

**MONTANA  
PREVAILING WAGE RATES FOR BUILDING CONSTRUCTION SERVICES 2015**

**Effective: January 2, 2015**

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

**Pam Bucy, Commissioner  
*Department of Labor and Industry***

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

Employment Relations Division  
Montana Department of Labor and Industry  
P. O. Box 201503  
Helena, MT 59620-1503  
Phone 406-444-5600  
TDD 406-444-5549

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

**MONTANA PREVAILING WAGE REQUIREMENTS**

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

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

All Montana Prevailing Wage Rates are available on the internet at [www.mtwagehourbopa.com](http://www.mtwagehourbopa.com) or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

In addition, this publication provides general information concerning compliance with Montana's Prevailing Wage Law and the payment of prevailing wages. For detailed compliance information relating to public works contracts and payment of prevailing wage rates, please consult the regulations on the internet at [www.mtwagehourbopa.com](http://www.mtwagehourbopa.com) or contact the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

PAM BUCY  
Commissioner  
Department of Labor and Industry  
State of Montana

# TABLE OF CONTENTS

## MONTANA PREVAILING WAGE REQUIREMENTS:

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

## WAGE RATES:

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

## **A. Date of Publication**

The rate schedule was published with the Secretary of State on December 24, 2014. It is for use in bid solicitations first made on or after January 2, 2015.

## **B. Definition of Building Construction**

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

The Administrative Rules of Montana (ARM) 24.17.501(2) – 2(a), Public Works Contracts for Construction Services Subject to Prevailing Wage Rates, states: *“Building construction projects generally are the constructions of sheltered enclosures with walk-in access for housing persons, machinery, equipment, or supplies. It includes all construction of such structures, incidental installation of utilities and equipment, both above and below grade level, as well as incidental grading, utilities and paving.”*

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

## **C. Definition of Public Works Contract**

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

## **D. Prevailing Wage Schedule**

This publication covers only Building Construction occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rate schedules for Heavy Construction, Highway Construction, and Nonconstruction Services occupations can be found on the internet at [www.mtwagehourbopa.com](http://www.mtwagehourbopa.com) or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

## **E. Rates to Use for Projects**

Rates to be used on a public works project are those that are in effect at the time the project and bid specifications are advertised.

## **F. Wage Rate Adjustments for Multiyear Contracts**

Section 18-2-417, MCA states:

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

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

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

## G. Fringe Benefits

Section 18-2-412, MCA states:

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

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

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

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

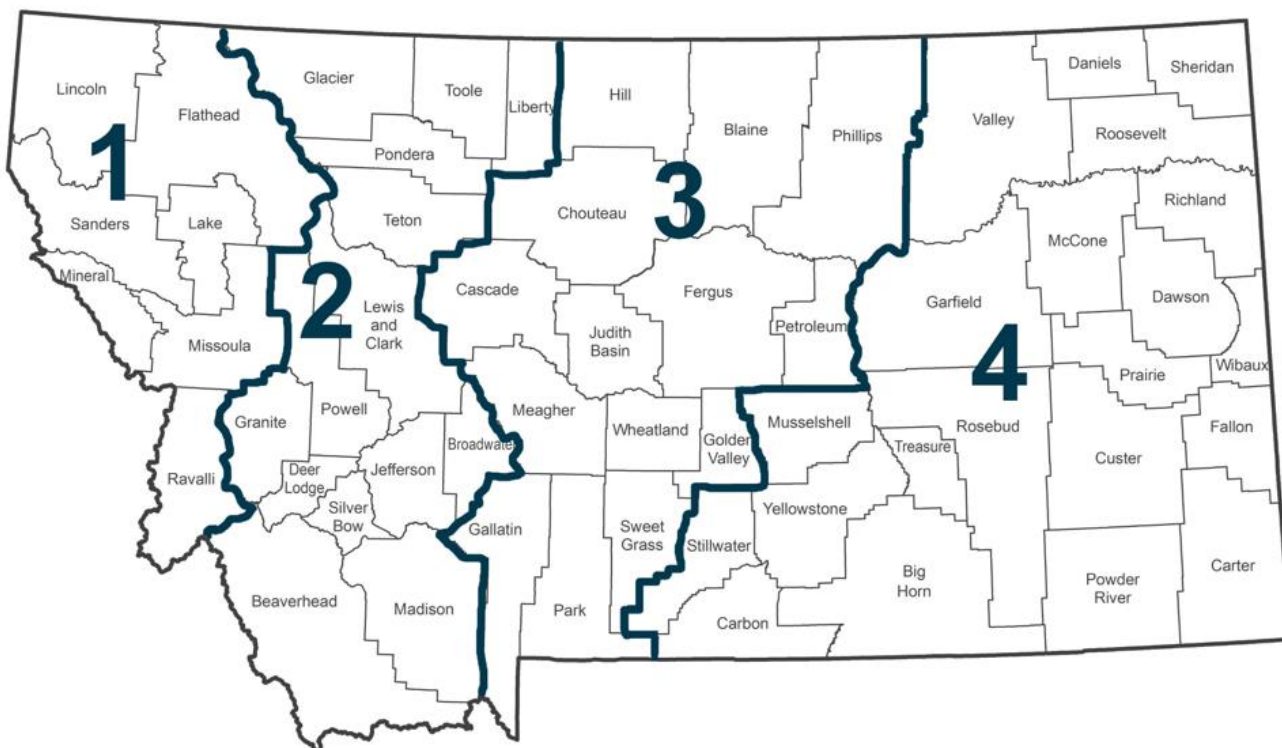
(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income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

