

**NOTICE TO BIDDERS  
INVITATION FOR BID  
Department of Hawaiian Home Lands  
Land Development Division  
IFB NO.: IFB-24-HHL-012**

SEALED BIDS for IFB NO.: IFB-24-HHL-012, Keokea-Waiohuli Development Phase 2B, Keokea, Makawao, Maui, State of Hawaii, shall be electronically submitted via HIEPRO no later than **2:00 p.m., Hawaii Standard Time (H.S.T.) on April 26, 2024**. The Bid Offer Form must be submitted, as an attachment, when submitting the offer via HIEPRO. Failure to submit the Bid Offer Form shall be grounds for rejection of the Bid Offer. Bids received after the time fixed for opening or submitted anywhere other than as specified above will not be considered.

A surety bid bond (bid security) in an amount equal to at least five percent (5%) of the lump sum bid is required for this Invitation for Bids (IFB). A copy of said bid security is required to be submitted with the Bid Offer Form via HIEPRO, followed by the original copy with wet signature(s) being promptly delivered to DHHL's main office in Kapolei, Oahu, Hawaii.

Following the award and upon the execution of a contract, separate performance and payment bonds equal to one hundred percent of the Total Bid Offer Amount each will be required for total bid offer amounts exceeding fifty thousand dollars (\$50,000).

The Keokea-Waiohuli Development Phase 2B project consists of 65 new residential lots, 4 archeological lots, 6 drainage lots, construction of new roadways Road "H" and Road "J", and the extension of Pahilikoa Road. The construction of a drainage system consists of culverts and drainage swales, domestic water system, electrical system, and telecommunication system. Contractor shall be required to furnish all labor, materials, and equipment to complete the project.

To be eligible to submit a bid, the Bidder and/or his subcontractors shall possess all required valid State of Hawaii licenses and specialty licenses needed to perform the work for this project.

This project is subject to Section 103D, Hawaii Revised Statutes ("HRS"), and to the payment of not less than the prevailing salaries and wages promulgated by the State of Hawaii, Department of Labor and Industrial Relations.

Bid documents may be examined at or obtained from the State of Hawaii eProcurement system (HIEPRO) website:

<https://hiepro.ehawaii.gov/sav-search.html>

It is the responsibility of Interested Bidders to check the HIEPRO website for any addenda issued by DHHL up to the due date and time for bids.

All prospective bidders/offerors are invited to attend a PRE-BID CONFERENCE to be held at 9:00 a.m., H.S.T., on April 3, 2024, on MS Teams: [Link](#)

MS Teams Meeting ID: 254 944 284 928; Passcode: nRnAGX

Or call in (audio only) +1 808-829-4853, Phone Conference ID: 159 096 908#

Subcontractors and union representatives are also invited to attend. The conference is to provide bidders/offerors with an opportunity to ask questions about the contractual requirements and technical aspects of the project. Attendance of the pre-bid conference and/or site visit is not a condition for submitting a bid, but strongly recommended. Persons needing special accommodations due to a disability may submit such requests to Cornelius Nugent, Land Development Division, via email to [Cornelius.f.nugent@hawaii.gov](mailto:Cornelius.f.nugent@hawaii.gov).

A written NOTICE OF INTENTION TO BID is required and shall be received by the DHHL, Land Development Division, at 91-5420 Kapolei Parkway, Kapolei, Hawaii 96707, no later than **2:00 P.M., H.S.T., on April 10, 2024**. You may submit a NOTICE OF INTENTION TO BID via E-mail to [Robert.m.ing@hawaii.gov](mailto:Robert.m.ing@hawaii.gov).

A properly executed and notarized STANDARD QUALIFICATION QUESTIONNAIRE FOR OFFERORS, SPO Form-21 ("Questionnaire") is required and shall be submitted to the DHHL, Land Development Division, at 91-5420 Kapolei Parkway, Kapolei, Hawaii 96707, no later than **2:00 P.M., H.S.T., on April 10, 2024**. Completed Questionnaires must be submitted as an original hard copy with wet signatures. Questionnaires that are submitted via facsimile or E-mail will not be accepted. The Questionnaire can be downloaded at the State Forms Central website:

<http://spo.hawaii.gov/wp-content/uploads/2013/12/spo-021.pdf>

DHHL reserves the right to amend the IFB by written addenda, reject any and all bids, or waive any defects in said bids where DHHL deems it is in the best interest of the State.

CAMPAIGN CONTRIBUTIONS BY STATE AND COUNTY CONTRACTORS PROHIBITED. If awarded a contract in response to this solicitation, offeror agrees to comply with HRS §11-355, which states that campaign contributions are prohibited from a State and county government contractor during the term of the contract if the contractor is paid with funds appropriated by the legislative body between the execution of the contract through the completion of the contract.

Questions about this project must be submitted on HiePRO no later than 2:00 pm, H.S.T., April 10, 2024.

Responses to questions shall be posted on HiePRO by 4:30 pm, H.S.T., April 17, 2024.

Dated at Kapolei, Hawaii, this 22<sup>nd</sup> day of March, 2024.

DEPARTMENT OF HAWAIIAN HOME LANDS

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Kali Watson, Chairman  
Hawaiian Homes Commission

Posted on the internet at: <https://hiepro.ehawaii.gov/sav-search.html>  
<http://www.dhhl.hawaii.gov/procurement/>

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

February 19, 2024  
WAGE RATE SCHEDULE BULLETIN NO. 506

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/wsd>.

The Apprentice Schedule is available on the Internet or upon request from the Wage Standards Division. Pursuant to Section 12-22-6, 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 schedules should be referred to the Wage Standards Division at (808) 586-8777.

The next regular schedule will be issued on or about September 15, 2024.

JADE T. BUTAY  
Director



STATE OF HAWAII  
JOSH GREEN, M.D., Governor

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
JADE T. BUTAY, Director  
WILLIAM G. KUNSTMAN, Deputy Director

WAGE STANDARDS DIVISION  
SHERYL LEE, Administrator

TECHNICAL SUPPORT AND SERVICES  
MARI IMAMURA, Staff Supervisor  
GILLIAN DESMOND, Research Statistician

WAGE RATE SCHEDULE BULLETIN NO. 506

Classification	Current			2024			2025			2026			Remarks See Pg 6-9
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate										
<b>ASPHALT PAVING GROUP:</b>	<b>9/18/23</b>												
Asphalt Concrete Material Transfer	\$86.83	\$52.06	\$34.77	-	-	-	-	-	-	-	-	-	13
Asphalt Raker	\$85.87	\$51.10	\$34.77	-	-	-	-	-	-	-	-	-	13
Asphalt Spreader Operator	\$87.35	\$52.58	\$34.77	-	-	-	-	-	-	-	-	-	13
Laborer, Hand Roller	\$83.10	\$48.33	\$34.77	-	-	-	-	-	-	-	-	-	13
Roller Operator (5 tons and under)	\$85.60	\$50.83	\$34.77	-	-	-	-	-	-	-	-	-	13
Roller Operator (over 5 tons)	\$87.03	\$52.26	\$34.77	-	-	-	-	-	-	-	-	-	13
Screed Person	\$86.83	\$52.06	\$34.77	-	-	-	-	-	-	-	-	-	13
<b>EQUIPMENT OPERATOR:</b>													
Combination Loader/Backhoe (over 3/4 cu. yd.)	\$85.87	\$51.10	\$34.77	-	-	-	-	-	-	-	-	-	13
Combination Loader/Backhoe (up to 3/4 cu. yd.)	\$84.89	\$50.12	\$34.77	-	-	-	-	-	-	-	-	-	13
Concrete saws and/or Grinder (self-propelled unit on streets, highways, airports and canals)	\$86.83	\$52.06	\$34.77	-	-	-	-	-	-	-	-	-	13
Grader, Soil Stabilizer, Cold Planer	\$87.66	\$52.89	\$34.77	-	-	-	-	-	-	-	-	-	13
Loader (2-1/2 cu. yds. and under)	\$86.83	\$52.06	\$34.77	-	-	-	-	-	-	-	-	-	13
Loader (over 2-1/2 cu. yds. to and including 5 cu. yds.)	\$87.15	\$52.38	\$34.77	-	-	-	-	-	-	-	-	-	13
<b>TRUCK DRIVER:</b>													
Assistant to Engineer	\$85.60	\$50.83	\$34.77	-	-	-	-	-	-	-	-	-	13
Oil Tanker (double), Hot Liquid Asphalt Tanker	\$87.15	\$52.38	\$34.77	-	-	-	-	-	-	-	-	-	13
Semi-Trailer, Semi-Dump, Asphalt Distributor	\$86.83	\$52.06	\$34.77	-	-	-	-	-	-	-	-	-	13
Slip-in or Pup	\$87.15	\$52.38	\$34.77	-	-	-	-	-	-	-	-	-	13
Single or Rock Cans Tandem Dump Truck (8 cu. yds. & under, water level)	\$85.87	\$51.10	\$34.77	-	-	-	-	-	-	-	-	-	13
Single or Rock Cans Tandem Dump Truck (over 8 cu. yds., water level)	\$86.18	\$51.41	\$34.77	-	-	-	-	-	-	-	-	-	13
Tractor Trailer (hauling equipment)	\$87.26	\$52.49	\$34.77	-	-	-	-	-	-	-	-	-	13
Utility, Flatbed	\$85.60	\$50.83	\$34.77	-	-	-	-	-	-	-	-	-	13
<b>* BOILERMAKER</b>	<b>2/19/24</b>						<b>1/1/25</b>			<b>1/1/26</b>			
	\$73.33	\$39.64	\$33.69	-	-	-	\$73.33	\$39.64	\$33.69	\$73.33	\$39.64	\$33.69	12,13
<b>CARPENTER:</b>	<b>9/18/23</b>												
Carpenter; Patent Scaffold Erector (14 feet and over); Piledriver; Pneumatic Nailer	\$80.74	\$53.00	\$27.74	-	-	-	-	-	-	-	-	-	1,13
Millwright	\$80.99	\$53.25	\$27.74	-	-	-	-	-	-	-	-	-	1,13
Power Saw Operator (2 h.p. & above)	\$80.89	\$53.15	\$27.74	-	-	-	-	-	-	-	-	-	1,13
<b>CEMENT FINISHER:</b>	<b>9/18/23</b>												
Cement Finisher; Curb Setter; Precast Panel Setter; Manhole Builder	\$79.05	\$44.42	\$34.63	-	-	-	-	-	-	-	-	-	2,13
Trowel Machine Operator	\$79.20	\$44.57	\$34.63	-	-	-	-	-	-	-	-	-	2,13
<b>CHAIN-LINK FENCE ERECTOR</b>	<b>10/1/23</b>												
	\$46.80	\$27.75	\$19.05	-	-	-	-	-	-	-	-	-	10,13

WAGE RATE SCHEDULE BULLETIN NO. 506

Classification	Current			2024			2025			2026			Remarks See Pg 6-9
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate										
<b>CHLORINATOR</b>	<b>9/18/23</b>												
	\$39.16	\$35.45	\$3.71	-	-	-	-	-	-	-	-	-	
<b>DIVER:</b>	<b>9/18/23</b>												
Diver (Aqua Lung) (Scuba) - Up to a depth of 30 feet	\$99.98	\$65.77	\$34.21	-	-	-	-	-	-	-	-	-	13
Diver (Aqua Lung) (Scuba) - Over a depth of 30 feet	\$109.35	\$75.14	\$34.21	-	-	-	-	-	-	-	-	-	13
Stand-By Diver (Aqua Lung) (Scuba)	\$90.60	\$56.39	\$34.21	-	-	-	-	-	-	-	-	-	13
Diver (Other than Aqua Lung)	\$109.35	\$75.14	\$34.21	-	-	-	-	-	-	-	-	-	3,13
Stand-By Diver (Other than Aqua Lung)	\$90.60	\$56.39	\$34.21	-	-	-	-	-	-	-	-	-	3,13
Tender (Other than Aqua Lung)	\$87.57	\$53.36	\$34.21	-	-	-	-	-	-	-	-	-	13
<b>DRAPERY INSTALLER</b>	<b>9/18/23</b>												
	\$24.30	\$23.00	\$1.30	-	-	-	-	-	-	-	-	-	
<b>DRYWALL INSTALLER</b>	<b>9/18/23</b>												
	\$80.99	\$53.25	\$27.74	-	-	-	-	-	-	-	-	-	13
<b>DRYWALL TAPERS/FINISHERS</b>	<b>1/7/24</b>												
	\$80.35	\$45.20	\$35.15	-	-	-	-	-	-	-	-	-	
<b>*ELECTRICIAN:</b>	<b>9/18/23</b>			<b>8/25/24</b>			<b>8/24/25</b>						
Cable Splicer (inside/outside)	\$93.55	\$61.64	\$31.91	\$95.23	\$62.77	\$32.46	\$97.28	\$63.90	\$33.38	-	-	-	4,13
Ground Worker (outside)	\$66.94	\$40.91	\$26.03	\$68.16	\$41.66	\$26.50	\$69.55	\$42.41	\$27.14	-	-	-	4,13
Heavy Equipment Operator (outside)	\$78.47	\$49.10	\$29.37	\$79.90	\$50.00	\$29.90	\$81.66	\$50.90	\$30.76	-	-	-	4,13
Line Installer (outside); Wire Installer (inside)	\$86.25	\$54.55	\$31.70	\$87.80	\$55.55	\$32.25	\$89.71	\$56.55	\$33.16	-	-	-	4,13
<b>Telecommunication Worker</b>	<b>9/18/23</b>												
Licensed Technician 2	\$52.84	\$38.00	\$14.84	-	-	-	-	-	-	-	-	-	13
Unlicensed Technician I / Splicer	\$48.36	\$34.20	\$14.16	-	-	-	-	-	-	-	-	-	13
<b>*ELEVATOR CONSTRUCTOR MECHANIC</b>	<b>2/19/24</b>												
	\$108.785	\$70.90	\$37.885	-	-	-	-	-	-	-	-	-	13
<b>EQUIPMENT OPERATOR:</b>	<b>9/18/23</b>												
Group 1	\$85.29	\$51.08	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 2	\$85.40	\$51.19	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 3	\$85.57	\$51.36	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 4	\$85.84	\$51.63	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 5	\$86.15	\$51.94	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 6	\$86.80	\$52.59	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 7	\$87.12	\$52.91	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 8	\$87.23	\$53.02	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 9	\$87.34	\$53.13	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 9A	\$87.57	\$53.36	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 10	\$87.63	\$53.42	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 10A	\$87.78	\$53.57	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 11	\$87.93	\$53.72	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 12	\$88.29	\$54.08	\$34.21	-	-	-	-	-	-	-	-	-	5,13
Group 12A	\$88.65	\$54.44	\$34.21	-	-	-	-	-	-	-	-	-	5,13

