

WAGE RATES AND FRINGE BENEFITS FOR LABORERS
December 1, 2016 to November 30, 2020

Heavy Construction and Railroad Construction is defined as all heavy and railroad construction work in all Counties within the State of West Virginia, which includes, but is not limited to, constructing, substantially in its entirety, any fixed structures, improvement or modification thereof, addition or repair thereto, including any structure or operation which is an incidental part of a contract thereof including, without limitation, railroad and street railway construction projects, sewers and water mains, retaining walls, viaducts, drainage projects, flood control projects, reclamation projects airports, athletic fields, ball parks reservoirs, water supply projects, water power developments, hydroelectric developments, transmission lines, duct lines, pipelines, locks, dams, dikes, levees, revetments, channels, channel cutoff, intakes, dredging projects, jetties, breakwaters, docks, harbors, roads, bridges, overpasses, underpasses, cloverleaf structures, parking buildings, parking lots, sidewalks, river work, industrial plant sites work, sewage disposal plants, water treatment plants, excavation and disposal of earth and rock, clearing, grading and drainage of sites, work on building project to the foundation of the building, wind towers, communication towers, hazardous and toxic waste removal, abandon mine reclamation, landfills, containment facilities, brown field reclamation projects, asbestos removal, demolition work, nuclear and electromagnetic power reactors, bridges and including the erection, dismantling, operation, maintenance and repair of all equipment, vehicles and other facilities used in connection with or serving the aforementioned work.

Highway Construction is defined as all highway construction work performed in all Counties within the State of West Virginia, which includes highway tunnels, highway and street grading, paving and drainage, culverts, manholes, water and other utility pipelines (when included in the contract), retaining walls, curbs and sidewalks, seeding and landscaping, clearing (when included in the contract), guardrails and fences, and the erection, dismantling, operation, maintenance and repair of all equipment, vehicles and other facilities used in connection with or serving the aforementioned work.

Classifications for Laborers.

Skilled: Skilled Laborer shall include, but not be limited to, the following: Blacksmith, Tunnel Driller, Tunnel Miner and Tunnel Foreman, Laborer Foreman, Mucker Chucker, Reinforcing Bar Handler (structures), Toxic and Hazardous Waste Removal Laborer, Asbestos Abatement Laborer, Lead Based Paint Removal Laborer, Inside Laborer, Powderman, Laser Screed Operator, Cement Specialist, and GPS Operator.

Semi Skilled: Semi-Skilled Laborer shall include, but not be limited to, the following: Pipe Layer (including laser beam set-up), Form Setter (road), Drill Operator, Air Tool Operator, Grade Checker and Asphalt Raker, Vibrator Man, Whacker, Chainsaw Operator, Mortarman, Mason Tender, Blacksmith Helper, Cement Finisher Helper, Drill Helper, Powderman Helper, Waterproofing, Sheeter and Shorer, Placement of Lagging, Bullfloat Man, Pavement Reinforcing Placer, Handyman, Rigging & Signaling, Greencutter, Georgia Power Buggie, Burner/Torch Cutting, Cement Blower Man, Bituminuous Hand Sprayer, Bork 250 Remote Control Ditch Witch and Walk Behind Concrete Saw, Deckhand, Mulcher and Seeder (hand or machine), Fence Erector, Installation of Ground Mounted Post Supports and Signs, Installation of Ground Mounted Beams and Signs including Concrete Footers, Installation of Overhead Sign Supports and Signs including Concrete Footers, Installation of Guardrail and Anchor Assemblies, Tree Trimmer, Labor Operating a Bobcat on non-productive work, Labor Operating a Forklift, Casion Bottom Man, Bush Hammering Laborer, Core Drilling Laborer, and Placement and Mixing of Grout Laborer, and Bridge Demolition Specialist.

General: General Laborer shall include, but not be limited to, the following: Flag Person, Watchman, Traffic Control Maintenance Person, Carpenter's Tender, Pipelayer Helper, Herbicide Sprayer and General Laborer.

