

Requirements of Chapter 104, HRS

Wages and Hours of Employees on Public Works Law

Chapter 104, HRS, applies to every public works construction project over \$2,000, regardless of the method of procurement or financing (purchase order, voucher, bid, contract, lease arrangement, warranty).

Rate of Wages for Laborers and Mechanics

- Minimum prevailing wages (basic hourly rate plus fringe benefits), as determined by the Director of Labor and Industrial Relations and published in wage rate schedules, shall be paid to the various classes of laborers and mechanics working on the job site. [§104-2(a), (b), Hawaii Revised Statutes (HRS)]
- If the Director of Labor determines that prevailing wages have increased during the performance of a public works contract, the rate of pay of laborers and mechanics shall be raised accordingly. [§104-2(a) and (b), HRS; §12-22-3(d) Hawaii Administrative Rules (HAR)]

Overtime

- Laborers and mechanics working on a Saturday, Sunday, or a legal holiday of the State or more than eight hours a day on any other day shall be paid overtime compensation at one and one-half times the basic hourly rate plus the cost of fringe benefits for all hours worked. [§§104-1(5), 104-2(c), HRS]

Weekly Pay

- Laborers and mechanics employed on the job site shall be paid their full wages at least once a week, without deduction or rebate, except for legal deductions, within five working days after the cutoff date. [§104-2(d), HRS]

Posting of Wage Rate Schedules

- Wage rate schedules shall be posted by the contractor in a prominent and easily accessible place at the job site. A copy of the entire wage rate schedule shall be given to each laborer and mechanic employed under the contract, except when the employee is covered by a collective bargaining agreement. [§104-2(d), HRS]

Withholding of Accrued Payments

- If necessary, the contracting agency may withhold accrued payments to the contractor to pay to laborers and mechanics employed by the contractor or subcontractor on the job site any difference between the wages required by the public works contract or specifications and the wages received. [§104-2(e), HRS]

Certified Weekly Payrolls and Payroll Records

- A certified copy of all payrolls shall be submitted weekly to the contracting agency.
- The contractor is responsible for the submission of certified copies of the payrolls of all subcontractors. The certification shall affirm that the payrolls are correct and complete, that the wage rates listed are not less than the applicable rates contained in the applicable wage rate schedule, and that the classifications for each laborer or mechanic conform with the work the laborer or mechanic performed. [§104-3(a), HRS]
- Payroll records shall be maintained by the contractor and subcontractors for three years after completion of construction. The records shall contain:
 - the name and home address of each employee
 - the employee's correct classification
 - rate of pay (basic hourly rate + fringe benefits)
 - daily and weekly hours worked
 - weekly straight time and overtime earnings
 - amount and type of deductions
 - actual wages paid
 - date of payment
- Records shall be made available for inspection by the contracting agency, the Department of Labor and Industrial Relations, and any of its authorized representatives, who may also interview employees during working hours on the job. [§104-3(b), HRS]

Termination of Work on Failure to Pay Wages

- If the contracting agency finds that any laborer or mechanic employed on the job site by the contractor or any subcontractor has not been paid prevailing wages or overtime, the contracting agency may, by written notice to the contractor, terminate the contractor's or subcontractor's right to proceed with the work or with the part of the work in which the required wages or overtime compensation have not been paid. The contracting agency may complete this work by contract or otherwise, and the contractor or contractor's sureties shall be liable to the contracting agency for any excess costs incurred. [§104-4, HRS]

Apprentices and Trainees

- In order to be paid apprentice or trainee rates, apprentices and trainees must be parties to an agreement either registered with or recognized as a USDOL nationally approved apprenticeship program by the Department of Labor and Industrial Relations, Workforce Development Division. [§12-22-6(1), HAR]
- The number of apprentices or trainees on any public work in relation to the number of journeyworkers in the same craft classification as the apprentices or trainees employed by the same employer on the same public work may not exceed the ratio allowed under the apprenticeship or trainee standards registered with or recognized by the Department of Labor and Industrial Relations. A registered or recognized apprentice receiving the journeyworker rate will not be considered a journeyworker for the purpose of meeting the ratio requirement. [§12-22-6(2), HAR]

Enforcement

- To ensure compliance with the law, DLIR and the contracting agency will conduct investigations of contractors and subcontractors. If a contractor or subcontractor violates the law, the penalties are:
 - First Violation Equal to 10% of back wages found due or \$25 per offense, whichever is greater.
 - Second Violation Equal to amount of back wages found due or \$100 for each offense, whichever is greater.
 - Third Violation Equal to two times the amount of back wages found due or \$200 for each offense, whichever is greater; and
Suspension from doing any new work on any public work of a governmental contracting agency for three years.
- A violation would be deemed a second violation if it occurs within two years of the **first notification of violation**, and a third violation if it occurs within two years of **the second notification of violation**.
- Suspension. For a first or second violation, the department shall immediately suspend a contractor who fails to pay wages or penalties until all wages and penalties are paid in full. For a third violation, the department shall penalize and suspend the contractor as described above, **except that if the contractor continues to violate the law, then the department shall immediately suspend the contractor for a mandatory three years. The contractor shall remain suspended until all wages and penalties are paid in full.** [§§104-24, 104-25]
- Any contractor who fails to make payroll records accessible or provide requested information within 10 days, or fails to keep or falsifies any required record, shall be assessed a penalty as provided in Section 104-22(b), HRS. [§104-3(c)]
- If any contractor interferes with or delays any investigation, the contracting agency shall withhold further payments until the delay has ceased. Interference or delay includes failure to provide requested records or information within ten days, failure to allow employees to be interviewed during working hours on the job, and falsification of payroll records. The department shall assess a penalty of \$1,000 per project, and \$100 per day thereafter, for interference or delay. [§104-22(b)]

For additional information, visit the department's website at <http://dlir.state.hi.us/> or contact any of the following DLIR offices:



Oahu (Wage Standards Division)	586-8777
Maui	243-5322
Hilo	974-6464
West Hawaii	322-4808
Kauai	274-3351

State of Hawai'i
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
Princess Ruth Ke'elikolani Building
830 Punchbowl Street
Honolulu, Hawai'i 96813

February 15, 2021
WAGE RATE SCHEDULE BULLETIN NO. 499


This schedule of wage rates contained herein is recognized by the Director of Labor and Industrial Relations to be prevailing on public construction work for the purposes of Chapter 104, Hawai'i Revised Statutes. The schedule of wage rates determines the applicable wage determination for each classification and does not impose any staffing requirements for any classification. The schedule of wage rates is applicable only to those laborers and mechanics employed at the site of work.

As required by law, future wage rates for laborers and mechanics are incorporated into this bulletin based on available information and are subject to change. Whenever the Director determines that the prevailing wage has increased as shown in the wage rate schedule, the contractor must increase the wages accordingly during the performance of the contract. For addenda or additional wage rate schedules, please consult the Internet at <http://labor.hawaii.gov/rs>.

The Apprentice Schedule is available on the Internet or upon request from the Research and Statistics Office. Pursuant to Section 12-22-6 (1), Hawai'i Administrative Rules, the Apprentice Schedule is applicable only to apprentices who are parties to apprenticeship agreements registered with or recognized by the Department of Labor and Industrial Relations.

Questions on the schedule should be referred to the Research and Statistics Office at (808) 586-9005.

The next regular schedule will be issued on or about September 15, 2021.