WAGE RATE SCHEDULE BULLETIN NO. 506

Classification	Current			2024			2025			2026			Remarks See Pg 6-9
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate										
<b>FENCE ERECTOR (CHAIN-LINK TYPE)</b> See Chain-Link Fence Erector	-	-	-	-	-	-	-	-	-	-	-	-	
<b>FLOOR LAYER (CARPET, LINOLEUM &amp; SOFT TILE)</b>	<b>3/5/23</b>												
	\$73.86	\$39.77	\$34.09	-	-	-	-	-	-	-	-	-	13
<b>GLAZIER</b>	<b>9/18/23</b>												
	\$83.00	\$44.00	\$39.00	-	-	-	-	-	-	-	-	-	6,13
<b>HELICOPTER WORK:</b>	<b>9/18/23</b>												
Airborne Hoist Operator	\$89.15	\$54.94	\$34.21	-	-	-	-	-	-	-	-	-	13
Co-Pilot	\$89.29	\$55.08	\$34.21	-	-	-	-	-	-	-	-	-	13
Pilot	\$89.46	\$55.25	\$34.21	-	-	-	-	-	-	-	-	-	13
<b>INSULATOR</b>	<b>9/3/23</b>			<b>9/1/24</b>			<b>9/7/25</b>						
	\$72.30	\$44.80	\$27.50	\$74.30	\$45.80	\$28.50	\$76.65	\$46.90	\$29.75	-	-	-	7,13
<b>IRONWORKER:</b>	<b>9/18/23</b>			<b>9/1/24</b>									
Reinforcing, Structural	\$86.36	\$46.50	\$39.86	\$87.86	\$48.00	\$39.86	-	-	-	-	-	-	8,12,13
<b>LABORER:</b>	<b>9/4/23*</b>												
Driller *(Effective 9/18/23)	\$66.66	\$41.65	\$25.01	-	-	-	-	-	-	-	-	-	1,13
Gunite Operator or Shotcrete Operator	\$66.16	\$41.15	\$25.01	-	-	-	-	-	-	-	-	-	1,13
High Scaler (Working Suspended)	\$66.16	\$41.15	\$25.01	-	-	-	-	-	-	-	-	-	13
Laborer I	\$65.66	\$40.65	\$25.01	-	-	-	-	-	-	-	-	-	1,13
Laborer II	\$63.06	\$38.05	\$25.01	-	-	-	-	-	-	-	-	-	1,13
Light/Final Clean-up (Janitorial) Laborer	\$51.12	\$30.85	\$20.27	-	-	-	-	-	-	-	-	-	1,13
Mason Tender/Hod Carrier	\$66.16	\$41.15	\$25.01	-	-	-	-	-	-	-	-	-	1,13
Powder Blaster	\$66.66	\$41.65	\$25.01	-	-	-	-	-	-	-	-	-	1,13
Window Washer (Outside) (On bosun's chair, cable-suspended scaffold or work platform)	\$65.16	\$40.15	\$25.01	-	-	-	-	-	-	-	-	-	13
<b>LANDSCAPER:</b>	<b>9/4/23</b>			<b>9/3/24</b>									
Landscape & Irrigation Laborer A	\$44.30	\$27.85	\$16.45	\$45.55	\$28.40	\$17.15	-	-	-	-	-	-	
Landscape & Irrigation Laborer B	\$45.30	\$28.85	\$16.45	\$46.55	\$29.40	\$17.15	-	-	-	-	-	-	
Landscape & Irrigation Maintenance Laborer	\$39.00	\$22.55	\$16.45	\$40.15	\$23.00	\$17.15	-	-	-	-	-	-	
<b>LATHER</b>	<b>9/18/23</b>												
	\$80.99	\$53.25	\$27.74	-	-	-	-	-	-	-	-	-	13
<b>MASON; Bricklayer;</b>	<b>9/18/23</b>												
Cement Blocklayer; Stone Mason; Precast Sill Setter	\$80.26	\$48.03	\$32.23	-	-	-	-	-	-	-	-	-	2,13
Pointer-Caulker-Weatherproofer	\$80.51	\$48.28	\$32.23	-	-	-	-	-	-	-	-	-	2,13
<b>*PAINTER: (Note: 2 increases in 2025, 2026)</b>	<b>2/19/24</b>			<b>7/1/24</b>			<b>1/1/25</b>			<b>1/1/26</b>			
Painter; Spray Painter; Sandblaster or Waterblaster; Thermoplastic Striper; Paper Hanger	\$72.84	\$41.65	\$31.19	\$72.84	\$41.65	\$31.19	\$72.84	\$41.65	\$31.19	\$72.84	\$41.65	\$31.19	12
Painter; Spray Painter; Sandblaster or Waterblaster; Thermoplastic Striper; Paper Hanger	-	-	-	-	-	-	\$72.84	\$41.65	\$31.19	\$72.84	\$41.65	\$31.19	12

WAGE RATE SCHEDULE BULLETIN NO. 506

Classification	Current			2024			2025			2026			Remarks See Pg 6-9
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate										
<b>PLASTERER</b>	<b>9/18/23</b>												
	\$80.75	\$46.12	\$34.63	-	-	-	-	-	-	-	-	-	2,13
* <b>PLUMBER: (Note: 2 increases in 2025)</b>	<b>1/7/24</b>			<b>7/7/24</b>			<b>1/5/25</b>			<b>1/4/26</b>			
Plumber; Pipefitter; Refrigeration Fitter; Heating & Air Conditioning Fitter; Sprinkler Fitter; Steamfitter	\$82.73	\$52.33	\$30.40	\$83.83	\$52.83	\$31.00	\$85.03	\$53.33	\$31.70	\$87.72	\$54.33	\$33.39	9,12,13
							<b>7/6/25</b>						
Plumber; Pipefitter; Refrigeration Fitter; Heating & Air Conditioning Fitter; Sprinkler Fitter; Steamfitter	-	-	-	-	-	-	\$86.38	\$53.83	\$32.55	-	-	-	9,12,13
* <b>ROOFER:</b>	<b>9/3/23</b>			<b>9/1/24</b>			<b>9/7/25</b>			<b>9/6/26</b>			
Shingle, Tile, Built-up Roofing	\$65.50	\$43.75	\$21.75	\$66.20	\$44.35	\$21.85	\$67.35	\$44.95	\$22.40	\$68.05	\$45.55	\$22.50	12
Coal Tar Pitch	\$109.25	\$87.50	\$21.75	\$110.55	\$88.70	\$21.85	\$112.30	\$89.90	\$22.40	\$113.60	\$91.10	\$22.50	12
<b>SANDBLASTER OR WATERBLASTER:</b>													
Use wages of craft to which sand or water blasting is incidental.													
<b>SHEETMETAL WORKER</b>	<b>9/3/23</b>			<b>3/3/24</b>									
(Note: 2 increases in 2024)	\$80.13	\$47.95	\$32.18	\$81.16	\$48.60	\$32.56	-	-	-	-	-	-	13
				<b>9/1/24</b>									
	-	-	-	\$82.21	\$49.15	\$33.06	-	-	-	-	-	-	13
<b>TERMITE TREATER</b>	<b>9/18/23</b>												
	\$27.34	\$23.00	\$4.34	-	-	-	-	-	-	-	-	-	
<b>TERRAZZO:</b>	<b>9/18/23</b>												
Terrazzo Setter	\$80.30	\$46.50	\$33.80	-	-	-	-	-	-	-	-	-	2,13
Terrazzo Base Grinder	\$78.49	\$44.69	\$33.80	-	-	-	-	-	-	-	-	-	2,13
Certified Terrazzo Floor Grinder and Tender	\$76.94	\$43.14	\$33.80	-	-	-	-	-	-	-	-	-	2,13
Terrazzo Floor Grinder	\$73.94	\$40.14	\$33.80	-	-	-	-	-	-	-	-	-	2,13
<b>TILE SETTER:</b>	<b>9/18/23</b>												
Ceramic Hard Tile; Marble Setter	\$80.30	\$46.50	\$33.80	-	-	-	-	-	-	-	-	-	2,13
Certified Ceramic Tile & Marble Helper	\$76.94	\$43.14	\$33.80	-	-	-	-	-	-	-	-	-	2,13
<b>TRUCK DRIVER:</b>	<b>9/18/23</b>												
Concrete Mixer/Booster	\$53.87	\$37.03	\$16.84	-	-	-	-	-	-	-	-	-	
Dump Truck, 8 cu. yds. & under (water level); Water Truck (up to & including 2,000 gallons)	<b>9/18/23</b>												
Flatbed, Utility, etc.	\$85.84	\$51.63	\$34.21	-	-	-	-	-	-	-	-	-	13
End Dump, Unlicensed (Euclid, Mack, Caterpillar, or similar); Tractor Trailer (hauling equipment)	\$85.57	\$51.36	\$34.21	-	-	-	-	-	-	-	-	-	13
Semi-Trailer, Rock Cans, or Semi-Dump	\$87.23	\$53.02	\$34.21	-	-	-	-	-	-	-	-	-	13
Slip-in or Pup	\$86.80	\$52.59	\$34.21	-	-	-	-	-	-	-	-	-	13
Tandem Dump Truck, over 8 cu. yds. (water level); Water Truck (over 2,000 gallons)	\$87.12	\$52.91	\$34.21	-	-	-	-	-	-	-	-	-	13
	\$86.15	\$51.94	\$34.21	-	-	-	-	-	-	-	-	-	13

WAGE RATE SCHEDULE BULLETIN NO. 506

Classification	Current			2024			2025			2026			Remarks See Pg 6-9
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate										
<b>UNDERGROUND LABORER:</b>	<b>9/4/23</b>												
Worker in a raise, shaft, or tunnel.													
Group 1	\$66.26	\$41.25	\$25.01	-	-	-	-	-	-	-	-	-	13
Group 2	\$67.76	\$42.75	\$25.01	-	-	-	-	-	-	-	-	-	13
Group 3	\$68.26	\$43.25	\$25.01	-	-	-	-	-	-	-	-	-	13
Group 4	\$69.26	\$44.25	\$25.01	-	-	-	-	-	-	-	-	-	13
Group 5	\$69.51	\$44.50	\$25.01	-	-	-	-	-	-	-	-	-	13
Group 6	\$69.61	\$44.60	\$25.01	-	-	-	-	-	-	-	-	-	13
Group 7	\$69.86	\$44.85	\$25.01	-	-	-	-	-	-	-	-	-	13
Group 8	\$70.31	\$45.30	\$25.01	-	-	-	-	-	-	-	-	-	13
<b>WATER FRONT CONSTRUCTION (DREDGING):</b>	<b>9/18/23</b>												
CLAMSHELL OR DIPPER DREDGES:													
Clamshell or Dipper Operator	\$88.29	\$54.08	\$34.21	-	-	-	-	-	-	-	-	-	11,13
Mechanic; Welder; Watch Engineer	\$87.63	\$53.42	\$34.21	-	-	-	-	-	-	-	-	-	13
Deckmate; Bargemate	\$87.23	\$53.02	\$34.21	-	-	-	-	-	-	-	-	-	13
Fire Person; Oiler; Deckhand; Barge Worker	\$85.57	\$51.36	\$34.21	-	-	-	-	-	-	-	-	-	13
HYDRAULIC SUCTION DREDGES:													
Lever Operator	\$87.93	\$53.72	\$34.21	-	-	-	-	-	-	-	-	-	13
Mechanic; Welder	\$87.63	\$53.42	\$34.21	-	-	-	-	-	-	-	-	-	13
Watch Engineer (steam or electric)	\$87.78	\$53.57	\$34.21	-	-	-	-	-	-	-	-	-	13
Dozer Operator	\$87.57	\$53.36	\$34.21	-	-	-	-	-	-	-	-	-	13
Deckmate	\$87.23	\$53.02	\$34.21	-	-	-	-	-	-	-	-	-	13
Winch Operator (stern winch on dredge)	\$87.12	\$52.91	\$34.21	-	-	-	-	-	-	-	-	-	13
Fire Person; Oiler; Deckhand (can operate anchor scow under direction of deckmate); Levee Operator	\$85.57	\$51.36	\$34.21	-	-	-	-	-	-	-	-	-	13
DERRICKS:													
Operator: Derrick, Piledriver, Crane	\$88.29	\$54.08	\$34.21	-	-	-	-	-	-	-	-	-	13
Deckmate; Saurman Type Dragline (up to & including 5 yds.)	\$87.23	\$53.02	\$34.21	-	-	-	-	-	-	-	-	-	13
Saurman Type Dragline (over 5 cu. yds.)	\$87.63	\$53.42	\$34.21	-	-	-	-	-	-	-	-	-	13
Fire Person; Oiler; Deckhand	\$85.57	\$51.36	\$34.21	-	-	-	-	-	-	-	-	-	13
BOAT OPERATORS:													
Master Boat Operator	\$87.93	\$53.72	\$34.21	-	-	-	-	-	-	-	-	-	13
Boat Operator	\$87.78	\$53.57	\$34.21	-	-	-	-	-	-	-	-	-	13
Boat Deckhand	\$85.57	\$51.36	\$34.21	-	-	-	-	-	-	-	-	-	13
<b>WATER WELL DRILLER:</b>	<b>9/18/23</b>												
Water Well Driller	\$52.50	\$42.00	\$10.50	-	-	-	-	-	-	-	-	-	
Water Well Driller Helper	\$32.70	\$24.00	\$8.70	-	-	-	-	-	-	-	-	-	
<b>WELDER:</b>													
Use wages of craft to which welding is incidental, except for Chain-Link Fence Erector. See remark.													10
<b>WINDOW FILM INSTALLER</b>	<b>9/18/23</b>												
	\$25.90	\$25.00	\$0.90	-	-	-	-	-	-	-	-	-	

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.

