districts**
0-30 mi. free zone
>30-60 mi. base pay + $4.00/hr.
>60 mi. base pay + $6.00/hr.

↑ Back to Table of Contents

## PLASTERERS

**No Rate Established**

**Duties Include:**
All materials beyond the substrate, such as a moisture barrier, any type of drainage installation between the moisture barrier and insulation or EPS board, the attachment of the EPS board, installation of fiberglass mesh embedded in the base coat, any water-resistant coat that is applied on top of the insulation to serve as a weather barrier, and the application of the finish coat.

**Travel and Per Diem:**
**All Districts**
No travel or per diem established.

↑ Back to Table of Contents

## PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $30.48 | $13.56 |
| District 2 | $31.30 | $16.00 |
| District 3 | $31.30 | $16.00 |
| District 4 | $33.11 | $18.71 |

**Duties Include:**
Assemble, install, alter, and repair pipe-lines or pipe systems that carry water, steam, air, other liquids or gases. Testing of piping systems, commissioning and retro-commissioning. Workers in this occupation may also install heating and cooling equipment and mechanical control systems.

**Travel:**
**District 1**
0-30 mi. free zone
>30-50 mi. $25.00/day
>50-75 mi. $40.00/day
>75 mi. $75.00/day

**Special Provision**
If transportation is not provided, mileage at $0.35/mi. with a separate free zone of 20 miles is added to the amounts above. However, if the employee is traveling more than 75 miles/day, only subsistence is required.

**Districts 2 & 3**
0-40 mi. free zone
>40-80 mi. $30.00/day
>80 mi. $60.00/day

**Special Provision:**
If employer provides transportation, travel pay will be ½ of the amounts listed above unless the employee stays overnight. If the employee chooses to stay overnight, the employee will receive the full amount of travel listed above even if the employer furnishes transportation.

**District 4**
0-70 free zone
>70 mi.

- On jobs when employees do not work consecutive days: $0.55/mi. if employer doesn't provide transportation. Not to exceed two trips.

- On jobs when employees work any number of consecutive days: $100.00/day.

↑ Back to Table of Contents

## ROOFERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $19.26 | $6.71 |
| District 2 | $19.89 | $8.42 |
| District 3 | $20.99 | $6.32 |
| District 4 | $20.63 | $5.62 |

**Duties Include:**
Metal roofing.

**Travel:**
**District 1**
0-50 mi. free zone
>50 mi. $0.35/mi.

**District 2 and 3**
0-35 mi. free zone
>35 mi. $0.30/mi only when employer doesn't provide transportation.

**District 4**
0-25 mi. free zone
>25 mi. $0.30/mi only when employer doesn't provide transportation.

**Per Diem:**
**District 1**
$60.00/day

**District 2 and 3**
Employer pays for room + $26.50/day.

**District 4**
Employer pays for room + $25.00/day.

↑ Back to Table of Contents

## SHEET METAL WORKERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $30.09 | $18.83 |
| District 2 | $30.09 | $18.83 |
| District 3 | $30.09 | $18.83 |
| District 4 | $30.09 | $18.83 |

**Duties Include:**
Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work. Manufacture, fabrication, assembling, installation, dismantling, and alteration of all HVAC systems, air conveyer systems, and exhaust systems. All lagging over insulation and all duct lining.

**Travel:**
**All Districts**
0-50 mi. free zone
>50 mi.
- $0.25/mi. in employer vehicle
- $0.65/mi. in employee vehicle

**Per Diem:**
**All Districts**
$70.00/day

↑ Back to Table of Contents

## SOLAR PHOTOVOLTAIC INSTALLERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $29.59 | $14.56 |
| District 2 | $31.05 | $14.56 |
| District 3 | $31.05 | $13.33 |
| District 4 | $34.08 | $14.91 |

**Travel:**
**District 1**

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-15 mi. free zone
>15-45 mi. $0.585/mi. in excess of the free zone.
>45 mi. $75.00/day

**District 2**
No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-10 mi. free zone
>10-55 mi. federal mileage rate/mi.
>55 mi. $66.00/day

**District 3**
No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-08 mi. free zone
>08-50 mi. federal mileage rate/mi. in excess of the free zone.
>50 mi. $66.00/day