ANNE EUSTAQUIO
Director



STATE OF HAWAII
DAVID Y. IGE, Governor

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
ANNE EUSTAQUIO, Director
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RESEARCH AND STATISTICS OFFICE
JERI SATO, Acting Research & Statistics Officer

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In cooperation with:
WAGE STANDARDS DIVISION
SHERYL LEE, Administrator

WAGE RATE SCHEDULE BULLETIN NO. 499

Classification	Current			2021			2022			2023			Remarks See Pg 6-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
ASPHALT PAVING GROUP:	9/21/20												
Asphalt Concrete Material Transfer	\$80.32	\$46.45	\$33.87	-	-	-	-	-	-	-	-	-	13
Asphalt Raker	\$79.36	\$45.49	\$33.87	-	-	-	-	-	-	-	-	-	13
Asphalt Spreader Operator	\$80.84	\$46.97	\$33.87	-	-	-	-	-	-	-	-	-	13
Laborer, Hand Roller	\$76.59	\$42.72	\$33.87	-	-	-	-	-	-	-	-	-	13
Roller Operator (5 tons and under)	\$79.09	\$45.22	\$33.87	-	-	-	-	-	-	-	-	-	13
Roller Operator (over 5 tons)	\$80.52	\$46.65	\$33.87	-	-	-	-	-	-	-	-	-	13
Screed Person	\$80.32	\$46.45	\$33.87	-	-	-	-	-	-	-	-	-	13
EQUIPMENT OPERATOR:													
Combination Loader/Backhoe (over 3/4 cu. yd.)	\$79.36	\$45.49	\$33.87	-	-	-	-	-	-	-	-	-	13
Combination Loader/Backhoe (up to 3/4 cu. yd.)	\$78.38	\$44.51	\$33.87	-	-	-	-	-	-	-	-	-	13
Concrete saws and/or Grinder (self-propelled unit on streets, highways, airports and canals)	\$80.32	\$46.45	\$33.87	-	-	-	-	-	-	-	-	-	13
Grader, Soil Stabilizer, Cold Planer	\$81.15	\$47.28	\$33.87	-	-	-	-	-	-	-	-	-	13
Loader (2-1/2 cu. yds. and under)	\$80.32	\$46.45	\$33.87	-	-	-	-	-	-	-	-	-	13
Loader (over 2-1/2 cu. yds. to and including 5 cu. yds.)	\$80.64	\$46.77	\$33.87	-	-	-	-	-	-	-	-	-	13
TRUCK DRIVER:													
Assistant to Engineer	\$79.09	\$45.22	\$33.87	-	-	-	-	-	-	-	-	-	13
Oil Tanker (double), Hot Liquid Asphalt Tanker	\$80.64	\$46.77	\$33.87	-	-	-	-	-	-	-	-	-	13
Semi-Trailer, Semi-Dump, Asphalt Distributor	\$80.32	\$46.45	\$33.87	-	-	-	-	-	-	-	-	-	13
Slip-in or Pup	\$80.64	\$46.77	\$33.87	-	-	-	-	-	-	-	-	-	13
Single or Rock Cans Tandem Dump Truck (8 cu. yds. & under, water level)	\$79.36	\$45.49	\$33.87	-	-	-	-	-	-	-	-	-	13
Single or Rock Cans Tandem Dump Truck (over 8 cu. yds., water level)	\$79.67	\$45.80	\$33.87	-	-	-	-	-	-	-	-	-	13
Tractor Trailer (hauling equipment)	\$80.75	\$46.88	\$33.87	-	-	-	-	-	-	-	-	-	13
Utility, Flatbed	\$79.09	\$45.22	\$33.87	-	-	-	-	-	-	-	-	-	13
BOILERMAKER	2/17/20												
	\$67.58	\$36.29	\$31.29	-	-	-	-	-	-	-	-	-	13
CARPENTER:	9/21/20			8/30/21			9/5/22			9/4/23			
Carpenter; Patent Scaffold Erector (14 feet and over);													
Piledriver; Pneumatic Nailer	\$74.09	\$50.50	\$23.59	\$75.84	\$51.25	\$24.59	\$77.59	\$52.00	\$25.59	\$79.59	\$53.00	\$26.59	1,12,13
Millwright	\$74.34	\$50.75	\$23.59	\$76.09	\$51.50	\$24.59	\$77.84	\$52.25	\$25.59	\$79.84	\$53.25	\$26.59	1,12,13
Power Saw Operator (2 h.p. & above)	\$74.24	\$50.65	\$23.59	\$75.99	\$51.40	\$24.59	\$77.74	\$52.15	\$25.59	\$79.74	\$53.15	\$26.59	1,12,13
CEMENT FINISHER:	9/21/20			8/30/21			9/5/22			9/4/23			
Cement Finisher; Curb Setter; Precast Panel Setter;													
Manhole Builder	\$73.93	\$42.10	\$31.83	\$75.28	\$42.60	\$32.68	\$76.76	\$43.33	\$33.43	\$78.15	\$44.12	\$34.03	2,12,13
Trowel Machine Operator	\$74.08	\$42.25	\$31.83	\$75.43	\$42.75	\$32.68	\$76.91	\$43.48	\$33.43	\$78.30	\$44.27	\$34.03	2,12,13
* CHAIN-LINK FENCE ERECTOR	10/4/20			10/3/21			10/2/22			10/1/23			
	\$42.45	\$25.50	\$16.95	\$43.90	\$26.25	\$17.65	\$45.35	\$27.00	\$18.35	\$46.80	\$27.75	\$19.05	10,13

WAGE RATE SCHEDULE BULLETIN NO. 499

Classification	Current			2021			2022			2023			Remarks See Pg 6-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
** CHLORINATOR	9/16/19												
	\$28.84	\$28.84	-	-	-	-	-	-	-	-	-	-	
DIVER:	9/21/20												
Diver (Aqua Lung) (Scuba) - Up to a depth of 30 feet	\$93.52	\$60.21	\$33.31	-	-	-	-	-	-	-	-	-	13
Diver (Aqua Lung) (Scuba) - Over a depth of 30 feet	\$102.89	\$69.58	\$33.31	-	-	-	-	-	-	-	-	-	13
Stand-By Diver (Aqua Lung) (Scuba)	\$84.14	\$50.83	\$33.31	-	-	-	-	-	-	-	-	-	13
Diver (Other than Aqua Lung)	\$102.89	\$69.58	\$33.31	-	-	-	-	-	-	-	-	-	3,13
Stand-By Diver (Other than Aqua Lung)	\$84.14	\$50.83	\$33.31	-	-	-	-	-	-	-	-	-	3,13
Tender (Other than Aqua Lung)	\$81.11	\$47.80	\$33.31	-	-	-	-	-	-	-	-	-	13
** DRAPERY INSTALLER	9/16/19												
	\$33.11	\$31.00	\$2.11	-	-	-	-	-	-	-	-	-	
DRYWALL INSTALLER	9/21/20			8/30/21			9/5/22			9/4/23			
	\$74.34	\$50.75	\$23.59	\$76.09	\$51.50	\$24.59	\$77.84	\$52.25	\$25.59	\$79.84	\$53.25	\$26.59	12,13
* DRYWALL TAPERS/FINISHERS	1/3/21						1/2/22			1/1/23			
	\$74.75	\$43.10	\$31.65	-	-	-	\$76.50	\$43.85	\$32.65	\$78.25	\$44.60	\$33.65	
ELECTRICIAN	9/21/20												
Cable Splicer (inside/outside)	\$87.87	\$56.71	\$31.16	-	-	-	-	-	-	-	-	-	4,13
Ground Worker (outside)	\$64.29	\$38.66	\$25.63	-	-	-	-	-	-	-	-	-	4,13
Heavy Equipment Operator (outside)	\$74.40	\$46.40	\$28.00	-	-	-	-	-	-	-	-	-	4,13
Line Installer (outside); Wire Installer (inside)	\$81.13	\$51.55	\$29.58	-	-	-	-	-	-	-	-	-	4,13
Telecommunication Worker	8/23/20			8/22/21			8/21/22						
Licensed Technician	\$45.65	\$32.69	\$12.96	\$46.82	\$33.69	\$13.13	\$48.63	\$34.94	\$13.69	-	-	-	13
Technician I / Splicer	\$43.74	\$31.06	\$12.68	\$44.85	\$32.01	\$12.84	\$46.57	\$33.19	\$13.38	-	-	-	13
* ELEVATOR CONSTRUCTOR MECHANIC	2/15/21												
	\$99.005	\$63.18	\$35.825	-	-	-	-	-	-	-	-	-	13
EQUIPMENT OPERATOR:	9/21/20												
Group 1	\$78.83	\$45.52	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 2	\$78.94	\$45.63	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 3	\$79.11	\$45.80	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 4	\$79.38	\$46.07	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 5	\$79.69	\$46.38	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 6	\$80.34	\$47.03	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 7	\$80.66	\$47.35	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 8	\$80.77	\$47.46	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 9	\$80.88	\$47.57	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 9A	\$81.11	\$47.80	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 10	\$81.17	\$47.86	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 10A	\$81.32	\$48.01	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 11	\$81.47	\$48.16	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 12	\$81.83	\$48.52	\$33.31	-	-	-	-	-	-	-	-	-	5,13
Group 12A	\$82.19	\$48.88	\$33.31	-	-	-	-	-	-	-	-	-	5,13