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 rate for height pay for performing work 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 or during the use of Swing Stages, Scissor lifts, Man lifts, Boom Lifts.
- 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:
  - A. \$1.00 per hour shall be added to the hourly wage while working in tunnels or coffer dams.  
 \$2.00 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.
  - B. Certified Welder's, while welding only, shall receive \$1.00 above journeyman pay effective WRS #502  
 \$2.00 above journeyman pay effective 9/1/2023  
 \$3.00 above journeyman pay effective 9/1/2024
- 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.

REMARKS:

12. Possible wage/fringe option increases:  
 Boilermaker: Effective 1/1/25 - \$1.50; 1/1/26 - \$1.50  
 Ironworker: Effective WRS #507 - \$0.92  
 Painter: Effective WRS #507 - \$0.80; 1/1/25 - \$0.80; 7/1/25 - \$0.80; 1/1/26 - \$0.80; 7/1/26 - \$0.80  
 Plumber: Effective WRS #507 - \$0.20; 1/5/25 - \$0.10; 7/6/25 - \$0.10; 1/4/26 - \$0.10  
 Roofer: Effective WRS #507 - \$0.40; 9/6/26 - \$0.40
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, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Kamehameha Day, July 4th, Labor Day, Veterans 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 Jr. 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.

REMARKS:

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

- Carpenter (Includes all classifications in the Carpenters Master Agreement)
- Cement Finisher
- Chain Link Fence Erector
- Drywall Installer
- Insulator
- Laborer
- Lather
- Mason
- Plasterer
- Terrazzo
- Tile Setter
- Underground Laborer

APPRENTICE SCHEDULE BULLETIN NO. 506 February 19, 2024

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 10-11	
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed		Total
* BOILERMAKER	1000	\$27.75	\$29.73	\$31.71	\$33.69	\$35.68	\$37.66						\$33.69	10
CARPENTER														
Indentured After 9/1/02	1000	\$21.20											\$8.92	1,10
"	1000		\$23.85										\$13.24	1,10
"	1000			\$26.50	\$31.80								\$21.24	1,10
"	1000					\$37.10	\$42.40						\$23.24	1,10
"	1000							\$47.70	\$50.35				\$25.24	1,10
CEMENT FINISHER														
Indentured Prior to 9/1/03	1000	\$22.21											\$12.07	2,10
"	1000		\$24.43	\$26.65	\$31.09	\$33.32	\$35.54	\$37.76	\$39.98				\$34.63	2,10
Indentured On or After 9/1/03	1000	\$22.21	\$24.43	\$26.65	\$31.09	\$33.32	\$35.54	\$37.76	\$39.98				\$24.33	2,10
CONSTRUCTION EQUIPMENT OPERATOR														
Indentured On or After 9/1/02	1000	\$26.68											\$9.30	3,10
"	1000		\$29.35										\$20.86	3,10
"	1000			\$32.02									\$21.91	3,10
"	1000				\$37.35								\$24.02	3,10
"	1000					\$42.69							\$26.11	3,10
"	1000						\$48.02						\$28.22	3,10
DRYWALL INSTALLER														
Indentured After 9/1/02	1000	\$21.30											\$8.92	10
"	1000		\$23.96										\$13.24	10
"	1000			\$26.63	\$31.95								\$21.24	10
"	1000					\$37.28	\$42.60						\$23.24	10
"	1000							\$47.93	\$50.59				\$25.24	10
DRYWALL TAPERS/FINISHERS														
"	1000	\$18.08	\$20.34	\$22.60	\$24.86								\$14.25	
"	1000					\$27.12							\$16.25	
"	1000						\$29.38						\$16.75	
"	1000							\$33.90	\$38.42				\$19.25	

APPRENTICE SCHEDULE BULLETIN NO. 506 February 19, 2024

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 10-11	
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed		Total
<b>ELECTRICIAN (WIRE &amp; LINE INSTALLER)</b>														
Indentured Prior to 9/5/21														
"	1000	\$19.09											\$11.28	10
"	1000		\$21.82										\$11.68	10
"	1000			\$24.55									\$19.02	4,10
"	1000				\$27.28								\$20.09	4,10
"	1000					\$30.00							\$21.26	4,10
"	1000						\$32.73						\$22.42	4,10
"	1000							\$35.46					\$23.58	4,10
"	1000								\$38.19				\$24.74	4,10
"	1000									\$43.64			\$27.06	4,10
"	1000										\$49.10		\$29.37	4,10
<b>Indentured On or After 9/5/21</b>														
"	1000	\$19.09											\$11.28	10
"	1000		\$21.82										\$11.68	10
"	1000			\$24.55									\$18.95	4,10
"	1000				\$27.28								\$20.09	4,10
"	1000					\$30.00							\$21.26	4,10
"	1000						\$32.73						\$22.42	4,10
"	1000							\$35.46					\$23.58	4,10
"	1000								\$38.19				\$24.74	4,10
"	1000									\$40.91			\$25.91	4,10
"	1000										\$43.64		\$27.06	4,10
"	1000											\$49.10	\$29.37	4,10
<b>(Effective 8/25/24)</b>														
<b>* ELECTRICIAN (WIRE &amp; LINE INSTALLER)</b>														
Indentured Prior to 9/5/21														
"	1000	\$19.44											\$11.59	10
"	1000		\$22.22										\$12.00	10
"	1000			\$25.00									\$19.40	4,10
"	1000				\$27.78								\$20.49	4,10
"	1000					\$30.55							\$21.68	4,10
"	1000						\$33.33						\$22.85	4,10
"	1000							\$36.11					\$24.02	4,10
"	1000								\$38.89				\$25.21	4,10
"	1000									\$44.44			\$27.55	4,10
"	1000										\$50.00		\$29.90	4,10

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APPRENTICE SCHEDULE BULLETIN NO. 506 February 19, 2024

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 10-11	
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total		
* ELECTRICIAN (WIRE & LINE INSTALLER)															
Indentured On or After 9/5/21															
"	1000	\$19.44											\$11.59	10	
"	1000		\$22.22										\$12.00	10	
"	1000			\$25.00									\$19.33	4,10	
"	1000				\$27.78								\$20.49	4,10	
"	1000					\$30.55							\$21.68	4,10	
"	1000						\$33.33						\$22.85	4,10	
"	1000							\$36.11					\$24.02	4,10	
"	1000								\$38.89				\$25.21	4,10	
"	1000									\$41.66			\$26.38	4,10	
"	1000										\$44.44		\$27.55	4,10	
"	1000											\$50.00	\$29.90	4,10	
* ELEVATOR CONSTRUCTOR															
"	850	\$35.45											-	10	
"	850		\$39.00										\$37.885	10	
"	1700			\$46.09	\$49.63	\$56.72							\$37.885	10	
FLOOR LAYER															
Indentured after 2/27/94	1000	\$17.90	\$19.89										\$21.08	10	
"	1000			\$21.87	\$23.86								\$26.93	10	
"	1000					\$25.85	\$27.84	\$31.82	\$35.79				\$33.34	10	
GLAZIER															
Indentured On or After 7/1/99	1000	\$19.80											\$36.36	5,10	
"	1000		\$22.00										\$36.60	5,10	
"	1000			\$24.20									\$36.84	5,10	
"	1000				\$26.40								\$37.08	5,10	
"	1000					\$30.80							\$37.56	5,10	
"	1000						\$33.00						\$37.80	5,10	
"	1000							\$35.20					\$38.04	5,10	
"	1000								\$37.40				\$38.28	5,10	
"	1000									\$39.60			\$38.52	5,10	
"	1000										\$41.80		\$38.76	5,10	

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Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks See Pg 10-11		
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed		Total	
HEAVY DUTY REPAIRER & WELDER															
Indentured On or After 9/1/02	1000	\$26.68											\$9.30	3,10	
"	1000		\$29.35										\$20.86	3,10	
"	1000			\$32.02									\$21.91	3,10	
"	1000				\$37.35								\$24.02	3,10	
"	1000					\$42.69							\$26.11	3,10	
"	1000						\$45.36						\$27.17	3,10	
"	1000							\$48.02					\$28.22	3,10	
"	1000								\$50.69				\$29.28	3,10	
INSULATOR															
Indentured After 5/3/95	2000	\$22.40											\$9.00	6,10	
"	2000		\$22.40										\$20.81	6,10	
"	2000			\$26.88									\$21.15	6,10	
"	2000				\$31.36								\$21.50	6,10	
"	2000					\$35.84							\$21.84	6,10	
<b>(Effective 9/1/24)</b>															
* INSULATOR															
Indentured After 5/3/95	2000	\$22.90											\$9.45	6,10	
"	2000		\$22.90										\$21.71	6,10	
"	2000			\$27.48									\$22.05	6,10	
"	2000				\$32.06								\$22.40	6,10	
"	2000					\$36.64							\$22.74	6,10	
IRONWORKER (REINFORCING & STRUCTURAL)															
Indentured After 10/31/93	1000	\$23.25											\$33.62	7,10	
"	1000		\$25.58										\$34.24	7,10	
"	1000			\$27.90									\$34.86	7,10	
"	1000				\$32.55								\$36.12	7,10	
"	1000					\$37.20							\$37.36	7,10	
"	1000						\$41.85						\$38.62	7,10	
<b>(Effective 9/1/24)</b>															
* IRONWORKER (REINFORCING & STRUCTURAL)															
Indentured After 10/31/93	1000	\$24.00											\$33.62	7,10	
"	1000		\$26.40										\$34.24	7,10	
"	1000			\$28.80									\$34.86	7,10	
"	1000				\$33.60								\$36.12	7,10	
"	1000					\$38.40							\$37.36	7,10	
"	1000						\$43.20						\$38.62	7,10	

APPRENTICE SCHEDULE BULLETIN NO. 506 February 19, 2024

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Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE											FRINGE BENEFIT HOURLY RATE	Remarks See Pg 10-11	
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total		
LABORER I															
CONSTRUCTION CRAFT															
Indentured On or After 9/3/02	1000	\$20.33											\$10.50	1,10	
"	1000		\$24.39	\$28.46	\$32.52								\$18.60	1,10	
HAZARDOUS WASTE MATERIAL TECHNICIAN															
"	1000	\$20.33											\$9.45	1,10	
"	1000		\$24.39	\$28.46	\$32.52								\$17.05	1,10	
LANDSCAPER	1000	\$18.10											\$9.20		
"	1000		\$19.50	\$20.89	\$22.28								\$13.85		
<b>(Effective 9/3/24)</b>															
* LANDSCAPER	1000	\$18.46											\$9.65		
"	1000		\$19.88	\$21.30	\$22.72								\$14.45		
MASON															
BRICKLAYER															
Indentured prior to 9/1/03	1000	\$24.02											\$11.52	2,10	
"	1000		\$26.42	\$28.82	\$33.62	\$36.02	\$38.42	\$40.83	\$43.23				\$32.23	2,10	
Indentured On or After 9/1/03	1000	\$24.02	\$26.42	\$28.82	\$33.62	\$36.02	\$38.42	\$40.83	\$43.23				\$23.93	2,10	
STONE MASON															
Indentured On or After 9/1/03	1000	\$26.42	\$28.82	\$31.22	\$33.62	\$36.02	\$38.42	\$40.83	\$43.23				\$23.93	2,10	
POINTER-CAULKER-WEATHERPROOFER															
Indentured On or After 9/1/03	1000	\$24.14	\$26.55	\$28.97	\$33.80	\$38.62	\$43.45						\$23.93	2,10	
MILLWRIGHT															
Indentured After 10/14/19	1000	\$21.30											\$8.92	10	
	1000		\$23.96										\$13.24	10	
	1000			\$26.63	\$31.95								\$21.24	10	
	1000					\$37.28	\$42.60						\$23.24	10	
	1000							\$47.93	\$50.59				\$25.24	10	

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Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE											FRINGE BENEFIT HOURLY RATE	Remarks See Pg 10-11
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total	
* PAINTER	1000	\$18.74											\$10.00	
"	1000		\$20.83	\$22.91	\$24.99	\$27.07							\$13.55	
"	1000						\$29.16						\$14.55	
"	1000							\$31.24	\$35.40				\$15.30	
<b>(Effective 7/1/24)</b>														
* PAINTER	1000	\$18.74											\$10.00	
"	1000		\$20.83	\$22.91	\$24.99	\$27.07							\$13.55	
"	1000						\$29.16						\$14.55	
"	1000							\$31.24	\$35.40				\$15.30	
PAVING EQUIPMENT OPERATOR	1000	\$28.63											\$9.30	10
"	1000		\$36.44										\$21.31	10
"	1000			\$41.65									\$24.59	10
"	1000				\$46.85								\$28.96	10
PLASTERER														
Indentured On or After 9/1/03	1000	\$18.45	\$20.75	\$23.06	\$25.37	\$27.67	\$32.28	\$36.90	\$41.51				\$24.33	2,10
PLUMBER:														
PLUMBER; FIRE SPRINKLER FITTER; REFRIGERATION														
AIR CONDITIONING; STEAMFITTER-WELDER														
Indentured On or After 9/2/85	1000	\$22.52											\$12.32	8,10
"	1000		\$22.52										\$12.37	8,10
"	1000			\$26.16									\$15.39	8,10
"	1000				\$26.16								\$15.39	8,10
"	1000					\$29.90							\$16.24	8,10
"	1000						\$32.39						\$16.24	8,10
"	1000							\$34.88					\$17.38	8,10
"	1000								\$37.38				\$17.38	8,10
"	1000									\$39.87			\$18.16	8,10
"	1000										\$42.36		\$18.16	8,10

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Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE											FRINGE BENEFIT HOURLY RATE	Remarks See Pg 10-11	
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed	Total		
<b>(Effective 7/7/24)</b>															
* PLUMBER:															
PLUMBER; FIRE SPRINKLER FITTER; REFRIGERATION AIR CONDITIONING; STEAMFITTER-WELDER															
Indentured On or After 9/2/85	1000	\$22.72												\$12.42	8,10
"	1000		\$22.72											\$12.47	8,10
"	1000			\$26.40										\$15.49	8,10
"	1000				\$26.40									\$15.49	8,10
"	1000					\$30.17								\$16.34	8,10
"	1000						\$32.69							\$16.34	8,10
"	1000							\$35.21						\$17.48	8,10
"	1000								\$37.73					\$17.48	8,10
"	1000									\$40.24				\$18.26	8,10
"	1000										\$42.76			\$18.26	8,10
ROOFER															
Indentured Prior to 11/4/12	1000	\$19.69	\$21.88	\$26.25										\$17.50	9
"	1000				\$30.63	\$35.00	\$37.19	\$39.38	\$41.56					\$21.75	
Indentured On or After 11/4/12	2000	\$19.69	\$26.25											\$17.50	9
"	2000			\$35.00	\$39.38									\$21.75	9
<b>(Effective 9/1/24)</b>															
* ROOFER															
Indentured Prior to 11/4/12	1000	\$19.96	\$22.18	\$26.61										\$17.60	9
"	1000				\$31.05	\$35.48	\$37.70	\$39.92	\$42.13					\$21.85	
Indentured On or After 11/4/12	2000	\$19.96	\$26.61											\$17.60	9
"	2000			\$35.48	\$39.92									\$21.85	9