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

## H. Prevailing Wage Districts

Montana counties are aggregated into 4 districts for the purpose of prevailing wage. The prevailing wage districts are composed of the following counties:

### Montana Prevailing Wage Districts



**I. Dispatch City**

Dispatch City is the courthouse in the city from the following list which is closest to the center of the job: Billings, Bozeman, Butte, Great Falls, Helena, Kalispell, and Missoula.

**J. Zone Pay**

Zone pay is not travel pay. It is an amount added to the base pay, the combined sum then becomes the new base wage rate to be paid for all hours worked on the project. Zone pay shall be determined by measuring the road miles one direction over the shortest practical maintained route from the dispatch city to the center of the job.

**K. Computing Travel Benefits**

Travel pay, also referred to as travel allowance, shall be paid for travel both to and from the job site, except those with special provisions listed under the classification. The rate is determined by measuring the road miles one direction over the shortest practical maintained route from the dispatch city or the employee's home, whichever is closer, to the center of the job.

**L. Per Diem**

Per Diem typically covers the costs associated with board and lodging expenses. Per diem is paid when an employee is required to work at a location outside the daily commuting distance and is required to stay overnight or longer.

**M. Apprentices**

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

**N. Posting Notice of Prevailing Wages**

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

**O. Employment Preference**

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

**P. Building Construction Occupations Website**

You can find definitions for these occupations on the following Bureau of Labor Statistics website:

[http://www.bls.gov/oes/current/oes\\_stru.htm](http://www.bls.gov/oes/current/oes_stru.htm)

**Q. Welder Rates**

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

**R. Foreman Rates**

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

# WAGE RATES

## BOILERMAKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$30.72	\$29.45
District 2	\$30.00	\$29.45
District 3	\$30.00	\$29.45
District 4	\$30.00	\$29.45

### **Travel:**

#### **All Districts**

0-120 mi. free zone

>120 mi. federal mileage rate/mi. in effect when travel occurs.

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

### **Per Diem:**

#### **All Districts**

0-70 mi. free zone

>70-120 mi. \$55.00/day

>120 mi. \$70.00/day

## BRICK, BLOCK, AND STONE MASONS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$25.74	\$12.47
District 2	\$25.74	\$12.47
District 3	\$25.82	\$12.47
District 4	\$25.10	\$12.25

### **Travel:**

#### **All Districts**

0-45 mi. free zone

>45-60 mi. \$25.00/day

>60-90 mi. \$55.00/day

>90 mi. \$65.00/day

## CARPENTERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$21.50	\$11.57
District 2	\$21.50	\$11.86
District 3	\$21.50	\$11.57
District 4	\$21.50	\$11.57

### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone

>30-50 mi. base pay + \$4.00/hr.

>50 mi. base pay + \$6.00/hr.