WAGE RATE SCHEDULE BULLETIN NO. 499

Classification	Current			2021			2022			2023			Remarks See Pg 6-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
FENCE ERECTOR (CHAIN-LINK TYPE)													
See Chain-Link Fence Erector	-	-	-	-	-	-	-	-	-	-	-	-	
FLOOR LAYER (CARPET, LINOLEUM & SOFT TILE)	9/21/20			2/28/21			2/27/22			3/5/23			
	\$67.70	\$36.77	\$30.93	\$69.69	\$38.02	\$31.67	\$71.93	\$39.27	\$32.66	\$73.42	\$40.52	\$32.90	12,13
GLAZIER	9/21/20												
	\$74.35	\$39.50	\$34.85	-	-	-	-	-	-	-	-	-	6,13
HELICOPTER WORK:	9/21/20												
Airborne Hoist Operator	\$82.69	\$49.38	\$33.31	-	-	-	-	-	-	-	-	-	13
Co-Pilot	\$82.83	\$49.52	\$33.31	-	-	-	-	-	-	-	-	-	13
Pilot	\$83.00	\$49.69	\$33.31	-	-	-	-	-	-	-	-	-	13
INSULATOR	8/30/20												
	\$67.55	\$41.90	\$25.65	-	-	-	-	-	-	-	-	-	7,13
IRONWORKER:	9/21/20			9/1/21									
Reinforcing, Structural	\$79.34	\$42.50	\$36.84	\$80.34	\$43.50	\$36.84	-	-	-	-	-	-	8,12,13
* LABORER:	9/21/20			8/30/21			9/5/22			9/4/23			
Driller	\$62.38	\$39.70	\$22.68	\$63.84	\$40.35	\$23.49	\$65.25	\$41.00	\$24.25	\$66.66	\$41.65	\$25.01	1,13
Gunite Operator or Shotcrete Operator	\$61.88	\$39.20	\$22.68	\$63.34	\$39.85	\$23.49	\$64.75	\$40.50	\$24.25	\$66.16	\$41.15	\$25.01	1,13
High Scaler (Working Suspended)	\$61.88	\$39.20	\$22.68	\$63.34	\$39.85	\$23.49	\$64.75	\$40.50	\$24.25	\$66.16	\$41.15	\$25.01	13
Laborer I	\$61.38	\$38.70	\$22.68	\$62.84	\$39.35	\$23.49	\$64.25	\$40.00	\$24.25	\$65.66	\$40.65	\$25.01	1,13
Laborer II	\$58.78	\$36.10	\$22.68	\$60.24	\$36.75	\$23.49	\$61.65	\$37.40	\$24.25	\$63.06	\$38.05	\$25.01	1,13
Light/Final Clean-up (Janitorial) Laborer	\$47.82	\$29.65	\$18.17	\$48.92	\$30.05	\$18.87	\$50.02	\$30.45	\$19.57	\$51.12	\$30.85	\$20.27	1,13
Mason Tender/Hod Carrier	\$61.88	\$39.20	\$22.68	\$63.34	\$39.85	\$23.49	\$64.75	\$40.50	\$24.25	\$66.16	\$41.15	\$25.01	1,13
Powder Blaster	\$62.38	\$39.70	\$22.68	\$63.84	\$40.35	\$23.49	\$65.25	\$41.00	\$24.25	\$66.66	\$41.65	\$25.01	1,13
Window Washer (Outside) (On bosun's chair, cable-suspended scaffold or work platform)	\$60.88	\$38.20	\$22.68	\$62.34	\$38.85	\$23.49	\$63.75	\$39.50	\$24.25	\$65.16	\$40.15	\$25.01	13
* LANDSCAPER:	2/15/21			8/30/21			9/5/22			9/4/23			
Landscape & Irrigation Laborer A	\$40.65	\$26.40	\$14.25	\$41.80	\$26.75	\$15.05	\$43.05	\$27.25	\$15.80	\$44.30	\$27.85	\$16.45	
Landscape & Irrigation Laborer B	\$41.65	\$27.40	\$14.25	\$42.80	\$27.75	\$15.05	\$44.05	\$28.25	\$15.80	\$45.30	\$28.85	\$16.45	
Landscape & Irrigation Maintenance Laborer	\$35.95	\$21.70	\$14.25	\$36.95	\$21.90	\$15.05	\$37.95	\$22.15	\$15.80	\$39.00	\$22.55	\$16.45	
LATHER	9/21/20			8/30/21			9/5/22			9/4/23			
	\$74.34	\$50.75	\$23.59	\$76.09	\$51.50	\$24.59	\$77.84	\$52.25	\$25.59	\$79.84	\$53.25	\$26.59	12,13
MASON; Bricklayer;	9/21/20			8/30/21			9/5/22			9/4/23			
Cement Blocklayer; Stone Mason; Precast Sill Setter	\$75.09	\$45.96	\$29.13	\$76.44	\$46.46	\$29.98	\$77.97	\$47.24	\$30.73	\$79.36	\$48.03	\$31.33	2,12,13
Pointer-Caulker-Weatherproofer	\$75.34	\$46.21	\$29.13	\$76.69	\$46.71	\$29.98	\$78.22	\$47.49	\$30.73	\$79.61	\$48.28	\$31.33	2,12,13
* PAINTER:	1/1/21			7/1/21									
Painter; Spray Painter; Sandblaster or Waterblaster; Thermoplastic Stripper; Paper Hanger	\$68.99	\$38.90	\$30.09	\$68.99	\$38.90	\$30.09	-	-	-	-	-	-	12