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Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks See Pg 10-11	
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed		Total
SHEETMETAL WORKER														
"	1000	\$19.18											\$13.93	10
"	1000		\$21.58										\$14.22	10
"	1000			\$23.98									\$25.70	10
"	1000				\$26.37								\$26.35	10
"	1000					\$28.77							\$26.99	10
"	1000						\$31.17						\$27.65	10
"	1000							\$33.57					\$28.29	10
"	1000								\$35.96				\$28.95	10
"	1000									\$38.36			\$29.59	10
"	1000										\$40.76		\$30.25	10
<b>(Effective 3/3/24)</b>														
SHEETMETAL WORKER														
"	1000	\$19.44											\$14.09	10
"	1000		\$21.87										\$14.38	10
"	1000			\$24.30									\$25.99	10
"	1000				\$26.73								\$26.65	10
"	1000					\$29.16							\$27.30	10
"	1000						\$31.59						\$27.96	10
"	1000							\$34.02					\$28.62	10
"	1000								\$36.45				\$29.28	10
"	1000									\$38.88			\$29.93	10
"	1000										\$41.31		\$30.59	10
<b>(Effective 9/1/24)</b>														
* SHEETMETAL WORKER														
"	1000	\$19.66											\$14.30	10
"	1000		\$22.12										\$14.60	10
"	1000			\$24.58									\$26.38	10
"	1000				\$27.03								\$27.04	10
"	1000					\$29.49							\$27.72	10
"	1000						\$31.95						\$28.39	10
"	1000							\$34.41					\$29.06	10
"	1000								\$36.86				\$29.72	10
"	1000									\$39.32			\$30.39	10
"	1000										\$41.78		\$31.06	10

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Apprentice Classifications	Interval Hrs	BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks See Pg 10-11	
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	10,000+ hours till Completed		Total
TELECOMMUNICATION WORKER (LICENSED TECHNICIAN 2)	1000	\$22.80											\$12.10	10
"	1000		\$24.70										\$12.45	10
"	1000			\$26.60									\$12.79	10
"	1000				\$28.50								\$13.13	10
"	1000					\$30.40							\$13.47	10
"	1000						\$34.20						\$14.16	10
TILE SETTER CERAMIC & HARD TILE														
Indentured Prior to 9/1/03	1000	\$23.25											\$11.52	2,10
"	1000		\$25.58	\$27.90	\$32.55	\$34.88	\$37.20	\$39.53	\$41.85				\$33.80	2,10
Indentured On or After 9/1/03	1000	\$23.25	\$25.58	\$27.90	\$32.55	\$34.88	\$37.20	\$39.53	\$41.85				\$24.42	2,10

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

REMARKS:

1. Carpenter, Laborer I: \$.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 rate for height pay for performing work which requires protection from fall hazards by guardrail systems, safety net systems, personal fall arrest systems, position device systems, fall restraint systems, perimeter safety cables or controlled decking zones or during the use of Swing Stages, Scissor lifts, Man lifts, Boom Lifts.
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: \$1.00 per hour shall be added to the hourly wage while working in tunnels or coffer dams.  
\$2.00 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 2,500 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, Martin Luther King Jr. Day Presidents Day, Memorial Day, Kamehameha Day, July 4th, Labor Day, Veterans 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 Jr. 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, Millwright

Cement Finisher

Drywall Installer

Insulator

Laborer I

Mason

Plasterer

Tile Setter

**A. APPLICABILITY**

The Project or Program to which the construction work covered by this Contract pertains is being assisted by the United States of America, and the following Federal Labor Standards Provisions are included in this Contract pursuant to the provisions applicable to such Federal assistance.

**1. Minimum wages and fringe benefits**

- i. All laborers and mechanics employed or working upon the site of the work (or otherwise working in construction or development of the project under a development statute), will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR part 3)), the full amount of basic hourly wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. As provided in 29 CFR 5.5(d) and (e), the appropriate wage determinations are effective by operation of law even if they have not been attached to the contract. Contributions made or costs reasonably anticipated for bona fide fringe benefits under the Davis-Bacon Act (40 U.S.C. 3141(2)(B)) on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of paragraph (a)(1)(v) of these contract clauses; also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period. Such laborers and mechanics must be paid the appropriate wage rate and fringe benefits on the wage determination for the classification(s) of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: *Provided*, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classifications and wage rates conformed under 29 CFR 5.5(a)(1)(iii)) and the Davis-Bacon poster (WH-1321) must be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.

**ii. Frequently recurring classifications**

- A. In addition to wage and fringe benefit rates that have been determined to be prevailing under the procedures set forth in 29 CFR part 1, a wage determination may contain, pursuant to § 1.3(f), wage and fringe benefit rates for classifications of laborers and mechanics for which conformance requests are regularly submitted pursuant to 29 CFR 5.5(a)(1)(iii), provided that:
  1. The work performed by the classification is not performed by a classification in the wage determination for which a prevailing wage rate has been determined;
  2. The classification is used in the area by the construction industry; and
  3. The wage rate for the classification bears a reasonable relationship to the prevailing wage rates contained in the wage determination.
- B. The Administrator will establish wage rates for such classifications in accordance with 29 CFR 5.5(a)(1)(iii)(A)(3). Work performed in such a classification must be paid at no less than the wage and fringe benefit rate listed on the wage determination for such classification.

**iii. Conformance**

- A. The contracting officer must require that any class of laborers or mechanics, including helpers, which is not listed in the wage determination and which is to be employed under the contract be

classified in conformance with the wage determination. Conformance of an additional classification and wage rate and fringe benefits is appropriate only when the following criteria have been met:

1. The work to be performed by the classification requested is not performed by a classification in the wage determination; and
  2. The classification is used in the area by the construction industry; and
  3. The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.
- B. The conformance process may not be used to split, subdivide, or otherwise avoid application of classifications listed in the wage determination.
- C. If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and the contracting officer agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), a report of the action taken will be sent by the contracting officer by email to [DBAconformance@dol.gov](mailto:DBAconformance@dol.gov). The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.
- D. In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and the contracting officer do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), the contracting officer will, by email to [DBAconformance@dol.gov](mailto:DBAconformance@dol.gov), refer the questions, including the views of all interested parties and the recommendation of the contracting officer, to the Administrator for determination. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.
- E. The contracting officer must promptly notify the contractor of the action taken by the Wage and Hour Division under 29 CFR 5.5 (a)(1)(iii)(C) and (D). The contractor must furnish a written copy of such determination to each affected worker or it must be posted as a part of the wage determination. The wage rate (including fringe benefits where appropriate) determined pursuant to 29 CFR 5.5 (a)(1)(iii)(C) or (D) must be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

**iv. Fringe benefits not expressed as an hourly rate**

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

**v. Unfunded plans**

If the contractor does not make payments to a trustee or other third person, the contractor may consider as part of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, *Provided*, That the Secretary of Labor has found, upon the written request of the contractor, in accordance with the criteria set forth in 29 CFR 5.28, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program.

- vi. Interest** In the event of a failure to pay all or part of the wages required by the contract, the contractor will be required to pay interest on any underpayment of wages.

## 2. Withholding

### i. Withholding requirements

The U. S. Department of Housing and Urban Development may, upon its own action, or must, upon written request of an authorized representative of the Department of Labor, withhold or cause to be withheld from the contractor so much of the accrued payments or advances as may be considered necessary to satisfy the liabilities of the prime contractor or any subcontractor for the full amount of wages and monetary relief, including interest, required by the clauses set forth in 29 CFR 5.5(a) for violations of this contract, or to satisfy any such liabilities required by any other Federal contract, or federally assisted contract subject to Davis-Bacon labor standards, that is held by the same prime contractor (as defined in 29 CFR 5.2). The necessary funds may be withheld from the contractor under this contract, any other Federal contract with the same prime contractor, or any other federally assisted contract that is subject to Davis-Bacon labor standards requirements and is held by the same prime contractor, regardless of whether the other contract was awarded or assisted by the same agency, and such funds may be used to satisfy the contractor liability for which the funds were withheld. In the event of a contractor's failure to pay any laborer or mechanic, including any apprentice or helper working on the site of the work (or otherwise working in construction or development of the project under a development statute) all or part of the wages required by the contract, or upon the contractor's failure to submit the required records as discussed in 29 CFR 5.5(a)(3)(iv), HUD may on its own initiative and after written notice to the contractor, sponsor, applicant, owner, or other entity, as the case may be, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased.

### ii. Priority to withheld funds

The Department has priority to funds withheld or to be withheld in accordance with 29 CFR 5.5(a)(2)(i) or (b)(3)(i), or both, over claims to those funds by:

- A. A contractor's surety(ies), including without limitation performance bond sureties and payment bond sureties;
- B. A contracting agency for its procurement costs;
- C. A trustee(s) (either a court-appointed trustee or a U.S. trustee, or both) in bankruptcy of a contractor, or a contractor's bankruptcy estate;
- D. A contractor's assignee(s);
- E. A contractor's successor(s); or
- F. A claim asserted under the Prompt Payment Act, 31 U.S.C. 3901-3907.

## 3. Records and certified payrolls

### i. Basic record requirements

**A. Length of record retention.** All regular payrolls and other basic records must be maintained by the contractor and any subcontractor during the course of the work and preserved for all laborers and mechanics working at the site of the work (or otherwise working in construction or development of the project under a development statute) for a period of at least 3 years after all the work on the prime contract is completed.

**B. Information required** Such records must contain the name; Social Security number; last known address, telephone number, and email address of each such worker; each worker's correct classification(s) of work actually performed; hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in 40 U.S.C. 3141(2)(B) of the Davis-Bacon Act); daily and weekly number of hours actually worked in total and on each covered contract; deductions made; and actual wages paid.

**C. Additional records relating to fringe benefits.** Whenever the Secretary of Labor has found under 29 CFR 5.5(a)(1)(v) that the wages of any laborer or mechanic include the amount of any

costs reasonably anticipated in providing benefits under a plan or program described in 40 U.S.C. 3141(2)(B) of the Davis-Bacon Act, the contractor must maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits.

**D. Additional records relating to apprenticeship** Contractors with apprentices working under approved programs must maintain written evidence of the registration of apprenticeship programs, the registration of the apprentices, and the ratios and wage rates prescribed in the applicable programs.

**ii. Certified payroll requirements**

**A. Frequency and method of submission** The contractor or subcontractor must submit weekly, for each week in which any DBA- or Related Acts-covered work is performed, certified payrolls to HUD if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the certified payrolls to the applicant, sponsor, owner, or other entity, as the case may be, that maintains such records, for transmission to HUD. The prime contractor is responsible for the submission of all certified payrolls by all subcontractors. A contracting agency or prime contractor may permit or require contractors to submit certified payrolls through an electronic system, as long as the electronic system requires a legally valid electronic signature; the system allows the contractor, the contracting agency, and the Department of Labor to access the certified payrolls upon request for at least 3 years after the work on the prime contract has been completed; and the contracting agency or prime contractor permits other methods of submission in situations where the contractor is unable or limited in its ability to use or access the electronic system

**B. Information required** The certified payrolls submitted must set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i)(B), except that full Social Security numbers and last known addresses, telephone numbers, and email addresses must not be included on weekly transmittals. Instead, the certified payrolls need only include an individually identifying number for each worker (*e.g.*, the last four digits of the worker's Social Security number). The required weekly certified payroll information may be submitted using Optional Form WH-347 or in any other format desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/wh347.pdf> or its successor website. It is not a violation of this section for a prime contractor to require a subcontractor to provide full Social Security numbers and last known addresses, telephone numbers, and email addresses to the prime contractor for its own records, without weekly submission by the subcontractor to the sponsoring government agency (or the applicant, sponsor, owner, or other entity, as the case may be, that maintains such records).

**C. Statement of Compliance** Each certified payroll submitted must be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor, or the contractor's or subcontractor's agent who pays or supervises the payment of the persons working on the contract, and must certify the following:

1. That the certified payroll for the payroll period contains the information required to be provided under 29 CFR 5.5(a)(3)(ii), the appropriate information and basic records are being maintained under 29 CFR 5.5 (a)(3)(i), and such information and records are correct and complete;
2. That each laborer or mechanic (including each helper and apprentice) working on the contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly

from the full wages earned, other than permissible deductions as set forth in 29 CFR part 3; and

3. That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification(s) of work actually performed, as specified in the applicable wage determination incorporated into the contract.
  - D. **Use of Optional Form WH-347** The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 will satisfy the requirement for submission of the “Statement of Compliance” required by 29 CFR 5.5(a)(3)(ii)(C).
  - E. **Signature** The signature by the contractor, subcontractor, or the contractor’s or subcontractor’s agent must be an original handwritten signature or a legally valid electronic signature.
  - F. **Falsification** The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under 18 U.S.C. 1001 and 31 U.S.C. 3729.
  - G. **Length of certified payroll retention** The contractor or subcontractor must preserve all certified payrolls during the course of the work and for a period of 3 years after all the work on the prime contract is completed.
- iii. **Contracts, subcontracts, and related documents** The contractor or subcontractor must maintain this contract or subcontract and related documents including, without limitation, bids, proposals, amendments, modifications, and extensions. The contractor or subcontractor must preserve these contracts, subcontracts, and related documents during the course of the work and for a period of 3 years after all the work on the prime contract is completed.
- iv **Required disclosures and access**
- A. **Required record disclosures and access to workers** The contractor or subcontractor must make the records required under 29 CFR 5.5(a)(3)(i)–(iii), and any other documents that HUD or the Department of Labor deems necessary to determine compliance with the labor standards provisions of any of the applicable statutes referenced by 29 CFR 5.1, available for inspection, copying, or transcription by authorized representatives of HUD or the Department of Labor, and must permit such representatives to interview workers during working hours on the job.
  - B. **Sanctions for non-compliance with records and worker access requirements** If the contractor or subcontractor fails to submit the required records or to make them available, or refuses to permit worker interviews during working hours on the job, the Federal agency may, after written notice to the contractor, sponsor, applicant, owner, or other entity, as the case may be, that maintains such records or that employs such workers, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available, or to permit worker interviews during working hours on the job, may be grounds for debarment action pursuant to 29 CFR 5.12. In addition, any contractor or other person that fails to submit the required records or make those records available to WHD within the time WHD requests that the records be produced will be precluded from introducing as evidence in an administrative proceeding under 29 CFR part 6 any of the required records that were not provided or made available to WHD. WHD will take into consideration a reasonable request from the contractor or person for an extension of the time for submission of records. WHD will determine the reasonableness of the request and may consider, among other things, the location of the records and the volume of production.
  - C. **Required information disclosures** Contractors and subcontractors must maintain the full Social Security number and last known address, telephone number, and email address of each covered worker, and must provide them upon request to HUD if the agency is a party to

the contract, or to the Wage and Hour Division of the Department of Labor. If the Federal agency is not such a party to the contract, the contractor, subcontractor, or both, must, upon request, provide the full Social Security number and last known address, telephone number, and email address of each covered worker to the applicant, sponsor, owner, or other entity, as the case may be, that maintains such records, for transmission to HUD, the contractor, or the Wage and Hour Division of the Department of Labor for purposes of an investigation or other compliance action.