### **Duties Include:**

Install roll and batt insulation.

## CEMENT MASONS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.92	\$9.26
District 2	\$21.43	\$9.41
District 3	\$19.52	\$9.26
District 4	\$22.12	\$9.26

### **Zone Pay:**

#### **District 1**

0-30 mi. free zone

>30-60 mi. base pay + \$1.05/hr.

>60 mi. base pay + \$1.50/hr.

#### **Districts 2 - 4**

0-30 mi. free zone

>30-60 mi. base pay + \$2.95/hr.

>60 mi. base pay + \$4.75/hr.

### **Duties Include:**

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

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 1

	<b>Wage</b>	<b>Benefit</b>
District 1	\$24.07	\$11.40
District 2	\$24.07	\$11.40
District 3	\$24.07	\$11.40
District 4	\$24.07	\$11.40

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

**This group includes but is not limited to:**

Air Compressor; Auto Fine Grader; Belt Finishing; Boring Machine (Small); Cement Silo; Crane, A-Frame Truck Crane; Crusher Conveyor; DW-10, 15, and 20 Tractor Roller; Farm Tractor; Forklift; Form Grader; Front-End Loader, under 1 cu. yd; Oiler, Heavy Duty Drills; Herman Nelson Heater; Mucking Machine; Oiler, All Except Cranes/Shovels; Pumpman.

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 2

	<b>Wage</b>	<b>Benefit</b>
District 1	\$25.54	\$11.40
District 2	\$25.54	\$11.40
District 3	\$25.54	\$11.40
District 4	\$25.54	\$11.40

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

**This group includes but is not limited to:**

Air Doctor; Backhoe\Excavator\Shovel, up to and incl. 3 cu. yds; Bit Grinder; Bituminous Paving Travel Plant; Boring Machine, Large; Broom, Self-Propelled; Concrete Travel Batchers; Concrete Float & Spreader; Concrete Bucket Dispatcher; Concrete Finish Machine; Concrete Conveyor; Distributor; Dozer, Rubber-Tired, Push, & Side Boom; Elevating Grader\Gradall; Field Equipment Serviceman; Front-End Loader, 1 cu. yd up to and incl. 5 cu. yds; Grade Setter; Heavy Duty Drills, All Types; Hoist\Tugger, All; Hydralift Forklifts & Similar; Industrial Locomotive; Motor Patrol (except finish); Mountain Skidder; Oiler, Cranes\Shovels; Pavement Breaker, EMSCO; Power Saw, Self-Propelled; Pugmill; Pumpcrete\Grout Machine; Punch Truck; Roller, other than Asphalt; Roller, Sheepsfoot (Self-Propelled); Roller, 25 tons and over; Ross Carrier; Rotomill, under 6 ft; Trenching Machine; Washing /Screening Plant.

### CONSTRUCTION EQUIPMENT OPERATORS GROUP 3

	<b>Wage</b>	<b>Benefit</b>
District 1	\$25.95	\$11.40
District 2	\$25.95	\$11.40
District 3	\$25.95	\$11.40
District 4	\$25.95	\$11.40

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

**This group includes but is not limited to:**

Asphalt Paving Machine; Asphalt Screed;  
Backhoe\Excavator\Shovel, over 3 cu. yds; Cableway  
Highline; Concrete Batch Plant; Concrete Curing  
Machine; Concrete Pump; Cranes, Creter; Cranes,  
Electric Overhead; Cranes, 24 tons and under; Curb  
Machine\Slip Form Paver; Finish Dozer; Front-End  
Loader, over 5 cu. yds; Mechanic\Welder; Pioneer  
Dozer; Roller Asphalt (Breakdown & Finish); Rotomill,  
over 6 ft; Scraper, Single, Twin, or Pulling Belly-Dump;  
YO-YO Cat.

### CONSTRUCTION EQUIPMENT OPERATORS GROUP 4

	<b>Wage</b>	<b>Benefit</b>
District 1	\$26.95	\$11.40
District 2	\$26.95	\$11.40
District 3	\$26.95	\$11.40
District 4	\$26.95	\$11.40

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

**This group includes but is not limited to:**

Asphalt\Hot Plant Operator; Cranes, 25 tons up to and  
incl. 44 tons; Crusher Operator; Finish Motor Patrol;  
Finish Scraper.