WAGE RATE A.

All contracts that require the payment of the Federal Prevailed Wage (Davis-Bacon wage).

WAGE RATE B.

All public contracts with no prevailed wage requirement or where the Union CBA wage did not prevail, and, in both instances, the contract value at the time of bid is greater than \$1,000,000.00.

WAGE RATE C.

All public contracts with no prevailed wage requirement or where the Union CBA wage did not prevail, and, in both instances, the contract value at the time of bid is \$1,000,000.00 or less, and all private contracts.

HIGHWAY WAGE PACKAGE

	WAGE RATE A	WAGE RATE B	WAGE RATE C
SKILLED	\$26.95	\$24.26	\$21.56
SEMI-SKILLED	\$25.92	\$23.33	\$20.94
GENERAL	\$24.86	\$22.37	\$20.09
	Fringe Benefits		
Health & Welfare	\$8.25	\$8.25	\$8.25
Pension	\$5.25	\$5.25	\$5.25
Apprentice Training & Certification Program	\$0.50	No	No
Annuity	\$1.90	No	No
LECET	\$0.15	No	No
WV H/H CIF	<u>\$0.25</u>	<u>No</u>	<u>No</u>
Total Fringes	\$16.30	\$13.50	\$13.50
Total Package			
SKILLED	\$43.25	\$37.76	\$35.06
SEMI-SKILLED	\$42.22	\$36.83	\$34.44
GENERAL	\$41.16	\$35.87	\$33.59

Employee Deductions: The Employer shall upon receiving a signed authorization from his labor Employee, deduct the amount authorized per hour worked for Union dues and forty cents (\$0.40) per hour for the Laborers' Organizing Fund, and remit the same to the West Virginia Laborers' Combined Funds, One Union Square, Charleston, West Virginia 25302.

The Employer agrees to deduct five cents (\$0.05) per hour from the pay of each Employee as a voluntary contribution to LiUNA PAC provided that each such Employee executes or has executed an appropriate voluntary check-off authorization form. The Employer agrees to deduct three cents (\$0.03) per hour from the pay of each Employee as a voluntary contribution to West Virginia Laborers' District Council Political Action Committee provided that each such Employee executes or has executed an appropriate voluntary check-off authorization form.

WAGE RATE A.

All contracts that require the payment of the Federal Prevailed Wage (Davis-Bacon wage).

WAGE RATE B.

All public contracts with no prevailed wage requirement or where the Union CBA wage did not prevail, and, in both instances, the contract value at the time of bid is greater than \$1,000,000.00.

WAGE RATE C.

All public contracts with no prevailed wage requirement or where the Union CBA wage did not prevail, and, in both instances, the contract value at the time of bid is \$1,000,000.00 or less, and all private contracts.

HEAVY WAGE PACKAGE

	WAGE RATE A	WAGE RATE B	WAGE RATE C
SKILLED	\$27.20	\$24.48	\$21.76
SEMI-SKILLED	\$26.17	\$23.55	\$20.94
GENERAL	\$25.11	\$22.60	\$20.09
	Fringe Benefits		
Health & Welfare	\$8.25	\$8.25	\$8.25
Pension	\$5.25	\$5.25	\$5.25
Apprentice Training & Certification Program	\$0.50	No	No
Annuity	\$2.50	No	No
LECET	\$0.15	No	No
WV H/H CIF	<u>\$0.25</u>	<u>No</u>	<u>No</u>
Total Fringes	\$16.90	\$13.50	\$13.50
Total Package			
SKILLED	\$44.10	\$37.98	\$35.26
SEMI-SKILLED	\$43.07	\$37.05	\$34.44
GENERAL	\$42.01	\$36.10	\$33.59

Employee Deductions: The Employer shall upon receiving a signed authorization from his labor Employee, deduct the amount authorized per hour worked for Union dues and forty cents (\$0.40) per hour for the Laborers' Organizing Fund, and remit the same to the West Virginia Laborers' Combined Funds, One Union Square, Charleston, West Virginia 25302.

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