#### 4. **Apprentices and equal employment opportunity**

##### i. **Apprentices**

- A. **Rate of pay** Apprentices will be permitted to work at less than the predetermined rate for the work they perform when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship (OA), or with a State Apprenticeship Agency recognized by the OA. A person who is not individually registered in the program, but who has been certified by the OA or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice, will be permitted to work at less than the predetermined rate for the work they perform in the first 90 days of probationary employment as an apprentice in such a program. In the event the OA or a State Apprenticeship Agency recognized by the OA withdraws approval of an apprenticeship program, the contractor will no longer be permitted to use apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.
- B. **Fringe benefits** Apprentices must be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringe benefits must be paid in accordance with that determination.
- C. **Apprenticeship ratio** The allowable ratio of apprentices to journeyworkers on the job site in any craft classification must not be greater than the ratio permitted to the contractor as to the entire work force under the registered program or the ratio applicable to the locality of the project pursuant to 29 CFR 5.5(a)(4)(i)(D). Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated in 29 CFR 5.5(a)(4)(i)(A), must be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under this section must be paid not less than the applicable wage rate on the wage determination for the work actually performed.
- D. **Reciprocity of ratios and wage rates** Where a contractor is performing construction on a project in a locality other than the locality in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyworker's hourly rate) applicable within the locality in which the construction is being performed must be observed. If there is no applicable ratio or wage rate for the locality of the project, the ratio and wage rate specified in the contractor's registered program must be observed.

- ii **Equal employment opportunity** The use of apprentices and journeyworkers under this part must be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR part 30.

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

**6 Subcontracts.** The contractor or subcontractor must insert in any subcontracts the clauses contained in 29 CFR 5.5(a)(1) through (11), along with the applicable wage determination(s) and such other clauses or contract modifications as the U.S. Department of Housing and Urban Development may by appropriate instructions require, and a clause requiring the subcontractors to include these clauses and wage determination(s) in any lower tier subcontracts. The prime contractor is responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in this section. In the event of any violations of these clauses, the prime contractor and any subcontractor(s) responsible will be liable for any unpaid wages and monetary relief, including interest from the date of the underpayment or loss, due to any workers of lower-tier subcontractors, and may be subject to debarment, as appropriate.

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

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

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

**10. Certification of eligibility.**

i. By entering into this contract, the contractor certifies that neither it nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of 40 U.S.C. 3144(b) or 29 CFR 5.12(a).

ii. No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of 40 U.S.C. 3144(b) or 29 CFR 5.12(a).

iii. The penalty for making false statements is prescribed in the U.S. Code, Title 18 Crimes and Criminal Procedure, 18 U.S.C. 1001.

**11 Anti-retaliation** It is unlawful for any person to discharge, demote, intimidate, threaten, restrain, coerce, blacklist, harass, or in any other manner discriminate against, or to cause any person to discharge, demote, intimidate, threaten, restrain, coerce, blacklist, harass, or in any other manner discriminate against, any worker or job applicant for:

i. Notifying any contractor of any conduct which the worker reasonably believes constitutes a violation of the DBA, Related Acts, or 29 CFR parts 1, 3, or 5;

ii. Filing any complaint, initiating or causing to be initiated any proceeding, or otherwise asserting or seeking to assert on behalf of themselves or others any right or protection under the DBA, Related Acts, or 29 CFR parts 1, 3, or 5;

iii. Cooperating in any investigation or other compliance action, or testifying in any proceeding under the DBA, Related Acts, or 29 CFR parts 1, 3, or 5; or

iv. Informing any other person about their rights under the DBA, Related Acts, or 29 CFR parts 1, 3, or 5.

**B. Contract Work Hours and Safety Standards Act (CWHSSA)**

The Agency Head must cause or require the contracting officer to insert the following clauses set forth in 29 CFR 5.5(b)(1), (2), (3), (4), and (5) in full, or (for contracts covered by the Federal Acquisition Regulation) by reference, in any contract in an amount in excess of \$100,000 and subject to the overtime provisions of the Contract Work Hours and Safety Standards Act. These clauses must

be inserted in addition to the clauses required by 29 CFR 5.5(a) or 4.6. As used in this paragraph, the terms “laborers and mechanics” include watchpersons and guards.

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

**2. Violation; liability for unpaid wages; liquidated damages.** In the event of any violation of the clause set forth in 29 CFR 5.5(b)(1) the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages and interest from the date of the underpayment. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchpersons and guards, employed in violation of the clause set forth in 29 CFR 5.5(b)(1), in the sum of \$31 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in 29 CFR 5.5(b)(1).

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

**i. Withholding process** The U.S Department of Housing and Urban Development or the recipient of Federal assistance may, upon its own action, or must, upon written request of an authorized representative of the Department of Labor, withhold or cause to be withheld from the contractor so much of the accrued payments or advances as may be considered necessary to satisfy the liabilities of the prime contractor or any subcontractor for any unpaid wages; monetary relief, including interest; and liquidated damages required by the clauses set forth in 29 CFR 5.5(b) on this contract, any other Federal contract with the same prime contractor, or any other federally assisted contract subject to the Contract Work Hours and Safety Standards Act that is held by the same prime contractor (as defined in 29 CFR 5.2). The necessary funds may be withheld from the contractor under this contract, any other Federal contract with the same prime contractor, or any other federally assisted contract that is subject to the Contract Work Hours and Safety Standards Act and is held by the same prime contractor, regardless of whether the other contract was awarded or assisted by the same agency, and such funds may be used to satisfy the contractor liability for which the funds were withheld.

**ii Priority to withheld funds** The Department has priority to funds withheld or to be withheld in accordance with 29 CFR 5.5(a)(2)(i) or (b)(3)(i), or both, over claims to those funds by:

**A.** A contractor’s surety(ies), including without limitation performance bond sureties and payment bond sureties;

**B.** A contracting agency for its procurement costs;

**C.** A trustee(s) (either a court-appointed trustee or a U.S. trustee, or both) in bankruptcy of a contractor, or a contractor’s bankruptcy estate;

**D.** A contractor’s assignee(s);

**E.** A contractor’s successor(s); or

**F.** A claim asserted under the Prompt Payment Act, 31 U.S.C. 3901-3907.

**4. Subcontracts.** The contractor or subcontractor must insert in any subcontracts the clauses set forth in 29 CFR 5.5(b)(1) through (5) and a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor is responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in 29 CFR 5.5(b)(1) through (5). In the event of any violations of these clauses, the prime contractor and any subcontractor(s) responsible will be liable for any unpaid wages and monetary relief, including interest from the date of the underpayment or loss,

due to any workers of lower-tier subcontractors, and associated liquidated damages and may be subject to debarment, as appropriate.

- 5 Anti-retaliation** It is unlawful for any person to discharge, demote, intimidate, threaten, restrain, coerce, blacklist, harass, or in any other manner discriminate against, or to cause any person to discharge, demote, intimidate, threaten, restrain, coerce, blacklist, harass, or in any other manner discriminate against, any worker or job applicant for:
- i. Notifying any contractor of any conduct which the worker reasonably believes constitutes a violation of the Contract Work Hours and Safety Standards Act (CWHSSA) or its implementing regulations in 29 CFR part 5;
  - ii. Filing any complaint, initiating or causing to be initiated any proceeding, or otherwise asserting or seeking to assert on behalf of themselves or others any right or protection under CWHSSA or 29 CFR part 5;
  - iii. Cooperating in any investigation or other compliance action, or testifying in any proceeding under CWHSSA or 29 CFR part 5; or
  - iv. Informing any other person about their rights under CWHSSA or 29 CFR part 5.
- C. CWHSSA required records clause** In addition to the clauses contained in 29 CFR 5.5(b), in any contract subject only to the Contract Work Hours and Safety Standards Act and not to any of the other laws referenced by 29 CFR 5.1, the Agency Head must cause or require the contracting officer to insert a clause requiring that the contractor or subcontractor must maintain regular payrolls and other basic records during the course of the work and must preserve them for a period of 3 years after all the work on the prime contract is completed for all laborers and mechanics, including guards and watchpersons, working on the contract. Such records must contain the name; last known address, telephone number, and email address; and social security number of each such worker; each worker's correct classification(s) of work actually performed; hourly rates of wages paid; daily and weekly number of hours actually worked; deductions made and actual wages paid. Further, the Agency Head must cause or require the contracting officer to insert in any such contract a clause providing that the records to be maintained under this paragraph must be made available by the contractor or subcontractor for inspection, copying, or transcription by authorized representatives of the (write the name of agency) and the Department of Labor, and the contractor or subcontractor will permit such representatives to interview workers during working hours on the job.
- D. Incorporation of contract clauses and wage determinations by reference** Although agencies are required to insert the contract clauses set forth in this section, along with appropriate wage determinations, in full into covered contracts, and contractors and subcontractors are required to insert them in any lower-tier subcontracts, the incorporation by reference of the required contract clauses and appropriate wage determinations will be given the same force and effect as if they were inserted in full text.
- E. Incorporation by operation of law** The contract clauses set forth in this section (or their equivalent under the Federal Acquisition Regulation), along with the correct wage determinations, will be considered to be a part of every prime contract required by the applicable statutes referenced by 29 CFR 5.1 to include such clauses, and will be effective by operation of law, whether or not they are included or incorporated by reference into such contract, unless the Administrator grants a variance, tolerance, or exemption from the application of this paragraph. Where the clauses and applicable wage determinations are effective by operation of law under this paragraph, the prime contractor must be compensated for any resulting increase in wages in accordance with applicable law.

## **F. HEALTH AND SAFETY**

The provisions of this paragraph (F) are applicable where the amount of the prime contract exceeds **\$100,000**.

1. No laborer or mechanic shall be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous to his or her health and safety, as determined under construction safety and health standards promulgated by the Secretary of Labor by regulation.
2. The contractor shall comply with all regulations issued by the Secretary of Labor pursuant to 29 CFR Part 1926 and failure to comply may result in imposition of sanctions pursuant to the Contract Work Hours and Safety Standards Act, (Public Law 91-54, 83 Stat 96), 40 U.S.C. § 3701 et seq.
3. The contractor shall include the provisions of this paragraph in every subcontract, so that such provisions will be binding on each subcontractor. The contractor shall take such action with respect to any subcontractor as the Secretary of Housing and Urban Development or the Secretary of Labor shall direct as a means of enforcing such provisions.

"General Decision Number: HI20240001 01/19/2024

Superseded General Decision Number: HI20230001

State: Hawaii

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

Counties: Hawaii Statewide.

BUILDING CONSTRUCTION PROJECTS; RESIDENTIAL CONSTRUCTION PROJECTS (consisting of single family homes and apartments up to and including 4 stories); HEAVY AND HIGHWAY CONSTRUCTION PROJECTS AND DREDGING

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

<p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<ul style="list-style-type: none"> <li>. Executive Order 14026 generally applies to the contract.</li> <li>. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.</li> </ul>
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<ul style="list-style-type: none"> <li>. Executive Order 13658 generally applies to the contract.</li> <li>. The contractor must pay all covered workers at least \$12.90 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2024.</li> </ul>

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/05/2024
1	01/12/2024
2	01/19/2024

ASBE0132-001 09/03/2023

	Rates	Fringes
Asbestos Workers/Insulator Includes application of all insulating materials, protective coverings, coatings and finishes to all types of mechanical systems. Also the application of firestopping material for wall openings and penetrations in walls, floors, ceilings and curtain walls.....	\$ 44.80	27.50

BOIL0627-005 01/01/2021

	Rates	Fringes
BOILERMAKER.....	\$ 37.25	31.25

BRHI0001-001 09/05/2023

	Rates	Fringes
BRICKLAYER Bricklayers and Stonemasons.....	\$ 48.03	32.38
Pointers, Caulkers and Weatherproofers.....	\$ 48.28	32.38

BRHI0001-002 09/05/2023

	Rates	Fringes
Tile, Marble & Terrazzo Worker Terrazzo Base Grinders.....	\$ 44.69	33.95
Terrazzo Floor Grinders and Tenders.....	\$ 43.14	33.95
Tile, Marble and Terrazzo Workers.....	\$ 46.50	33.95

CARP0745-001 10/01/2021

	Rates	Fringes
Carpenters: Carpenters; Hardwood Floor Layers; Patent Scaffold Erectors (14 ft. and over); Piledrivers; Pneumatic Nailers; Wood Shinglers and Transit and/or Layout Man.....	\$ 51.25	24.84
Millwrights and Machine Erectors.....	\$ 51.50	24.84
Power Saw Operators (2		

h.p. and over).....\$ 51.40 24.84

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CARP0745-002 09/04/2023

Rates Fringes

Drywall and Acoustical  
Workers and Lathers.....\$ 53.00 27.74

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ELEC1186-001 08/22/2023

Rates Fringes

Electricians:  
Cable Splicers.....\$ 61.64 31.91  
Electricians.....\$ 54.55 31.70  
Telecommunication worker...\$ 38.00 14.84

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ELEC1186-002 08/22/2023

Rates Fringes

Line Construction:  
Cable Splicers.....\$ 61.64 31.91  
Groundmen/Truck Drivers.....\$ 40.91 26.03  
Heavy Equipment Operators...\$ 49.10 29.37  
Linemen.....\$ 54.55 31.70  
Telecommunication worker...\$ 38.00 14.84

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ELEV0126-001 01/01/2023

Rates Fringes

ELEVATOR MECHANIC.....\$ 68.08 37.335+a+b

a. VACATION: Employer contributes 8% of basic hourly rate for 5 years service and 6% of basic hourly rate for 6 months to 5 years service as vacation pay credit.

b. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the Friday after Thanksgiving Day and Christmas Day.