### CONSTRUCTION EQUIPMENT OPERATORS GROUP 5

	<b>Wage</b>	<b>Benefit</b>
District 1	\$27.95	\$11.40
District 2	\$27.95	\$11.40
District 3	\$27.95	\$11.40
District 4	\$27.95	\$11.40

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

**This group includes but is not limited to:**

Cranes, 45 tons up to and incl. 74 tons.



## CONSTRUCTION EQUIPMENT OPERATORS GROUP 6

	<b>Wage</b>	<b>Benefit</b>
District 1	\$28.95	\$11.40
District 2	\$28.95	\$11.40
District 3	\$28.95	\$11.40
District 4	\$28.95	\$11.40

**This group includes but is not limited to:**

Cranes, 75 tons up to and incl. 149 tons; Cranes, Whirley (All).

**Zone Pay:**

**All Districts**

0-30 mi. free zone

>30-60 mi. base pay + \$3.50/hr.

>60 mi. base pay + \$5.50/hr.

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 7

	<b>Wage</b>	<b>Benefit</b>
District 1	\$29.95	\$11.40
District 2	\$29.95	\$11.40
District 3	\$29.95	\$11.40
District 4	\$29.95	\$11.40

**This group includes but is not limited to:**

Cranes, 150 tons up to and incl. 250 tons; Cranes, over 250 tons—add \$1.00 for every 100 tons over 250 tons; Crane, Tower (All); Crane Stiff-Leg or Derrick; Helicopter Hoist.

**Zone Pay:**

**All Districts**

0-30 mi. free zone

>30-60 mi. base pay + \$3.50/hr.

>60 mi. base pay + \$5.50/hr.

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

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.08	\$9.10
District 2	\$16.66	\$8.65
District 3	\$18.00	\$7.90
District 4	\$18.00	\$7.17

**Zone Pay:**

**District 1**

0-30 mi. free zone

>30-60 mi. base pay + \$1.50/hr.

>60 mi. base pay + \$2.00/hr.

**District 2**

0-15 mi. free zone

>15-30 mi. base pay + \$0.75/hr.

>30-50 mi. base pay + \$1.50/hr.

>50 mi. base pay + \$2.25/hr.

**Districts 3 & 4**

0-15 mi. free zone

>15-30 mi. base pay + \$0.65/hr.

>30-50 mi. base pay + \$0.85/hr.

>50 mi. base pay + \$1.25/hr.

## CONSTRUCTION LABORERS GROUP 2

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.82	\$8.38
District 2	\$18.86	\$6.53
District 3	\$16.78	\$4.40
District 4	\$18.12	\$4.65

### **This group includes but is not limited to:**

General Labor; Asbestos Removal; Burning Bar; Bucket Man; Carpenter Tender; Caisson Worker; Cement Mason Tender; Cement Handler (dry); Chuck Tender; Choker Setter; Concrete Worker; Curb Machine-lay Down; Crusher and Batch Worker; Heater Tender; Fence Erector; Landscape Laborer; Landscaper; Lawn Sprinkler Installer; Pipe Wrapper; Pot Tender; Powderman Tender; Rail and Truck Loaders and Unloaders; Riprapper; Sign Erection; Guardrail and Jersey Rail; Spike Driver; Stake Jumper; Signalman; Tail Hoseman; Tool Checker and Houseman and Traffic Control Worker.

### **Zone Pay:**

#### **District 1**

0-30 mi. free zone  
>30-60 mi. base pay + \$1.50/hr.  
>60 mi. base pay + \$2.00/hr.

#### **District 2**

0-15 mi. free zone  
>15-30 mi. base pay + \$1.55/hr.  
>30-50 mi. base pay + \$3.10/hr.  
>50 mi. base pay + \$4.65/hr.

#### **Districts 3 & 4**

0-15 mi. free zone  
>15-30 mi. base pay + \$0.65/hr.  
>30-50 mi. base pay + \$0.85/hr.  
>50 mi. base pay + \$1.25/hr.