WAGE RATE SCHEDULE BULLETIN NO. 499

Classification	Current			2021			2022			2023			Remarks See Pg 6-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
PLASTERER:	9/21/20			8/30/21			9/5/22			9/4/23			
	\$75.52	\$43.69	\$31.83	\$76.89	\$44.21	\$32.68	\$78.43	\$45.00	\$33.43	\$79.85	\$45.82	\$34.03	2,12,13
* PLUMBER:	1/3/21												
Plumber; Pipefitter; Refrigeration Fitter; Heating & Air Conditioning Fitter; Sprinkler Fitter; Steamfitter	\$73.60	\$45.35	\$28.25				-	-	-	-	-	-	9,13
ROOFER:	9/21/20			9/5/21									
Shingle, Tile, Built-up Roofing	\$61.65	\$41.80	\$19.85	\$62.50	\$42.55	\$19.95	-	-	-	-	-	-	12
Coal Tar Pitch	\$103.45	\$83.60	\$19.85	\$105.05	\$85.10	\$19.95	-	-	-	-	-	-	
SANDBLASTER OR WATERBLASTER:													
Use wages of craft to which sand or water blasting is incidental.													
SHEETMETAL WORKER:	9/21/20			2/28/21			2/27/22			3/5/23			
(Note: 2 increases for 2021, 2022, & 2023)	\$73.89	\$44.39	\$29.50	\$74.85	\$44.93	\$29.92	\$76.86	\$46.22	\$30.64	\$78.73	\$47.37	\$31.36	13
				8/29/21			9/4/22			9/23/23			
				\$75.95	\$45.63	\$30.32	\$77.76	\$46.78	\$30.98	\$79.78	\$47.95	\$31.83	13
TERMITE TREATER	9/16/19												
	\$20.53	\$18.60	\$1.93	-	-	-	-	-	-	-	-	-	
TERRAZZO:	9/21/20			8/30/21			9/5/22			9/4/23			
Terrazzo Setter	\$74.77	\$43.50	\$31.27	\$76.52	\$44.40	\$32.12	\$78.10	\$45.30	\$32.80	\$79.60	\$46.20	\$33.40	2,12,13
Terrazzo Base Grinder	\$72.96	\$41.69	\$31.27	\$74.71	\$42.59	\$32.12	\$76.29	\$43.49	\$32.80	\$77.79	\$44.39	\$33.40	2,12,13
Certified Terrazzo Floor Grinder and Tender	\$71.41	\$40.14	\$31.27	\$73.16	\$41.04	\$32.12	\$74.74	\$41.94	\$32.80	\$76.24	\$42.84	\$33.40	2,12,13
Terrazzo Floor Grinder	\$68.41	\$37.14	\$31.27	\$70.16	\$38.04	\$32.12	\$71.74	\$38.94	\$32.80	\$73.24	\$39.84	\$33.40	2,12,13
TILE SETTER:	9/21/20			8/30/21			9/5/22			9/4/23			
Ceramic Hard Tile; Marble Setter	\$74.77	\$43.50	\$31.27	\$76.52	\$44.40	\$32.12	\$78.10	\$45.30	\$32.80	\$79.60	\$46.20	\$33.40	2,12,13
Certified Ceramic Tile & Marble Helper	\$71.41	\$40.14	\$31.27	\$73.16	\$41.04	\$32.12	\$74.74	\$41.94	\$32.80	\$76.24	\$42.84	\$33.40	2,12,13
TRUCK DRIVER:	9/16/19												
** Concrete Mixer	\$36.37	\$30.95	\$5.42	-	-	-	-	-	-	-	-	-	
** Concrete Mixer/Booster	\$48.63	\$34.53	\$14.10	-	-	-	-	-	-	-	-	-	
Dump Truck, 8 cu. yds. & under (water level);	9/21/20												
Water Truck (up to & including 2,000 gallons)	\$79.38	\$46.07	\$33.31	-	-	-	-	-	-	-	-	-	13
Flatbed, Utility, etc.	\$79.11	\$45.80	\$33.31	-	-	-	-	-	-	-	-	-	13
End Dump, Unlicensed (Euclid, Mack, Caterpillar, or similar); Tractor Trailer (hauling equipment)	\$80.77	\$47.46	\$33.31	-	-	-	-	-	-	-	-	-	13
Semi-Trailer, Rock Cans, or Semi-Dump	\$80.34	\$47.03	\$33.31	-	-	-	-	-	-	-	-	-	13
Slip-in or Pup	\$80.66	\$47.35	\$33.31	-	-	-	-	-	-	-	-	-	13
Tandem Dump Truck, over 8 cu. yds. (water level);													
Water Truck (over 2,000 gallons)	\$79.69	\$46.38	\$33.31	-	-	-	-	-	-	-	-	-	13

WAGE RATE SCHEDULE BULLETIN NO. 499

Classification	Current			2021			2022			2023			Remarks See Pg 6-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
UNDERGROUND LABORER:	8/31/20			8/30/21			9/5/22			9/4/23			
Worker in a raise, shaft, or tunnel.													
Group 1	\$61.98	\$39.30	\$22.68	\$63.44	\$39.95	\$23.49	\$64.85	\$40.60	\$24.25	\$66.26	\$41.25	\$25.01	13
Group 2	\$63.48	\$40.80	\$22.68	\$64.94	\$41.45	\$23.49	\$67.00	\$42.75	\$24.25	\$67.76	\$42.75	\$25.01	13
Group 3	\$63.98	\$41.30	\$22.68	\$65.44	\$41.95	\$23.49	\$66.85	\$42.60	\$24.25	\$68.26	\$43.25	\$25.01	13
Group 4	\$64.98	\$42.30	\$22.68	\$66.44	\$42.95	\$23.49	\$67.85	\$43.60	\$24.25	\$69.26	\$44.25	\$25.01	13
Group 5	\$65.23	\$42.55	\$22.68	\$66.69	\$43.20	\$23.49	\$68.10	\$43.85	\$24.25	\$69.51	\$44.50	\$25.01	13
Group 6	\$65.33	\$42.65	\$22.68	\$66.79	\$43.30	\$23.49	\$68.20	\$43.95	\$24.25	\$69.61	\$44.60	\$25.01	13
Group 7	\$65.58	\$42.90	\$22.68	\$67.04	\$43.55	\$23.49	\$68.45	\$44.20	\$24.25	\$69.86	\$44.85	\$25.01	13
Group 8	\$66.03	\$43.35	\$22.68	\$67.49	\$44.00	\$23.49	\$68.90	\$44.65	\$24.25	\$70.31	\$45.30	\$25.01	13
WATER FRONT CONSTRUCTION (DREDGING):	9/21/20												
CLAMSHELL OR DIPPER DREDGES:													
Clamshell or Dipper Operator	\$81.83	\$48.52	\$33.31	-	-	-	-	-	-	-	-	-	11,13
Mechanic; Welder; Watch Engineer	\$81.17	\$47.86	\$33.31	-	-	-	-	-	-	-	-	-	13
Deckmate; Bargemate	\$80.77	\$47.46	\$33.31	-	-	-	-	-	-	-	-	-	13
Fire Person; Oiler; Deckhand; Barge Worker	\$79.11	\$45.80	\$33.31	-	-	-	-	-	-	-	-	-	13
HYDRAULIC SUCTION DREDGES:													
Lever Operator	\$81.47	\$48.16	\$33.31	-	-	-	-	-	-	-	-	-	13
Mechanic; Welder	\$81.17	\$47.86	\$33.31	-	-	-	-	-	-	-	-	-	13
Watch Engineer (steam or electric)	\$81.32	\$48.01	\$33.31	-	-	-	-	-	-	-	-	-	13
Dozer Operator	\$81.11	\$47.80	\$33.31	-	-	-	-	-	-	-	-	-	13
Deckmate	\$80.77	\$47.46	\$33.31	-	-	-	-	-	-	-	-	-	13
Winch Operator (stern winch on dredge)	\$80.66	\$47.35	\$33.31	-	-	-	-	-	-	-	-	-	13
Fire Person; Oiler; Deckhand (can operate anchor scow under direction of deckmate); Levee Operator	\$79.11	\$45.80	\$33.31	-	-	-	-	-	-	-	-	-	13
DERRICKS:													
Operator: Derrick, Piledriver, Crane	\$81.83	\$48.52	\$33.31	-	-	-	-	-	-	-	-	-	13
Deckmate; Saurman Type Dragline (up to & including 5 yds.)	\$80.77	\$47.46	\$33.31	-	-	-	-	-	-	-	-	-	13
Saurman Type Dragline (over 5 cu. yds.)	\$81.17	\$47.86	\$33.31	-	-	-	-	-	-	-	-	-	13
Fire Person; Oiler; Deckhand	\$79.11	\$45.80	\$33.31	-	-	-	-	-	-	-	-	-	13
BOAT OPERATORS:													
Master Boat Operator	\$81.47	\$48.16	\$33.31	-	-	-	-	-	-	-	-	-	13
Boat Operator	\$81.32	\$48.01	\$33.31	-	-	-	-	-	-	-	-	-	13
Boat Deckhand	\$79.11	\$45.80	\$33.31	-	-	-	-	-	-	-	-	-	13
** WATER WELL DRILLER:	9/16/19												
Water Well Driller	\$46.40	\$35.00	\$11.40	-	-	-	-	-	-	-	-	-	
Water Well Driller Helper	\$32.38	\$22.00	\$10.38	-	-	-	-	-	-	-	-	-	
WELDER:													
Use wages of craft to which welding is incidental, except for Chain-Link Fence Erector. See remark.													10
** WINDOW FILM INSTALLER	9/16/19												
	\$23.38	\$22.62	\$0.76	-	-	-	-	-	-	-	-	-	

Comments: Overtime must be paid at one and one-half times the basic hourly rate plus the hourly cost of required fringe benefits.