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ENGI0003-002 09/03/2018

Rates Fringes

Diver (Aqua Lung) (Scuba)  
Diver (Aqua Lung) (Scuba)  
(over a depth of 30 feet)...\$ 66.00 31.26  
Diver (Aqua Lung) (Scuba)  
(up to a depth of 30 feet)..\$ 56.63 31.26  
Stand-by Diver (Aqua Lung)  
(Scuba).....\$ 47.25 31.26  
Diver (Other than Aqua Lung)  
Diver (Other than Aqua  
Lung).....\$ 66.00 31.26  
Diver Tender (Other than  
Aqua Lung).....\$ 44.22 31.26  
Stand-by Diver (Other than  
Aqua Lung).....\$ 47.25 31.26  
Helicopter Work  
Airborne Hoist Operator  
for Helicopter.....\$ 45.80 31.26

Co-Pilot of Helicopter.....	\$ 45.98	31.26
Pilot of Helicopter.....	\$ 46.11	31.26
Power equipment operator - tunnel work		
GROUP 1.....	\$ 42.24	31.26
GROUP 2.....	\$ 42.35	31.26
GROUP 3.....	\$ 42.52	31.26
GROUP 4.....	\$ 42.79	31.26
GROUP 5.....	\$ 43.10	31.26
GROUP 6.....	\$ 43.75	31.26
GROUP 7.....	\$ 44.07	31.26
GROUP 8.....	\$ 44.18	31.26
GROUP 9.....	\$ 44.29	31.26
GROUP 9A.....	\$ 44.52	31.26
GROUP 10.....	\$ 44.58	31.26
GROUP 10A.....	\$ 44.73	31.26
GROUP 11.....	\$ 44.88	31.26
GROUP 12.....	\$ 45.24	31.26
GROUP 12A.....	\$ 45.60	31.26
Power equipment operators:		
GROUP 1.....	\$ 41.94	31.26
GROUP 2.....	\$ 42.05	31.26
GROUP 3.....	\$ 42.22	31.26
GROUP 4.....	\$ 42.49	31.26
GROUP 5.....	\$ 42.80	31.26
GROUP 6.....	\$ 43.45	31.26
GROUP 7.....	\$ 43.77	31.26
GROUP 8.....	\$ 43.88	31.26
GROUP 9.....	\$ 43.99	31.26
GROUP 9A.....	\$ 44.22	31.26
GROUP 10.....	\$ 44.28	31.26
GROUP 10A.....	\$ 44.43	31.26
GROUP 11.....	\$ 44.58	31.26
GROUP 12.....	\$ 44.94	31.26
GROUP 12A.....	\$ 45.30	31.26
GROUP 13.....	\$ 42.22	31.26
GROUP 13A.....	\$ 42.49	31.26
GROUP 13B.....	\$ 42.80	31.26
GROUP 13C.....	\$ 43.45	31.26
GROUP 13D.....	\$ 43.77	31.26
GROUP 13E.....	\$ 43.88	31.26

#### POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Fork Lift (up to and including 10 tons); Partsman (heavy duty repair shop parts room when needed).

GROUP 2: Conveyor Operator (Handling building material); Hydraulic Monitor; Mixer Box Operator (Concrete Plant).

GROUP 3: Brakeman; Deckhand; Fireman; Oiler; Oiler/Gradechecker; Signalmán; Switchman; Highline Cableway Signalmán; Bargeman; Bunkerman; Concrete Curing Machine (self-propelled, automatically applied unit on streets, highways, airports and canals); Leveeman; Roller (5 tons and under); Tugger Hoist.

GROUP 4: Boom Truck or dual purpose "A" Frame Truck (5 tons or less); Concrete Placing Boom (Building Construction); Dinky Operator; Elevator Operator; Hoist and/or Winch (one drum); Straddle Truck (Ross Carrier, Hyster and similar).

GROUP 5: Asphalt Plant Fireman; Compressors, Pumps, Generators and Welding Machines ("Bank" of 9 or more, individually or collectively); Concrete Pumps or Pumpcrete

Guns; Lubrication and Service Engineer (Grease Rack); Screedman.

GROUP 6: Boom Truck or Dual Purpose "A" Frame Truck (over 5 tons); Combination Loader/Backhoe (up to and including 3/4 cu. yd.); Concrete Batch Plants (wet or dry); Concrete Cutter, Groover and/or Grinder (self-propelled unit on streets, highways, airports, and canals); Conveyor or Concrete Pump (Truck or Equipment Mounted); Drilling Machinery (not to apply to waterliners, wagon drills or jack hammers); Fork Lift (over 10 tons); Loader (up to and including 3 and 1/2 cu. yds); Lull High Lift (under 40 feet); Lubrication and Service Engineer (Mobile); Maginnis Internal Full Slab Vibrator (on airports, highways, canals and warehouses); Man or Material Hoist; Mechanical Concrete Finisher (Large Clary, Johnson Bidwell, Bridge Deck and similar); Mobile Truck Crane Driver; Portable Shotblast Concrete Cleaning Machine; Portable Boring Machine (under streets, highways, etc.); Portable Crusher; Power Jumbo Operator (setting slip forms, etc., in tunnels); Rollers (over 5 tons); Self-propelled Compactor (single engine); Self-propelled Pavement Breaker; Skidsteer Loader with attachments; Slip Form Pumps (Power driven by hydraulic, electric, air, gas, etc., lifting device for concrete forms); Small Rubber Tired Tractors; Trencher (up to and including 6 feet); Underbridge Personnel Aerial Platform (50 feet of platform or less).

GROUP 7: Crusher Plant Engineer, Dozer (D-4, Case 450, John Deere 450, and similar); Dual Drum Mixer, Extend Lift; Hoist and/or Winch (2 drums); Loader (over 3 and 1/2 cu. yds. up to and including 6 yards.); Mechanical Finisher or Spreader Machine (asphalt), (Barber Greene and similar) (Screedman required); Mine or Shaft Hoist; Mobile Concrete Mixer (over 5 tons); Pipe Bending Machine (pipelines only); Pipe Cleaning Machine (tractor propelled and supported); Pipe Wrapping Machine (tractor propelled and supported); Roller Operator (Asphalt); Self-Propelled Elevating Grade Plane; Slusher Operator; Tractor (with boom) (D-6, or similar); Trencher (over 6 feet and less than 200 h.p.); Water Tanker (pulled by Euclids, T-Pulls, DW-10, 20 or 21, or similar); Winchman (Stern Winch on Dredge).

GROUP 8: Asphalt Plant Operator; Barge Mate (Seagoing); Cast-in-Place Pipe Laying Machine; Concrete Batch Plant (multiple units); Conveyor Operator (tunnel); Deckmate; Dozer (D-6 and similar); Finishing Machine Operator (airports and highways); Gradesetter; Kolman Loader (and similar); Mucking Machine (Crawler-type); Mucking Machine (Conveyor-type); No-Joint Pipe Laying Machine; Portable Crushing and Screening Plant; Power Blade Operator (under 12); Saurman Type Dragline (up to and including 5 yds.); Stationary Pipe Wrapping, Cleaning and Bending Machine; Surface Heater and Planer Operator, Tractor (D-6 and similar); Tri-Batch Paver; Tunnel Badger; Tunnel Mole and/or Boring Machine Operator Underbridge Personnel Aerial Platform (over 50 feet of platform).

GROUP 9: Combination Mixer and Compressor (gunite); Do-Mor Loader and Adams Elegrader; Dozer (D-7 or equal); Wheel and/or Ladder Trencher (over 6 feet and 200 to 749 h.p.).

GROUP 9A: Dozer (D-8 and similar); Gradesetter (when required by the Contractor to work from drawings, plans or specifications without the direct supervision of a foreman

or superintendent); Push Cat; Scrapers (up to and including 20 cu. yds); Self-propelled Compactor with Dozer; Self-Propelled, Rubber-Tired Earthmoving Equipment (up to and including 20 cu. yds) (621 Band and similar); Sheep's Foot; Tractor (D-8 and similar); Tractors with boom (larger than D-6, and similar).

GROUP 10: Chicago Boom; Cold Planers; Heavy Duty Repairman or Welder; Hoist and/or Winch (3 drums); Hydraulic Skooper (Koehring and similar); Loader (over 6 cu. yds. up to and including 12 cu. yds.); Saurman type Dragline (over 5 cu. yds.); Self-propelled, rubber-tired Earthmoving Equipment (over 20 cu. yds. up to and including 31 cu. yds.) (637D and similar); Soil Stabilizer (P & H or equal); Sub-Grader (Gurries or other automatic type); Tractors (D-9 or equivalent, all attachments); Tractor (Tandem Scraper); Watch Engineer.

GROUP 10A: Boat Operator; Cable-operated Crawler Crane (up to and including 25 tons); Cable-operated Power Shovel, Clamshell, Dragline and Backhoe (up to and including 1 cu. yd.); Dozer D9-L; Dozer (D-10, HD41 and similar) (all attachments); Gradall (up to and including 1 cu. yd.); Hydraulic Backhoe (over 3/4 cu. yds. up to and including 2 cu. yds.); Mobile Truck Crane Operator (up to and including 25 tons) (Mobile Truck Crane Driver Required); Self-propelled Boom Type Lifting Device (Center Mount) (up to and including 25 tons) (Grove, Drott, P&H, Pettibone and similar; Trencher (over 6 feet and 750 h.p. or more); Watch Engineer (steam or electric).

GROUP 11: Automatic Slip Form Paver (concrete or asphalt); Band Wagon (in conjunction with Wheel Excavator); Cable-operated Crawler Cranes (over 25 tons but less than 50 tons); Cable-operated Power Shovel, Clamshell, Dragline and Backhoe (over 1 cu. yd. up to 7 cu. yds.); Gradall (over 1 cu. yds. up to 7 cu. yds.); DW-10, 20, etc. (Tandem); Earthmoving Machines (multiple propulsion power units and 2 or more Scrapers) (up to and including 35 cu. yds., "" struck"" m.r.c.); Highline Cableway; Hydraulic Backhoe (over 2 cu. yds. up to and including 4 cu. yds.); Leverman; Lift Slab Machine; Loader (over 12 cu. yds); Master Boat Operator; Mobile Truck Crane Operator (over 25 tons but less than 50 tons); (Mobile Truck Crane Driver required); Pre-stress Wire Wrapping Machine; Self-propelled Boom-type Lifting Device (Center Mount) (over 25 tons m.r.c); Self-propelled Compactor (with multiple-propulsion power units); Single Engine Rubber Tired Earthmoving Machine (with Tandem Scraper); Tandem Cats; Trencher (pulling attached shield).

GROUP 12: Clamshell or Dipper Operator; Derricks; Drill Rigs; Multi-Propulsion Earthmoving Machines (2 or more Scrapers) (over 35 cu. yds ""struck""m.r.c.); Operators (Derricks, Piledrivers and Cranes); Power Shovels and Draglines (7 cu. yds. m.r.c. and over); Self-propelled rubber-tired Earthmoving equipment (over 31 cu. yds.) (657B and similar); Wheel Excavator (up to and including 750 cu. yds. per hour); Wheel Excavator (over 750 cu. yds. per hour).

GROUP 12A: Dozer (D-11 or similar or larger); Hydraulic Excavators (over 4 cu. yds.); Lifting cranes (50 tons and over); Pioneering Dozer/Backhoe (initial clearing and excavation for the purpose of providing access for other equipment where the terrain worked involves 1-to-1 slopes

that are 50 feet in height or depth, the scope of this work does not include normal clearing and grubbing on usual hilly terrain nor the excavation work once the access is provided); Power Blade Operator (Cat 12 or equivalent or over); Straddle Lifts (over 50 tons); Tower Crane, Mobile; Traveling Truss Cranes; Universal, Liebherr, Linden, and similar types of Tower Cranes (in the erection, dismantling, and moving of equipment there shall be an additional Operating Engineer or Heavy Duty Repairman); Yo-Yo Cat or Dozer.

GROUP 13: Truck Driver (Utility, Flatbed, etc.)

GROUP 13A: Dump Truck, 8 cu.yds. and under (water level); Water Truck (up to and including 2,000 gallons).

GROUP 13B: Water Truck (over 2,000 gallons); Tandem Dump Truck, over 8 cu. yds. (water level).

GROUP 13C: Truck Driver (Semi-trailer. Rock Cans, Semi-Dump or Roll-Offs).

GROUP 13D: Truck Driver (Slip-In or Pup).