## CONSTRUCTION LABORERS GROUP 3

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.48	\$9.10
District 2	\$19.58	\$8.65
District 3	\$19.00	\$7.90
District 4	\$19.00	\$7.17

### **This group includes but is not limited to:**

Concrete Vibrator; Dumpman (Grademan); Equipment Handler; Geotextile and Liners; High-Pressure Nozzleman; Jackhammer (Pavement Breaker) Non-Riding Rollers; Pipelayer; Posthole Digger (Power); Power Driven Wheelbarrow; Rigger; Sandblaster; Sod Cutter-Power and Tamper.

### **Zone Pay:**

#### **District 1**

0-30 mi. free zone  
>30-60 mi. base pay + \$1.50/hr.  
>60 mi. base pay + \$2.00/hr.

#### **District 2**

0-15 mi. free zone  
>15-30 mi. base pay + \$0.75/hr.  
>30-50 mi. base pay + \$1.50/hr.  
>50 mi. base pay + \$2.25/hr.

#### **Districts 3 & 4**

0-15 mi. free zone  
>15-30 mi. base pay + \$0.65/hr.  
>30-50 mi. base pay + \$0.85/hr.  
>50 mi. base pay + \$1.25/hr.

## CONSTRUCTION LABORERS GROUP 4

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.74	\$9.10
District 2	\$19.81	\$7.01
District 3	\$20.55	\$6.78
District 4	\$18.55	\$6.97

### **This group includes but is not limited to:**

Hod Carrier\*\*\*; Water Well Laborer; Blaster; Wagon Driller; Asphalt Raker; Cutting Torch; Grade Setter; High-Scaler; Power Saws (Faller & Concrete) Powderman; Rock & Core Drill; Track or Truck Mounted Wagon Drill and Welder incl. Air Arc.

\*\*\*Hod Carriers will receive the same amount of travel and/or subsistence pay as bricklayers when requested to travel.

### **Zone Pay:**

#### **District 1**

0-30 mi. free zone  
>30-60 mi. base pay + \$1.50/hr.  
>60 mi. base pay + \$2.00/hr.

#### **District 2**

0-15 mi. free zone  
>15-30 mi. base pay + \$1.55/hr.  
>30-50 mi. base pay + \$3.10/hr.  
>50 mi. base pay + \$4.65/hr.

#### **District 3**

0-30 mi. free zone  
>30-60 mi. base pay + \$2.95/hr.  
>60 mi. base pay + \$4.70/hr.

#### **District 4**

0-15 mi. free zone  
>15-30 mi. base pay + \$0.65/hr.  
>30-50 mi. base pay + \$0.85/hr.  
>50 mi. base pay + \$1.25/hr.

## DRYWALL APPLICATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$23.81	\$11.57
District 2	\$21.50	\$11.86
District 3	\$21.50	\$11.57
District 4	\$21.50	\$11.57

### **Duties Include:**

Drywall and ceiling tile installation.

### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone  
>30-50 mi. base pay + \$4.00/hr.  
>50 mi. base pay + \$6.00/hr.

## ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL

	<b>Wage</b>	<b>Benefit</b>
District 1	\$26.85	\$10.69
District 2	\$29.06	\$13.13
District 3	\$27.58	\$ 9.92
District 4	\$30.73	\$12.37

### Duties Include:

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

### Travel:

#### District 1

0-10 mi. free zone  
 >10-45 mi. \$0.585/mi. in excess of the free zone.  
 >45 mi. \$65.00/day

#### District 2

0-08 mi. free zone  
 >08-50 mi. federal mileage rate/mi. in effect when travel occurs, in excess of the free zone.  
 >50 mi. \$62.50/day

#### District 3

0-08 mi. free zone  
 >08-50 mi. federal mileage rate/mi. in effect when travel occurs, in excess of the free zone.  
 >50 mi. \$62.50/day

#### District 4

0-18 mi. free zone  
 >18-60 mi. federal mileage rate/mi. in effect when travel occurs and employee uses own vehicle.  
 > 60 mi. \$75.00/day in lieu of any other travel allowance.