* Indicates a wage, fringe benefit, remark, or title change from the previous bulletin.

** Rates remain unchanged due to COVID-19 (inability to conduct survey for this bulletin).

REMARKS:

1. Carpenter, Laborer (excluding High Scaler, Window Washer): \$.50 per hour shall be added to the regular straight-time rate for height pay for each hour while working from a bosun's chair and/or from a cable-suspended scaffold or work platform which is free swinging (not attached to building) for each hour worked on said rig.
2. Cement Finisher, Mason, Plasterer, Terrazzo, Tile Setter: \$1.00 per hour shall be added to the regular straight-time rate for height pay for each hour while working from a bosun's chair and/or from a cable-suspended scaffold or work platform which is free swinging (not attached to building) for each hour worked on said rig.
3. Diver (Other than Aqua Lung), Stand-By Diver (Other than Aqua Lung):
 - A. On any dive exceeding 50 feet, the diver shall, in addition, be paid the following amount of "depth money":

50 feet to 100 feet	\$1.50 per foot in excess of 50 feet
100 feet to 150 feet	\$100.00 plus \$2.00 per foot in excess of 100 feet
150 feet to 200 feet	\$200.00 plus \$3.00 per foot in excess of 150 feet
 - B. When it is necessary for a Diver to enter any pipe, tunnel or other enclosure, the said Diver shall, in addition to the hourly rate, receive a premium in accordance with the following schedule for distance traveled from the entrance of the pipe, tunnel or other enclosure:
 - 1) When able to stand erect, but in which there is no vertical ascent:

5 feet to 50 feet	\$5.00 per day
50 feet to 100 feet	\$7.50 per day
100 feet to 150 feet	\$12.50 per day
Greater than 150 feet	The premium shall be increased an additional \$7.50 for each succeeding 50 feet.
 - 2) When unable to stand erect and in which there is no vertical ascent:

5 feet to 50 feet	\$5.00 per day
50 feet to 100 feet	\$7.50 per day
100 feet to 150 feet	\$12.50 per day
150 feet to 200 feet	\$36.75 per day
200 feet to 300 feet	\$1.00 per foot
300 feet to 450 feet	\$1.50 per foot
450 feet to 600 feet	\$2.50 per foot
4. Electrician:
 - A. One and one-half times the straight-time rate while working in a tunnel under construction; under water with aqualung equipment; in a completed tunnel which has only one entrance or exit providing access to safety and where no other personnel are working; or in an underground structure having no access to safety or where no other personnel are working.
 - B. Double the straight-time rate shall be paid for the following types of hazardous work regardless if fall prevention devices are used:
 - 1) While working from poles, trusses, stacks, towers, tanks, bosun's chairs, swinging or rolling scaffolds, supporting structures, and open platforms, over 70 feet from the ground where the employee is subject to a free fall; provided, however, that when work is performed on stacks, towers or permanent platforms where the employees are on a firm footing within an enclosure, a hazardous condition does not exist regardless of height;
 - 2) While working outside of a railing or enclosure, or temporary platforms extending outside of a building, or from scaffolding or ladder within an enclosure where an employee's footing is within one foot of the top of such railing, and the employee is subject to a free fall of over 70 feet;
 - 3) Working on buildings while leaning over the railing or edge of the building, and is subject to a free fall of 70 feet; or
 - 4) Two hours minimum hazardous pay per day shall be paid while climbing to a stack, tower or permanent platform which exceeds 70 feet from the ground but where the employee is on a firm footing within an enclosure.
 - C. Five percent per hour shall be added to the hourly wage for height pay while working above 9,000 feet elevation.

REMARKS:

5. Equipment Operator:

- A. Operators and Assistants to Engineer (climbing a boom) of cranes (under 50 tons) with booms of eighty feet or more (including jib) or of cranes (under 50 tons) with leads of one hundred feet or more, shall receive additional premium according to the following schedule:

	Per Hour
Booms of 80 feet up to, or leads of 100 feet up to, but not including 130 feet	\$0.50
Booms and/or leads of 130 feet up to, but not including 180 feet	\$0.75
Booms and/or leads of 180 feet up to and including 250 feet	\$1.15
Booms and/or leads over 250 feet	\$1.50

Operators and Assistants to Engineer (climbing a boom) of cranes (50 tons and over) with booms of 180 feet or more (including jib) shall receive additional premium according to the following schedule:

	Per Hour
Booms of 180 feet up to and including 250 feet	\$1.25
Booms over 250 feet	\$1.75

Note: The boom shall be measured from the center of the heel pin to the center of the boom or jib point sheave.

- B. \$1.25 per hour shall be added to the hourly wage while operating a rig suspended by ropes or cables or to perform work on a Yo-Yo Cat.
- C. In a raise or shaft, a premium of \$.40 per hour will be paid in addition to the regular straight time wage.
 A raise is defined to be an underground excavation (lined or unlined) whose length exceeds its width and the inclination of the grade from the excavation is greater than 20 degrees from the horizontal.
 A shaft is defined to be an excavation (lined or unlined) made from the surface of the earth, generally vertical in nature, but may decline up to 75 degrees from the vertical, and whose depth is greater than 15 feet and its largest horizontal dimension. Includes an underground silo.
- D. In a tunnel, a premium of \$.30 per hour will be paid in addition to the regular straight time wages.
 A tunnel is defined to be an underground excavation (lined or unlined) whose length exceeds its width and the inclination of the grade from the excavation is no greater than 20 degrees from the horizontal.
6. Glazier: \$1.00 per hour shall be added to the hourly wage for height pay for exterior glazing work performed in a walking/working surface with an unprotected side or edge 10 feet or more above a lower level which requires protection from fall hazards by guardrail systems, safety net systems, personal fall arrest systems, position devise systems, fall restraint systems, perimeter safety cables or controlled decking zones.
7. Insulator: Six percent per hour shall be added to the hourly wage for hazardous pay while working from a boatswain chair, staging or free standing scaffolding erected from the ground up or mezzanine floor subject to a free fall and skyclimber suspended from a permanent structure and when working above 40 feet.
8. Ironworker: \$.50 per hour shall be added to the hourly wage while working in tunnels or coffer dams. \$1.00 per hour shall be added to the hourly wage while working under or covered with water (submerged), or on the summits of Mauna Kea, Mauna Loa or Haleakala.
9. Plumber: One and one-half times the straight-time rate for height pay while working from OSHA approved trusses, stacks, towers, tanks, bosun's chair, swinging or rolling scaffolding, supporting structures or on open platforms where the employee is subject to a direct fall of 40 feet or more. Provided, however, that when said work is performed where the employee is on a firm footing within an enclosure, a hazardous condition does not exist regardless of height. \$1.00 per hour shall be added to the straight-time rate while working with flame cutting or any type of welding equipment on any galvanized material or product for at least an hour.
10. Chain-Link Fence Erector: \$1.00 per hour shall be added to the hourly wage while performing welding services.
11. Water Front Construction: Clamshell or Dipper Operator: \$.50 per hour shall be added to the straight-time rate while working with boom (including jib) over 130 feet.
12. Possible wage/fringe option increases:
 Carpenter, Drywall Installer, Lather: Effective WRS: 8/30/21 - \$.25; 9/5/22 - \$.50; 9/4/23 - \$.50
 Cement Finisher & Plasterer: Effective: WRS: 8/30/21 - \$.30; 9/5/22 - \$.30; 9/4/23 - \$.30
 Floor Layer: Effective WRS: 3/5/23 - \$.29
 Ironworker: Effective WRS: 9/1/21 - \$1.36
 Mason; Bricklayer, Cement Blocklayer; Stone Mason; Precast Sill Setter Pointer-Caulker-Weatherproofer: Effective WRS: 8/30/21 - \$.30; 9/5/22 - \$.30; 9/4/23 - \$.30
 Painter: Effective WRS #499 - \$1.15; 7/1/21 - \$.48
 Roofer: Effective WRS: 9/5/21 - \$.80
 Terrazzo, Tile Setter: Effective WRS: 8/30/21 - \$.30; 9/5/22 - \$.30; 9/4/23 - \$.10

EXHIBIT F

IFB-21-HHL-017

REMARKS:

13. Overtime/Holiday must be paid at one and one-half times the basic hourly rate, plus the hourly cost of required fringe, with the following exceptions:

A. Two times the basic hourly rate, plus the hourly cost of required fringe.

Asphalt Paving: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Boilermaker: Sunday, New Year's Day, President's Day, Memorial Day, Kamehameha Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Diver: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Electrician: Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

Elevator Constructor: Saturday, Sunday, New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Equipment Operator: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Floor Layer: Labor Day.