GROUP 13E: End Dumps, Unlicensed (Euclid, Mack, Caterpillar or similar); Tractor Trailer (Hauling Equipment); Tandem Trucks hooked up to Trailer (Hauling Equipment)

BOOMS AND/OR LEADS (HOURLY PREMIUMS):

The Operator of a crane (under 50 tons) with a boom of 80 feet or more (including jib), or of a crane (under 50 tons) with leads of 100 feet or more, shall receive a per hour premium for each hour worked on said crane (under 50 tons) in accordance with the following schedule:

Booms of 80 feet up to but not including 130 feet 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

The Operator of a crane (50 tons and over) with a boom of 180 feet or more (including jib) shall receive a per hour premium for each hour worked on said crane (50 tons and over) in accordance with the following schedule:

Booms of 180 feet up to and including 250 feet	1.25
Booms over 250 feet	1.75

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ENGI0003-004 09/04/2017

	Rates	Fringes
Dredging: (Boat Operators)		
Boat Deckhand.....	\$ 41.22	30.93
Boat Operator.....	\$ 43.43	30.93
Master Boat Operator.....	\$ 43.58	30.93

Dredging: (Clamshell or Dipper Dredging)

GROUP 1.....	\$ 43.94	30.93
GROUP 2.....	\$ 43.28	30.93
GROUP 3.....	\$ 42.88	30.93
GROUP 4.....	\$ 41.22	30.93

Dredging: (Derricks)

GROUP 1.....	\$ 43.94	30.93
GROUP 2.....	\$ 43.28	30.93
GROUP 3.....	\$ 42.88	30.93
GROUP 4.....	\$ 41.22	30.93

Dredging: (Hydraulic Suction Dredges)

GROUP 1.....	\$ 43.58	30.93
GROUP 2.....	\$ 43.43	30.93
GROUP 3.....	\$ 43.28	30.93
GROUP 4.....	\$ 43.22	30.93
GROUP 5.....	\$ 37.88	26.76
Group 5.....	\$ 42.88	30.93
GROUP 6.....	\$ 37.77	26.76
Group 6.....	\$ 42.77	30.93
GROUP 7.....	\$ 36.22	26.76
Group 7.....	\$ 41.22	30.93

CLAMSHELL OR DIPPER DREDGING CLASSIFICATIONS

- GROUP 1: Clamshell or Dipper Operator.
- GROUP 2: Mechanic or Welder; Watch Engineer.
- GROUP 3: Barge Mate; Deckmate.
- GROUP 4: Bargeman; Deckhand; Fireman; Oiler.

HYDRAULIC SUCTION DREDGING CLASSIFICATIONS

- GROUP 1: Leverman.
- GROUP 2: Watch Engineer (steam or electric).
- GROUP 3: Mechanic or Welder.
- GROUP 4: Dozer Operator.
- GROUP 5: Deckmate.
- GROUP 6: Winchman (Stern Winch on Dredge)
- GROUP 7: Deckhand (can operate anchor scow under direction of Deckmate); Fireman; Leveeman; Oiler.

DERRICK CLASSIFICATIONS

- GROUP 1: Operators (Derricks, Piledrivers and Cranes).
- GROUP 2: Saurman Type Dragline (over 5 cubic yards).
- GROUP 3: Deckmate; Saurman Type Dragline (up to and including 5 yards).
- GROUP 4: Deckhand, Fireman, Oiler.

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 ENGI0003-044 09/03/2018

Rates Fringes

Power Equipment Operators (PAVING)

Asphalt Concrete Material Transfer.....	\$ 42.92	32.08
Asphalt Plant Operator.....	\$ 43.35	32.08
Asphalt Raker.....	\$ 41.96	32.08
Asphalt Spreader Operator...	\$ 43.44	32.08
Cold Planer.....	\$ 43.75	32.08
Combination Loader/Backhoe (over 3/4 cu.yd.).....	\$ 41.96	32.08

Combination Loader/Backhoe (up to 3/4 cu.yd.).....	\$ 40.98	32.08
Concrete Saws and/or Grinder (self-propelled unit on streets, highways, airports and canals).....	\$ 42.92	32.08
Grader.....	\$ 43.75	32.08
Laborer, Hand Roller.....	\$ 41.46	32.08
Loader (2 1/2 cu. yds. and under).....	\$ 42.92	32.08
Loader (over 2 1/2 cu. yds. to and including 5 cu. yds.).....	\$ 43.24	32.08
Roller Operator (five tons and under).....	\$ 41.69	32.08
Roller Operator (over five tons).....	\$ 43.12	32.08
Screed Person.....	\$ 42.92	32.08
Soil Stabilizer.....	\$ 43.75	32.08

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IRON0625-001 09/01/2023

	Rates	Fringes
Ironworkers:.....	\$ 46.50	39.00
a. Employees will be paid \$.50 per hour more while working in tunnels and coffer dams; \$1.00 per hour more when required to work under or are covered with water (submerged) and when they are required to work on the summit of Mauna Kea, Mauna Loa or Haleakala.		

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LAB00368-001 09/05/2023

	Rates	Fringes
Laborers:		
Driller.....	\$ 41.45	25.06
Final Clean Up.....	\$ 30.85	20.32
Gunite/Shotcrete Operator and High Scaler.....	\$ 41.15	25.06
Laborer I.....	\$ 40.65	25.06
Laborer II.....	\$ 38.05	25.06
Mason Tender/Hod Carrier....	\$ 41.15	25.06
Powderman.....	\$ 41.65	25.06
Window Washer (bosun chair).\$	40.15	25.06

LABORERS CLASSIFICATIONS

Laborer I: Air Blasting run by electric or pneumatic compressor; Asphalt Laborer, Ironer, Raker, Luteman, and Handroller, and all types of Asphalt Spreader Boxes; Asphalt Shoveler; Assembly and Installation of Multiplates, Liner Plates, Rings, Mesh, Mats; Batching Plant (portable and temporary); Boring Machine Operator (under streets and sidewalks); Buggymobile; Burning and Welding; Chainsaw, Faller, Logloader, and Bucker; Compactors (Jackson Jumping Jack and similar); Concrete Bucket Dumpman; Concrete Chipping; Concrete Chuteman/Hoseman (pouring concrete) (the handling of the chute from ready-mix trucks for such jobs as walls, slabs, decks, floors, foundations, footings, curbs, gutters, and sidewalks); Concrete Core Cutter (Walls, Floors, and Ceiling); Concrete Grinding or Sanding; Concrete: Hooking on, signaling, dumping of concrete for treme work over water on caissons, pilings, abutments, etc.; Concrete: Mixing, handling, conveying, pouring,

vibrating, otherwise placing of concrete or aggregates or by any other process; Concrete: Operation of motorized wheelbarrows or buggies or machines of similar character, whether run by gas, diesel, or electric power; Concrete Placement Machine Operator: operation of Somero Hammerhead, Copperheads, or similar machines; Concrete Pump Machine (laying, coupling, uncoupling of all connections and cleaning of equipment); Concrete and/or Asphalt Saw (Walking or Handtype) (cutting walls or flatwork) (scoring old or new concrete and/or asphalt) (cutting for expansion joints) (streets and ways for laying of pipe, cable or conduit for all purposes); Concrete Shovelers/Laborers (Wet or Dry); Concrete Screeding for Rough Strike-Off: Rodding or striking-off, by hand or mechanical means prior to finishing; Concrete Vibrator Operator; Coring Holes: Walls, footings, piers or other obstructions for passage of pipes or conduits for any purpose and the pouring of concrete to secure the hole; Cribbers, Shorer, Lagging, Sheeting, and Trench Jacking and Bracing, Hand-Guided Lagging Hammer Whaling Bracing; Curbing (Concrete and Asphalt); Curing of Concrete (impervious membrane and form oiler) mortar and other materials by any mode or method; Cut Granite Curb Setter (setting, leveling and grouting of all precast concrete or stone curbs); Cutting and Burning Torch (demolition); Dri Pak-It Machine; Environmental Abatement: removal of asbestos, lead, and bio hazardous materials (EPA and/or OSHA certified); Falling, bucking, yarding, loading or burning of all trees or timber on construction site; Forklift (9 ft. and under); Gas, Pneumatic, and Electric tools; Grating and Grill work for drains or other purposes; Green Cutter of concrete or aggregate in any form, by hand, mechanical means, grindstone or air and/or water; Grout: Spreading for any purpose; Guinea Chaser (Grade Checker) for general utility trenches, sitework, and excavation; Headerboard Man (Asphalt or Concrete); Heat Welder of Plastic (Laborers' AGC certified workers) (when work involves waterproofing for waterpools, artificial lakes and reservoir) heat welding for sewer pipes and fusion of HDPE pipes; Heavy Highway Laborer (Rigging, signaling, handling, and installation of pre-cast catch basins, manholes, curbs and gutters); High Pressure Nozzleman - Hydraulic Monitor (over 100# pressure); Jackhammer Operator; Jacking of slip forms: All semi and unskilled work connected therewithin; Laying of all multi-cell conduit or multi-purpose pipe; Magnesite and Mastic Workers (Wet or Dry)(including mixer operator);Mortar Man; Mortar Mixer (Block, Brick, Masonry, and Plastering); Nozzleman (Sandblasting and/or Water Blasting): handling, placing and operation of nozzle; Operation, Manual or Hydraulic jacking of shields and the use of such other mechanical equipment as may be necessary; Pavement Breakers; Paving, curbing and surfacing of streets, ways, courts, under and overpasses, bridges, approaches, slope walls, and all other labor connected therewith; Pilecutters; Pipe Accessment in place, bolting and lining up of sectional metal or other pipe including corrugated pipe; Pipelayer performing all services in the laying and installation of pipe from the point of receiving pipe in the ditch until completion of operation, including any and all forms of tubular material, whether pipe, HDPE, metallic or non-metallic, conduit, and any other stationary-type of tubular device used for conveying of any substance or element, whether water, sewage, solid, gas, air, or other product whatsoever and without regard to the nature of material from which tubular material is fabricated; No-joint pipe and stripping of same,

Pipewrapper, Caulker, Bander, Kettleman, and men applying asphalt, Laykold, treating Creosote and similar-type materials (6-inch) pipe and over); Piping: resurfacing and paving of all ditches in preparation for laying of all pipes; Pipe laying of lateral sewer pipe from main or side sewer to buildings or structure (except Contactor may direct work be done under proper supervision); Pipe laying, leveling and marking of the joint used for main or side sewers and storm sewers; Laying of all clay, terra cotta, ironstone, vitrified concrete, HDPE or other pipe for drainage; Placing and setting of water mains, gas mains and all pipe including removal of skids; Plaster Mortar Mixer/Pump; Pneumatic Impact Wrench; Portable Sawmill Operation: Choker setters, off bearers, and lumber handlers connected with clearing; Posthole Digger (Hand Held, Gas, Air and Electric); Powderman's Tender; Power Broom Sweepers (Small); Preparation and Compaction of roadbeds for railroad track laying, highway construction, and the preparation of trenches, footings, etc., for cross-country transmission by pipelines, electrical transmission or underground lines or cables (by mechanical means); Raising of structure by manual or hydraulic jacks or other methods and resetting of structure in new locations, including all concrete work; Ramming or compaction; Rigging in connection with Laborers' work (except demolition), Signaling (including the use of walkie talkie) Choke Setting, tag line usage; Tagging and Signaling of building materials into high rise units; Riprap, Stonepaver, and Rock Slinger (includes placement of stacked concrete, wet or dry and loading, unloading, signaling, slinging and setting of other similar materials); Rotary Scarifier (including multiple head concrete chipping Scarifier); Salamander Heater, Drying of plaster, concrete mortar or other aggregate; Scaffold Erector Leadman; Scaffolds: (Swing and hanging) including maintenance thereof; Scaler; Septic Tank/Cesspool and Drain Fields Digger and Installer; Shredder/Chipper (tree branches, brush, etc.); Stripping and Setting Forms; Stripping of Forms: Other than panel forms which are to be re-used in their original form, and stripping of forms on all flat arch work; Tampers (Barko, Wacker, and similar type); Tank Scaler and Cleaners; Tarman; Tree Climbers and Trimmers; Trencher (includes hand-held, Davis T-66 and similar type); Trucks (flatbed up to and including 2 1/2 tons when used in connection with on-site Laborers' work; Trucks (Refuse and Garbage Disposal) (from job site to dump); Vibra-Screed (Bull Float in connection with Laborers' work); Well Points, Installation of or any other dewatering system.

Laborer II: Asphalt Plant Laborer; Boring Machine Tender; Bridge Laborer; Burning of all debris (crates, boxes, packaging waste materials); Chainman, Rodmen, and Grade Markers; Cleaning, clearing, grading and/or removal for streets, highways, roadways, aprons, runways, sidewalks, parking areas, airports, approaches, and other similar installations; Cleaning or reconditioning of streets, ways, sewers and waterlines, all maintenance work and work of an unskilled and semi-skilled nature; Concrete Bucket Tender (Groundman) hooking and unhooking of bucket; Concrete Forms; moving, cleaning, oiling and carrying to the next point of erection of all forms; Concrete Products Plant Laborers; Conveyor Tender (conveying of building materials); Crushed Stone Yards and Gravel and Sand Pit Laborers and all other similar plants; Demolition, Wrecking and Salvage Laborers: Wrecking and dismantling of buildings

and all structures, with use of cutting or wrecking tools, breaking away, cleaning and removal of all fixtures, All hooking, unhooking, signaling of materials for salvage or scrap removed by crane or derrick; Digging under streets, roadways, aprons or other paved surfaces; Driller's Tender; Chuck Tender, Outside Nipper; Dry-packing of concrete (plugging and filling of she-bolt holes); Fence and/or Guardrail Erector: Dismantling and/or re-installation of all fence; Finegrader; Firewatcher; Flagman (Coning, preparing, stablishing and removing portable roadway barricade devices); Signal Men on all construction work defined herein, including Traffic Control Signal Men at construction site; General Excavation; Backfilling, Grading and all other labor connected therewith; Digging of trenches, ditches and manholes and the leveling, grading and other preparation prior to laying pipe or conduit for any purpose; Excavations and foundations for buildings, piers, foundations and holes, and all other construction. Preparation of street ways and bridges; General Laborer: Cleaning and Clearing of all debris and surplus material. Clean-up of right-of-way. Clearing and slashing of brush or trees by hand or mechanical cutting. General Clean up: sweeping, cleaning, wash-down, wiping of construction facility and equipment (other than "Light Clean up (Janitorial) Laborer. Garbage and Debris Handlers and Cleaners. Appliance Handling (job site) (after delivery unloading in storage area); Ground and Soil Treatment Work (Pest Control); Gunite/Shotcrete Operator Tender; Junk Yard Laborers (same as Salvage Yard); Laser Beam "Target Man" in connection with Laborers' work; Layout Person for Plastic (when work involves waterproofing for waterponds, artificial lakes and reservoirs); Limbers, Brush Loaders, and Pilers; Loading, Unloading, carrying, distributing and handling of all rods and material for use in reinforcing concrete construction (except when a derrick or outrigger operated by other than hand power is used); Loading, unloading, sorting, stockpiling, handling and distribution of water mains, gas mains and all pipes; Loading and unloading of all materials, fixtures, furnishings and appliances from point of delivery to stockpile to point of installation; hooking and signaling from truck, conveyance or stockpile; Material Yard Laborers; Pipelayer Tender; Pipewrapper, Caulker, Bander, Kettlemen, and men applying asphalt, Laykold, Creosote, and similar-type materials (pipe under 6 inches); Plasterer Laborer; Preparation, construction and maintenance of roadbeds and sub-grade for all paving, including excavation, dumping, and spreading of sub-grade material; Prestressed or precast concrete slabs, walls, or sections: all loading, unloading, stockpiling, hooking on of such slabs, walls or sections; Quarry Laborers; Railroad, Streetcar, and Rail Transit Maintenance and Repair; Roustabout; Rubbish Trucks in connection with Building Construction Projects (excluding clearing, grubbing, and excavating); Salvage Yard: All work connected with cutting, cleaning, storing, stockpiling or handling of materials, all cleanup, removal of debris, burning, back-filling and landscaping of the site; Sandblasting Tender (Pot Tender): Hoses and pots or markers; Scaffolds: Erection, planking and removal of all scaffolds used for support for lathers, plasters, brick layers, masons, and other construction trades crafts; Scaffolds: (Specially designed by carpenters) laborers shall tend said carpenter on erection and dismantling thereof, preparation for foundation or mudsills, maintenance; Scraping of floors; Screeds: Handling of all screeds to be reused; handling,