**District 4**
No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

0-18 mi. free zone
>18-60 mi. federal mileage rate/mi.
>60 mi. $75.00/day

↑ Back to Table of Contents

## SPRINKLER FITTERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $34.35 | $21.93 |
| District 2 | $34.35 | $21.93 |
| District 3 | $34.35 | $21.93 |
| District 4 | $34.35 | $21.93 |

**Duties Include:**
Duties Include but not limited to any and all fire protection systems: Installation, dismantling, inspection, testing, maintenance, repairs, adjustments, and corrections of all fire protection and fire control systems, including both overhead and underground water mains, all piping, fire hydrants, standpipes, air lines, tanks, and pumps used in connection with sprinkler and alarm systems.

**Travel**
**All Districts**

The following travel allowance is applicable when traveling in employee's vehicle.

0-60 mi. free zone
>60-80 mi. $19.00/day
>80-100 mi. $29.00/day
>100 mi. $105.00/day.

**Special Provision**
When traveling >100 miles, mileage at $0.54/mi. + $8.59 for every 15 miles traveled at beginning and end of job.

The following travel allowance is applicable when traveling in employer's vehicle.

0-100 mi. free zone
>100 mi. $105.00/day

**Special Provision**
When traveling >100 miles, $8.59 for every 15 miles traveled, at beginning and end of job.

**Per Diem:**
**All Districts**

No per diem is applicable when traveling in employee's vehicle

The following per diem is applicable when traveling in employer's vehicle.

0-100 mi. free zone
>100 mi. $105.00/day

↑ Back to Table of Contents

## TAPERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $23.60 | $9.35 |
| District 2 | $21.83 | $8.13 |
| District 3 | $21.06 | $8.31 |
| District 4 | $21.28 | $8.31 |

**Travel and Per Diem:**
**All Districts**
No travel or per diem established.

↑ Back to Table of Contents

## TEAMSTERS GROUP 2

Pilot Car Driver
**No Rate Established**

| | Wage | Benefit |
|---|---|---|
| District 1 | $28.88 | $7.68 |
| District 2 | $28.88 | $7.68 |
| District 3 | $28.88 | $7.68 |
| District 4 | $28.88 | $7.68 |

**This group includes but is not limited to:**
Combination Truck & Concrete Mixer; Distributor Driver; Dry Batch Trucks; DumpTrucks & Similar Equipment; Flat Trucks; Lowboys, Four-Wheel Trailers, Float Semitrailer; Powder Truck Driver (Bulk Unloader Type); Servicemen; Service Truck Drivers, Fuel Truck Drivers, Tiremen; Trucks with Power Equipment; Truck Mechanic; Water Tank Drivers, Petroleum Product Drivers.

**Zone Pay:**
**All Districts**
No zone pay established.

↑ Back to Table of Contents

## TELECOMMUNICATIONS EQUIPMENT INSTALLERS

| | Wage | Benefit |
|---|---|---|
| District 1 | $29.46 | $ 8.73 |
| District 2 | $24.61 | $ 9.80 |
| District 3 | $24.71 | $ 8.50 |
| District 4 | $24.61 | $10.18 |

**Duties Include:**
Install voice; sound; vision and data systems. This occupation includes burglar alarms, fire alarms, fiber optic systems, and video systems for security or entertainment.

**Travel:**
**All Districts**
The federal mileage rate/mi. in effect when travel occurs if using own vehicle.

**Per Diem:**
**All Districts**
Employer pays for meals and lodging up to $75.00/day. When jobsite is located in Big Sky, West Yellowstone, and Gardiner, lodging and meals will be provided by the employer for all actual and reasonable expenses incurred.

↑ Back to Table of Contents

## TERRAZZO WORKERS AND FINISHERS

**No Rate Established**

**Duties Include:**
Finish work on hard tile, marble, and wood tile to floors, ceilings, and roof decks

↑ Back to Table of Contents

## TILE AND STONE SETTERS

### No Rate Established

**Duties Include:**
Apply hard tile, stone, and comparable materials to walls, floors, ceilings, countertops, and roof decks.

↑ Back to Table of Contents