Glazier: Sunday.

Helicopter Worker: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Ironworker: Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

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

Sheetmetal Worker: Sunday, New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Kamehameha Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Telecommunication: Sunday, New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Truck Driver, except Concrete Mixer & Concrete Mixer/Booster: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Water Front Construction (Dredging): Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

B. Three times the basic hourly wage, plus the hourly cost of required fringe on Labor Day.

Carpenter
Cement Finisher
Chain Link Fence Erector
Drywall Installer
Insulator
Laborer
Lather
Mason
Plasterer
Terrazzo
Tile Setter
Underground Laborer

APPRENTICE SCHEDULE BULLETIN NO. 499 February 15, 2021
Rates are applicable only to apprentices who are parties to agreements registered with the Department of Labor
and where the journeyworker to apprentice ratio is met.

Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks See Pg 9-10
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
BOILERMAKER	1000	\$25.40	\$27.22	\$29.03	\$30.85	\$32.66	\$34.48					\$31.29	10
CARPENTER													
Indentured After 9/1/02	1000	\$20.20										\$8.67	1,10
"	1000		\$22.73									\$12.99	1,10
"	1000			\$25.25	\$30.30							\$17.09	1,10
"	1000					\$35.35	\$40.40					\$19.09	1,10
"	1000							\$45.45	\$47.98			\$21.09	1,10
(Effective date 8/30/21)													
* CARPENTER													
Indentured After 9/1/02	1000	\$20.50										\$8.67	1,10
"	1000		\$23.06									\$12.99	1,10
"	1000			\$25.63	\$30.75							\$17.09	1,10
"	1000					\$35.88	\$41.00					\$19.09	1,10
"	1000							\$46.13	\$48.69			\$21.09	1,10
CEMENT FINISHER													
Indentured Prior to 9/1/03	1000	\$21.05										\$10.87	2,10
"	1000		\$23.16	\$25.26	\$29.47	\$31.58	\$33.68	\$35.79	\$37.89			\$31.83	2,10
Indentured On or After 9/1/03	1000	\$21.05	\$23.16	\$25.26	\$29.47	\$31.58	\$33.68	\$35.79	\$37.89			\$19.63	2,10
(Effective date 8/30/21)													
* CEMENT FINISHER													
Indentured Prior to 9/1/03	1000	\$21.30										\$10.87	2,10
"	1000		\$23.43	\$25.56	\$29.82	\$31.95	\$34.08	\$36.21	\$38.34			\$31.83	2,10
Indentured On or After 9/1/03	1000	\$21.30	\$23.43	\$25.56	\$29.82	\$31.95	\$34.08	\$36.21	\$38.34			\$19.63	2,10

APPRENTICE SCHEDULE BULLETIN NO. 499 February 15, 2021
Rates are applicable only to apprentices who are parties to agreements registered with the Department of Labor
and where the journeyworker to apprentice ratio is met.

Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks See Pg 9-10
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
CONSTRUCTION EQUIPMENT OPERATOR													
Indentured On or After 9/1/02	1000	\$23.90										\$9.25	3,10
"	1000		\$26.29									\$20.34	3,10
"	1000			\$28.68								\$21.35	3,10
"	1000				\$33.46							\$23.37	3,10
"	1000					\$38.24						\$25.38	3,10
"	1000						\$43.02					\$27.40	3,10
DRYWALL INSTALLER													
Indentured After 9/1/02	1000	\$20.30										\$8.67	10
"	1000		\$22.84									\$12.99	10
"	1000			\$25.38	\$30.45							\$17.09	10
"	1000					\$35.53	\$40.60					\$19.09	10
"	1000							\$45.68	\$48.21			\$21.09	10
(Effective date 8/30/21)													
* DRYWALL INSTALLER													
Indentured After 9/1/02	1000	\$20.60										\$8.67	10
"	1000		\$23.18									\$12.99	10
"	1000			\$25.75	\$30.90							\$17.09	10
"	1000					\$36.05	\$41.20					\$19.09	10
"	1000							\$46.35	\$48.93			\$21.09	10
DRYWALL TAPERS/FINISHERS													
	1000	\$17.24	\$19.40	\$21.55	\$23.71							\$12.45	
	1000					\$25.86						\$14.45	
	1000						\$28.02					\$14.95	
	1000							\$32.33	\$36.64			\$17.45	
ELECTRICIAN (WIRE & LINE INSTALLER)													
"	1000	\$18.04										\$10.18	10
"	1000		\$20.62									\$10.56	10
"	1000			\$23.20								\$17.46	4,10
"	1000				\$25.78							\$18.56	4,10
"	1000					\$28.35						\$19.66	4,10
"	1000						\$30.93					\$20.77	4,10
"	1000							\$33.51				\$21.87	4,10
"	1000								\$36.09			\$22.97	4,10
"	1000									\$41.24		\$25.17	4,10
"	1000										\$46.40	\$27.38	4,10

APPRENTICE SCHEDULE BULLETIN NO. 499 February 15, 2021

Rates are applicable only to apprentices who are parties to agreements registered with the Department of Labor
and where the journeyworker to apprentice ratio is met.

Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks See Pg 9-10
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
* ELEVATOR CONSTRUCTOR													
"	850	\$31.59										-	10
"	850		\$34.75									\$34.765	10
"	1700			\$41.07	\$44.23	\$50.54						\$34.765	10
FLOOR LAYER													
Indentured after 2/27/94	1000	\$16.55	\$18.39									\$19.81	10
" "	1000			\$20.22	\$22.06							\$25.31	10
" "	1000					\$23.90	\$25.74	\$29.42	\$33.09			\$30.93	10
(Effective: 2/28/21)													
FLOOR LAYER													
Indentured after 2/27/94	1000	\$17.11	\$19.01									\$20.05	10
" "	1000			\$20.91	\$22.81							\$25.55	10
" "	1000					\$24.71	\$26.61	\$30.42	\$34.22			\$31.67	10
GLAZIER													
Indentured On or After 7/1/99	1000	\$17.78										\$32.21	5,10
"	1000		\$19.75									\$32.45	5,10
"	1000			\$21.73								\$32.69	5,10
"	1000				\$23.70							\$32.93	5,10
"	1000					\$27.65						\$33.41	5,10
"	1000						\$29.63					\$33.65	5,10
"	1000							\$31.60				\$33.89	5,10
"	1000								\$33.58			\$34.13	5,10
"	1000									\$35.55		\$34.37	5,10
"	1000										\$37.53	\$34.61	5,10
HEAVY DUTY REPAIRER & WELDER													
Indentured on or after 9/1/02	1000	\$23.90										\$9.25	3,10
"	1000		\$26.29									\$20.34	3,10
"	1000			\$28.68								\$21.35	3,10
"	1000				\$33.46							\$23.37	3,10
"	1000					\$38.24						\$25.38	3,10
"	1000						\$40.63					\$26.40	3,10
"	1000							\$43.02				\$27.40	3,10
"	1000								\$45.41			\$28.42	3,10