dismantling and conveyance of screeds; Setting, leveling and securing or bracing of metal or other road forms and expansion joints; Sheet piling/trench shoring (handling and placing of skip sheet or wood plank trench shoring); Ship Scalers; Shipwright Tender; Sign Erector (subdivision traffic, regulatory, and street-name signs); Sloper; Slurry Seal Crews (Mixer Operator, Applicator, Squeegee Man, Shuttle Man, Top Man); Snapping of wall ties and removal of tie rods; Soil Test operations of semi and unskilled labor such as filling sand bags; Stripper (Asphalt, Concrete or other Paved Surfaces); Tool Room Attendant (Job Site); Traffic Delineating Device Applicator; Underpinning, lagging, bracing, propping and shoring, loading, signaling, right-of-way clearance along the route of movement, The clearance of new site, excavation of foundation when moving a house or structure from old site to new site; Utilities employees; Water Man; Waterscape/Hardscape Laborers; Wire Mesh Pulling (all concrete pouring operations); Wrecking, stripping, dismantling and handling concrete forms an false work.

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 LAB00368-002 09/04/2023

	Rates	Fringes
Landscape & Irrigation Laborers		
GROUP 1.....	\$ 27.85	16.45
GROUP 2.....	\$ 28.85	16.45
GROUP 3.....	\$ 22.55	16.45

LABORERS CLASSIFICATIONS

GROUP 1: Installation of non-potable permanent or temporary irrigation water systems performed for the purposes of Landscaping and Irrigation architectural horticultural work; the installation of drinking fountains and permanent or temporary irrigation systems using potable water for Landscaping and Irrigation architectural horticultural purposes only. This work includes (a) the installation of all heads, risers, valves, valve boxes, vacuum breakers (pressure and non-pressure), low voltage electrical lines and, provided such work involves electrical wiring that will carry 24 volts or less, the installation of sensors, master control panels, display boards, junction boxes, conductors, including all other components for controllers, (b) and metallic (copper, brass, galvanized, or similar) pipe, as well as PVC or other plastic pipe including all work incidental thereto, i.e., unloading, handling and distribution of all pipes fittings, tools, materials and equipment, (c) all soldering work in connection with the above whether done by torch, soldering iron, or other means; (d) tie-in to main lines, thrust blocks (both precast and poured in place), pipe hangers and supports incidental to installation of the entire irrigation system, (e) making of pressure tests, start-up testing, flushing, purging, water balancing, placing into operation all irrigation equipment, fixtures and appurtenances installed under this agreement, and (f) the fabrication, replacement, repair and servicing of landscaping and irrigation systems. Operation of hand-held gas, air, electric, or self-powered tools and equipment used in the performance of Landscape and Irrigation work in connection with architectural horticulture; Choke-setting, signaling, and rigging for

equipment operators on job-site in the performance of such Landscaping and Irrigation work; Concrete work (wet or dry) performed in connection with such Landscaping and Irrigation work. This work shall also include the setting of rock, stone, or riprap in connection with such Landscape, Waterscape, Rockscape, and Irrigation work; Grubbing, pick and shovel excavation, and hand rolling or tamping in connection with the performance of such Landscaping and Irrigation work; Sprigging, handseeding, and planting of trees, shrubs, ground covers, and other plantings and the performance of all types of gardening and horticultural work relating to said planting; Operation of flat bed trucks (up to and including 2 1/2 tons).:

GROUP 2. Layout of irrigation and other non-potable irrigation water systems and the layout of drinking fountains and other potable irrigation water systems in connection with such Landscaping and Irrigation work. This includes the layout of all heads, risers, valves, valve boxes, vacuum breakers, low voltage electrical lines, hydraulic and electrical controllers, and metallic (coppers, brass, galvanized, or similar) pipe, as well as PVC or other plastic pipe. This work also includes the reading and interpretation of plans and specifications in connection with the layout of Landscaping, Rockscape, Waterscape, and Irrigation work; Operation of Hydro-Mulching machines (sprayman and driver), Drillers, Trenchers (riding type, Davis T-66, and similar) and fork lifts used in connection with the performance of such Landscaping and Irrigation work; Tree climbers and chain saw tree trimmers, Sporadic operation (when used in connection with Landscaping, Rockscape, Waterscape, and Irrigation work) of Skid-Steer Loaders (Bobcat and similar), Cranes (Bantam, Grove, and similar), Hoptos, Backhoes, Loaders, Rollers, and Dozers (Case, John Deere, and similar), Water Trucks, Trucks requiring a State of Hawaii Public Utilities Commission Type 5 and/or type 7 license, sit-down type and ""gang"" mowers, and other self-propelled, sit-down operated machines not listed under Landscape & Irrigation Maintenance Laborer; Chemical spraying using self-propelled power spraying equipment (200 gallon capacity or more).

GROUP 3: Maintenance of trees, shrubs, ground covers, lawns and other planted areas, including the replanting of trees, shrubs, ground covers, and other plantings that did not ""take"" or which are damaged; provided, however, that re-planting that requires the use of equipment, machinery, or power tools shall be paid for at the rate of pay specified under Landscape and Irrigation Laborer, Group 1; Raking, mowing, trimming, and runing, including the use of ""weed eaters"", hedge trimmers, vacuums, blowers, and other hand-held gas, air, electric, or self-powered tools, and the operation of lawn mowers (Note: The operation of sit-down type and ""gang"" mowers shall be paid for at the rate of pay specified under Landscape & Irrigation Laborer, Group 2); Guywiring, staking, propping, and supporting trees; Fertilizing, Chemical spraying using spray equipment with less than 200 gallon capacity, Maintaining irrigation and sprinkler systems, including the staking, clamping, and adjustment of risers, and the adjustment and/or replacement of sprinkler heads, (Note: the cleaning and gluing of pipe and fittings shall be paid for at the rate of pay specified under Landscape & Irrigation Laborer(Group 1); Watering by hand or sprinkler system and the performance of other types

of gardening, yardman, and horticultural-related work.

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LAB00368-003 09/05/2023

	Rates	Fringes
Underground Laborer		
GROUP 1.....	\$ 41.25	24.96
GROUP 2.....	\$ 42.75	24.96
GROUP 3.....	\$ 43.25	24.96
GROUP 4.....	\$ 44.25	24.96
GROUP 5.....	\$ 44.50	24.96
GROUP 6.....	\$ 44.60	24.96
GROUP 7.....	\$ 44.85	24.96

GROUP 1: Watchmen; Change House Attendant.

GROUP 2: Swamper; Brakeman; Bull Gang-Muckers, Trackmen; Dumpmen (any method); Concrete Crew (includes rodding and spreading); Grout Crew; Reboundmen

GROUP 3: Chucktenders and Cabletenders; Powderman (Prime House); Vibratorman, Pavement Breakers

GROUP 4: Miners - Tunnel (including top and bottom man on shaft and raise work); Timberman, Retimberman (wood or steel or substitute materials thereof); Blasters, Drillers, Powderman (in heading); Microtunnel Laborer; Headman; Cherry Pickerman (where car is lifted); Nipper; Grout Gunmen; Grout Pumpman & Potman; Gunite, Shotcrete Gunmen & Potmen; Concrete Finisher (in tunnel); Concrete Screed Man; Bit Grinder; Steel Form Raisers & Setters; High Pressure Nozzlemans; Nozzlemans (on slick line); Sandblaster-Potman (combination work assignment interchangeable); Tugger

GROUP 5: Shaft Work & Raise (below actual or excavated ground level); Diamond Driller; Gunite or Shotcrete Nozzlemans; Rodman; Groundman

GROUP 6: Shifter

GROUP 7: Shifter (Shaft Work & Raiser)

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\* PAIN1791-001 01/01/2024

	Rates	Fringes
Painters:		
Brush.....	\$ 40.50	29.78
Sandblaster; Spray.....	\$ 41.65	30.05

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PAIN1889-001 07/01/2023

	Rates	Fringes
Glaziers.....	\$ 44.00	38.37

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PAIN1926-001 03/05/2023

	Rates	Fringes
Soft Floor Layers.....	\$ 39.77	33.80

\* PAIN1944-001 01/07/2024

	Rates	Fringes
Taper.....	\$ 45.20	35.45

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PLAS0630-001 09/04/2023

	Rates	Fringes
PLASTERER.....	\$ 46.12	34.53

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PLAS0630-002 09/04/2023

	Rates	Fringes
Cement Masons:		
Cement Masons.....	\$ 44.12	33.63
Trowel Machine Operators....	\$ 44.27	33.63

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\* PLUM0675-001 01/07/2024

	Rates	Fringes
Plumber, Pipefitter, Steamfitter & Sprinkler Fitter...	\$ 52.33	30.40

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ROOF0221-001 11/06/2022

	Rates	Fringes
Roofers (Including Built Up, Composition and Single Ply).....	\$ 43.15	21.21

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SHEE0293-001 03/05/2023

	Rates	Fringes
Sheet metal worker.....	\$ 47.37	31.71

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\* SUHI1997-002 09/15/1997

	Rates	Fringes
Drapery Installer.....	\$ 13.60 **	1.20
FENCE ERECTOR (Chain Link Fence).....	\$ 9.33 **	1.65

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

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\*\* Workers in this classification may be entitled to a higher  
minimum wage under Executive Order 14026 (\$17.20) or 13658  
(\$12.90). Please see the Note at the top of the wage  
determination for more information. Please also note that the  
minimum wage requirements of Executive Order 14026 are not  
currently being enforced as to any contract or subcontract to  
which the states of Texas, Louisiana, or Mississippi, including  
their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave

for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

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

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

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates

the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

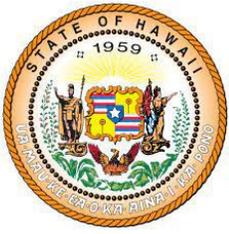
3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"



# STATE OF HAWAI‘I

## Holidays to be observed in 2024 and 2025



### 2024 HAWAI‘I STATE HOLIDAYS

<u>(Hawai‘i Rev. Statutes, Sec. 8-1)</u>	<u>Day Observed in 2024</u>	<u>Official Date Designated in Statute/Constitution</u>
New Year’s Day.....	Jan. 01 Monday.....	The first day in January
Dr. Martin Luther King, Jr. Day.....	Jan. 15 Monday.....	The third Monday in January
Presidents’ Day.....	Feb. 19 Monday.....	The third Monday in February
Prince Jonah Kūhiō Kalaniana‘ole Day.....	Mar. 26 Tuesday.....	The twenty-sixth day in March
Good Friday.....	March 29 Friday.....	The Friday preceding Easter Sunday
Memorial Day.....	May 27 Monday.....	The last Monday in May
King Kamehameha I Day.....	June 11 Tuesday.....	The eleventh day in June
Independence Day.....	July 4 Thursday.....	The fourth day in July
Statehood Day.....	Aug. 16 Friday.....	The third Friday in August
Labor Day.....	Sept. 2 Monday.....	The first Monday in September
General Election Day.....	Nov. 5 Tuesday.....	The first Tuesday in Nov. following the first Monday of even numbered years. <i>(Hawai‘i State Constitution, Article 2 – Section 8)</i>
Veterans’ Day.....	Nov. 11 Monday.....	The eleventh day in November
Thanksgiving.....	Nov. 28 Thursday.....	The fourth Thursday in November
Christmas.....	Dec. 25 Wednesday.....	The twenty-fifth day in December

### 2025 HAWAI‘I STATE HOLIDAYS

<u>(Hawai‘i Rev. Statutes, Sec. 8-1)</u>	<u>Day Observed in 2025</u>	<u>Official Date Designated in Statute/Constitution</u>
New Year’s Day.....	Jan. 01 Wednesday.....	The first day in January
Dr. Martin Luther King, Jr. Day.....	Jan. 20 Monday.....	The third Monday in January
Presidents’ Day.....	Feb. 17 Monday.....	The third Monday in February
Prince Jonah Kūhiō Kalaniana‘ole Day.....	Mar. 26 Wednesday.....	The twenty-sixth day in March
Good Friday.....	April 18 Friday.....	The Friday preceding Easter Sunday
Memorial Day.....	May 26 Monday.....	The last Monday in May
King Kamehameha I Day.....	June 11 Wednesday.....	The eleventh day in June
Independence Day.....	July 4 Friday.....	The fourth day in July
Statehood Day.....	Aug. 15 Friday.....	The third Friday in August
Labor Day.....	Sept. 1 Monday.....	The first Monday in September
Veterans’ Day.....	Nov. 11 Tuesday.....	The eleventh day in November
Thanksgiving.....	Nov. 27 Thursday.....	The fourth Thursday in November
Christmas.....	Dec. 25 Thursday.....	The twenty-fifth day in December

**FOOTNOTES:** For use solely by State government agencies. Federal government and local banking holidays may differ. For State agencies that operate on other than Monday-Friday 7:45 AM to 4:30 PM schedules, also refer to appropriate collective bargaining agreements. **Created by the Department of Human Resources Development 12/29/2023** subject to change.