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
INSULATOR													
Indentured After 5/3/95	2000	\$20.95										\$8.15	6,10
"	2000		\$20.95									\$19.16	6,10
"	2000			\$25.14								\$19.50	6,10
"	2000				\$29.33							\$19.85	6,10
"	2000					\$33.52						\$20.19	6,10
IRONWORKER (REINFORCING & STRUCTURAL)													
Indentured After 10/31/93	1000	\$21.25										\$30.72	7,10
"	1000		\$23.38									\$31.33	7,10
"	1000			\$25.50								\$31.94	7,10
"	1000				\$29.75							\$33.16	7,10
"	1000					\$34.00						\$34.38	7,10
"	1000						\$38.25					\$34.70	7,10
(Effective Date 9/1/21)													
* IRONWORKER (REINFORCING & STRUCTURAL)													
Indentured After 10/31/93	1000	\$21.75										\$30.72	7,10
"	1000		\$23.93									\$31.33	7,10
"	1000			\$26.10								\$31.94	7,10
"	1000				\$30.45							\$33.16	7,10
"	1000					\$34.80						\$34.38	7,10
"	1000						\$39.15					\$34.70	7,10
LABORER I													
CONSTRUCTION CRAFT													
Indentured On or After 9/3/02	1000	\$19.35										\$9.10	1,10
"	1000		\$23.22	\$27.09	\$30.96							\$16.90	1,10
HAZARDOUS WASTE MATERIAL TECHNICIAN													
"	1000	\$19.35										\$7.80	1,10
"	1000		\$23.22	\$27.09	\$30.96							\$15.10	1,10

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
(Effective Date 8/30/21)													
LABORER I													
CONSTRUCTION CRAFT													
Indentured On or After 9/3/02	1000	\$19.68										\$9.10	1,10
"	1000		\$23.61	\$27.55	\$31.48							\$16.90	1,10
HAZARDOUS WASTE MATERIAL TECHNICIAN													
"	1000	\$19.68										\$7.80	1,10
"	1000		\$23.61	\$27.55	\$31.48							\$15.10	1,10
* LANDSCAPER	1000	\$17.16										\$7.75	
"	1000		\$18.48	\$19.80	\$21.12							\$11.85	
MASON													
BRICKLAYER													
Indentured prior to 9/1/03	1000	\$22.98										\$10.62	2,10
Indentured On or After 9/1/03	1000	\$22.98	\$25.28	\$27.58	\$32.17	\$34.47	\$36.77	\$39.07	\$41.36			\$19.58	2,10
STONE MASON													
Indentured On or After 9/1/03	1000	\$25.28	\$27.58	\$29.87	\$32.17	\$34.47	\$36.77	\$39.07	\$41.36			\$19.58	2,10
POINTER-CAULKER-WEATHERPROOFER													
Indentured On or After 9/1/03	1000	\$23.11	\$25.42	\$27.73	\$32.35	\$36.97	\$41.59					\$19.58	2,10
(Effective Date 8/30/21)													
* MASON													
BRICKLAYER													
Indentured prior to 9/1/03	1000	\$23.23										\$10.92	2,10
Indentured On or After 9/1/03	1000	\$23.23	\$25.55	\$27.88	\$32.52	\$34.85	\$37.17	\$39.49	\$41.81			\$20.13	2,10
STONE MASON													
Indentured On or After 9/1/03	1000	\$25.55	\$27.88	\$30.20	\$32.52	\$34.85	\$37.17	\$39.49	\$41.81			\$20.13	2,10
POINTER-CAULKER-WEATHERPROOFER													
Indentured On or After 9/1/03	1000	\$23.36	\$25.69	\$28.03	\$32.70	\$37.37	\$42.04					\$20.13	2,10

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
MILLWRIGHT Indentured After 10/14/19	1000	\$20.30										\$8.67	10
	1000		\$22.84									\$12.99	10
	1000			\$25.38	\$30.45							\$17.09	10
	1000					\$35.53	\$40.60					\$19.09	10
	1000							\$45.68	\$48.21			\$21.09	10
(Effective Date 8/30/21)													
* MILLWRIGHT Indentured After 10/14/19	1000	\$20.60										\$8.67	10
	1000		\$23.18									\$12.99	10
	1000			\$25.75	\$30.90							\$17.09	10
	1000					\$36.05	\$41.20					\$19.09	10
	1000							\$46.35	\$48.93			\$21.09	10
(Effective 1/1/21)													
PAINTER	1000	\$17.51										\$9.50	
"	1000		\$19.45	\$21.40	\$23.34	\$25.29						\$13.00	
"	1000						\$27.23					\$14.00	
"	1000							\$29.18	\$33.07			\$14.75	
* (Effective 7/1/21)													
PAINTER	1000	\$17.51										\$9.50	
"	1000		\$19.45	\$21.40	\$23.34	\$25.29						\$13.00	
"	1000						\$27.23					\$14.00	
"	1000							\$29.18	\$33.07			\$14.75	
(Effective 1/1/21)													
PAVING EQUIPMENT OPERATOR	1000	\$25.55										\$9.25	10
"	1000		\$32.52									\$20.79	10
"	1000			\$37.16								\$23.94	10
"	1000				\$41.81							\$28.15	10

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
PLASTERER													
Indentured On or After 9/1/03	1000	\$17.48	\$19.66	\$21.85	\$24.03	\$26.21	\$30.58	\$34.95	\$39.32			\$19.63	2,10
(Effective 8/30/21)													
* PLASTERER													
Indentured On or After 9/1/03	1000	\$17.68	\$19.89	\$22.11	\$24.32	\$26.53	\$30.95	\$35.37	\$39.79			\$19.63	2,10
(Effective 1/3/21)													
PLUMBER:													
PLUMBER; FIRE SPRINKLER FITTER; REFRIGERATION													
AIR CONDITIONING; STEAMFITTER-WELDER													
Indentured On or After 9/2/85	1000	\$18.23										\$10.63	8,10
"	1000		\$18.23									\$10.68	8,10
"	1000			\$21.54								\$13.44	8,10
"	1000				\$21.54							\$13.44	8,10
"	1000					\$24.94						\$14.19	8,10
"	1000						\$24.94					\$14.19	8,10
"	1000							\$29.48				\$15.15	8,10
"	1000								\$29.48			\$15.15	8,10
"	1000									\$34.01		\$15.84	8,10
"	1000										\$34.01	\$15.84	8,10
ROOFER													
Indentured Prior to 11/1/98	1000	\$18.81	\$20.90	\$25.08								\$15.60	9
"	1000				\$29.26	\$33.44	\$37.62	\$39.71				\$19.85	
Indentured On or After 11/1/98 and Prior to 11/4/12	1000	\$18.81	\$20.90	\$25.08								\$15.60	9
"	1000				\$29.26	\$33.44	\$35.53	\$37.62	\$39.71			\$19.85	
Indentured On or After 11/4/12	2000	\$18.81	\$25.08									\$15.60	9
"	2000			\$33.44	\$37.62							\$19.85	9

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Apprentice Classifications		Interval Hrs	BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks See Pg 9-10
			1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
(Effective 9/5/21)														
* ROOFER														
Indentured Prior to 11/1/98	1000	\$19.15	\$21.28	\$25.53								\$15.60	9	
"	1000				\$29.79	\$34.04	\$38.30	\$40.42				\$19.85		
Indentured On or After 11/1/98 and Prior to 11/4/12	1000	\$19.15	\$21.28	\$25.53								\$15.60	9	
"	1000				\$29.79	\$34.04	\$36.17	\$38.30	\$40.42			\$19.85		
Indentured On or After 11/4/12	2000	\$19.15	\$25.53									\$15.60	9	
"	2000			\$34.04	\$38.30							\$19.85	9	
SHEETMETAL WORKER														
"	1000	\$17.76										\$12.96	10	
"	1000		\$19.98									\$13.21	10	
"	1000			\$22.20								\$23.58	10	
"	1000				\$24.41							\$24.18	10	
"	1000					\$26.63						\$24.76	10	
"	1000						\$28.85					\$25.37	10	
"	1000							\$31.07				\$25.95	10	
"	1000								\$33.29			\$26.55	10	
"	1000									\$35.51		\$27.13	10	
"	1000										\$37.73	\$27.73	10	
(Effective: 2/28/21)														
SHEETMETAL WORKER														
"	1000	\$17.97										\$13.15	10	
"	1000		\$20.22									\$13.40	10	
"	1000			\$22.47								\$23.93	10	
"	1000				\$24.71							\$24.51	10	
"	1000					\$26.96						\$25.11	10	
"	1000						\$29.20					\$25.72	10	
"	1000							\$31.45				\$26.32	10	
"	1000								\$33.70			\$26.91	10	
"	1000									\$35.94		\$27.52	10	
"	1000										\$38.19	\$28.12	10	
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Apprentice Classifications		BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks See Pg 9-10
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
(Effective: 8/29/21) * SHEETMETAL WORKER													
"	1000	\$18.25										\$13.15	10
"	1000		\$20.53									\$13.40	10
"	1000			\$22.06								\$23.93	10
"	1000				\$25.10							\$24.51	10
"	1000					\$27.38						\$25.11	10
"	1000						\$29.66					\$25.72	10
"	1000							\$31.94				\$26.32	10
"	1000								\$34.22			\$26.91	10
"	1000									\$36.50		\$27.52	10
"	1000										\$38.79	\$28.12	10
TELECOMMUNICATION WORKER (TECHNICIAN I / SPLICER)													
"	1000	\$18.64										\$10.58	10
"	1000		\$20.19									\$10.84	10
"	1000			\$21.74								\$11.10	10
(Effective: 8/22/21) TELECOMMUNICATION WORKER (TECHNICIAN I / SPLICER)													
"	1000				\$23.30							\$11.36	10
"	1000					\$24.85						\$11.62	10
"	1000						\$27.95					\$12.16	10
(Effective: 8/22/21) * TELECOMMUNICATION WORKER (TECHNICIAN I / SPLICER)													
"	1000	\$19.21										\$10.67	10
"	1000		\$20.81									\$10.93	10
"	1000			\$22.41								\$11.22	10
"	1000				\$24.01							\$11.48	10
"	1000					\$25.61						\$11.74	10
"	1000						\$28.81					\$12.29	10

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	
TILE SETTER													
CERAMIC & HARD TILE													
Indentured Prior to 9/1/03	1000	\$21.75										\$10.62	2,10
"	1000		\$23.93	\$26.10	\$30.45	\$32.63	\$34.80	\$36.98	\$39.15			\$31.27	2,10
Indentured On or After 9/1/03	1000	\$21.75	\$23.93	\$26.10	\$30.45	\$32.63	\$34.80	\$36.98	\$39.15			\$19.92	2,10
(Effective: 8/30/21)													
* TILE SETTER													
CERAMIC & HARD TILE													
Indentured Prior to 9/1/03	1000	\$22.20										\$10.62	2,10
"	1000		\$24.42	\$26.64	\$31.08	\$33.30	\$35.52	\$37.74	\$39.96			\$31.27	2,10
Indentured On or After 9/1/03	1000	\$22.20	\$24.42	\$26.64	\$31.08	\$33.30	\$35.52	\$37.74	\$39.96			\$19.92	2,10

* Indicates a wage, fringe benefit, remark, or title change from the previous bulletin.

REMARKS:

1. Carpenter, Construction Craft Laborer: \$.50 per hour shall be added to the regular straight-time rate for height pay for each hour while working from a bosun's chair and/or from a cable-suspended scaffold or work platform which is free swinging (not attached to building) for each hour worked on said rig.
2. Cement Finisher, Mason, Plasterer, Tile Setter: \$1.00 per hour shall be added to the regular straight-time rate for height pay for each hour while working from a bosun's chair and/or from a cable-suspended scaffold or work platform which is free swinging (not attached to building) for each hour worked on said rig.
3. Construction Equipment Operator, Heavy Duty Repairer & Welder: \$1.25 per hour shall be added to the hourly wage while operating a rig suspended by ropes or cables or to perform work on a Yo-Yo Cat.
4. Electrician:
 - A. One and one-half times the straight-time rate while working in a tunnel under construction; under water with aqualung equipment; in a completed tunnel which has only one entrance or exit providing access to safety and where no other personnel are working; or in an underground structure having no access to safety or where no other personnel are working.
 - B. Double the straight-time rate shall be paid for the following types of hazardous work regardless if fall prevention devices are used:
 - 1) While working from poles, trusses, stacks, towers, tanks, bosun's chairs, swinging or rolling scaffolds, supporting structures, and open platforms, over 70 feet from the ground where the employee is subject to a free fall; provided, however, that when work is performed on stacks, towers or permanent platforms where the employees are on a firm footing within an enclosure, a hazardous condition does not exist regardless of height;
 - 2) While working outside of a railing or enclosure, or temporary platforms extending outside of a building, or from scaffolding or ladder within an enclosure where an employee's footing is within one foot of the top of such railing, and the employee is subject to a free fall of over 70 feet;
 - 3) Working on buildings while leaning over the railing or edge of the building, and is subject to a free fall of 70 feet; or
 - 4) Two hours minimum hazardous pay per day shall be paid while climbing to a stack, tower or permanent platform which exceeds 70 feet from the ground but where the employee is on a firm footing within an enclosure.
 - C. Five percent per hour shall be added to the hourly wage for height pay while working above 9,000 feet elevation.
5. Glazier: \$1.00 per hour shall be added to the hourly wage for height pay for exterior glazing work performed in a walking/working surface with an unprotected side or edge 10 feet or more above a lower level which requires protection from fall hazards by guardrail systems, safety net systems, personal fall arrest systems, position devise systems, fall restraint systems, perimeter safety cables or controlled decking zones.
6. Insulator: Six percent per hour shall be added to the hourly wage for hazardous pay while working from a boatswain chair, staging or free standing scaffolding erected from ground up or mezzanine floor subject to a free fall and skyclimber suspended from a permanent structure and when working above 40 feet.
7. Ironworker: \$.50 per hour shall be added to the hourly wage while working in tunnels or coffer dams. \$1.00 per hour shall be added to the hourly wage while working under or covered with water (submerged), or on the summits of Mauna Kea, Mauna Loa or Haleakala.
8. Plumber: One and one-half times the straight-time rate for height pay while working from OSHA approved trusses, stacks, towers, tanks, bosun's chair, swinging or rolling scaffolding, supporting structures or on open platforms where the employee is subject to a direct fall of 40 feet or more. Provided, however, that when said work is performed where the employee is on a firm footing within an enclosure, a hazardous condition does not exist regardless of height. \$1.00 per hour shall be added to the straight-time rate while working with flame cutting or any type of welding equipment on any galvanized material or product for at least an hour.
9. Roofer: When an apprentice has accumulated 2500 hours, \$4.25 will be added to his/her pension/annuity plan.
The apprenticeship program for apprentices indentured on or after November 4, 2012, consists of four steps with 2,000 hours for each step.

REMARKS:

10. Overtime/Holiday must be paid at one and one-half times the basic hourly rate, plus the hourly cost of required fringe, with the following exceptions:

A. **Two times the basic hourly rate, plus the hourly cost of required fringe.**

Boilermaker: Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Construction Equipment Operator: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Electrician: Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

Elevator Constructor: Saturday, Sunday, New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Floor Layer: Labor Day.

Glazier: Sunday.

Heavy Duty Repairer & Welder: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Ironworker: Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Paving Equipment Operator: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

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

Sheetmetal Worker: Sunday, New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Kamehameha Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Telecommunication Worker: Sunday, New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

B. **Three times the basic hourly wage, plus the hourly cost of required fringe on Labor Day.**

Carpenter

Cement Finisher

Drywall Installer

Insulator

Construction Craft Laborer

Mason

Plasterer

Tile Setter