### Per Diem:

#### District 3

\$65.00/day  
 \$75.00/day ( In Big Sky)

## ELEVATOR CONSTRUCTORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$47.76	\$32.38
District 2	\$47.76	\$32.38
District 3	\$47.76	\$32.38
District 4	\$47.76	\$32.38

### Travel:

#### All Districts

0-15 mi. free zone  
 >15-25 mi. \$38.28/day  
 >25-35 mi. \$76.56/day  
 >35 mi. \$72.55/day or cost of receipts for hotel and meals, whichever is greater.

## FLOOR LAYERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.00	No Rate Established
District 2	\$19.00	No Rate Established
District 3	\$19.00	No Rate Established
District 4	\$19.00	No Rate Established

### Travel:

#### All Districts

0-120 mi. free zone  
 >120 mi. \$45.00/day

## GLAZIERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.28	\$2.30
District 2	\$17.97	\$1.00
District 3	\$19.69	\$4.52
District 4	\$20.43	\$6.31

### **Per Diem:**

**District 1**  
Motel + \$24.00/day

**Districts 2**  
\$35.00/day

**District 3**  
All meals rooms and gas paid for by employer

**District 4**  
\$100/day

## HEATING AND AIR CONDITIONING

	<b>Wage</b>	<b>Benefit</b>
District 1	\$25.37	\$12.63
District 2	\$24.24	\$14.44
District 3	\$24.61	\$14.44
District 4	\$27.33	\$14.44

### **Duties Include:**

Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work.

### **Travel:**

**All Districts**  
0-51 mi. free zone  
>51mi. \$0.25/mi. in employer vehicle  
\$0.65/mi. in employee vehicle

### **Per Diem:**

**All Districts**  
\$60.00/day

## INSULATION WORKERS-MECHANICAL (HEAT AND FROST)

	<b>Wage</b>	<b>Benefit</b>
District 1	\$32.32	\$17.57
District 2	\$32.32	\$17.57
District 3	\$32.32	\$17.57
District 4	\$32.32	\$17.57

### **Duties Include:**

Insulate pipes, ductwork or other mechanical systems.

### **Travel:**

**All Districts**  
0-30 mi. free zone  
>30-40 mi. \$20.00/day  
>40-50 mi. \$30.00/day  
>50-60 mi. \$40.00/day  
>60 mi. \$45.00/day + \$0.56/mi. if transportation is not provided / \$0.20/mi. if in company vehicle.  
>60 mi. \$77.00/day on jobs requiring an overnight stay + \$0.56/mi. if transportation is not provided / \$0.20/mi. if in company vehicle.

## IRONWORKERS-STRUCTURAL STEEL AND REBAR PLACERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$25.90	\$20.73
District 2	\$26.50	\$19.03
District 3	\$26.50	\$18.84
District 4	\$26.50	\$19.03

### **Duties Include:**

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

### **Travel:**

#### **District 1**

0-45 mi. free zone  
>45-60 mi. \$30.00/day  
>60-100 mi. \$55.00/day  
>100 mi. \$75.00/day

#### **Districts 2 - 4**

0-45 mi. free zone  
>45-85 mi. \$45.00/day  
>85 mi. \$75.00/day

## MILLWRIGHTS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$30.00	\$11.57
District 2	\$30.00	\$11.57
District 3	\$30.00	\$11.57
District 4	\$30.00	\$11.57

### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone  
>30-50 mi. base pay + \$4.00/hr.  
>50 mi. base pay + \$6.00/hr.

## PAINTERS: INCLUDING PAPERHANGER

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.63	\$6.98
District 2	\$24.00	\$4.65
District 3	\$18.73	\$5.52
District 4	\$14.43	\$7.50

### **Travel:**

#### **All Districts**

0-120 mi. free zone  
>120 mi. \$45.00/day

## PILE BUCKS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$27.00	\$11.57
District 2	\$27.00	\$11.57
District 3	\$27.00	\$11.57
District 4	\$27.00	\$11.57

### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone  
>30-50 mi. base pay + \$4.00/hr.  
>50 mi. base pay + \$6.00/hr.

### **Duties Include:**

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

## PLASTERERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.92	\$9.26
District 2	\$21.43	\$9.41
District 3	\$19.52	\$9.26
District 4	\$22.12	\$9.26

### **Zone Pay:**

#### **District 1**

0-30 mi. free zone  
>30-60 mi. base pay + \$1.05/hr.  
>60 mi. base pay + \$1.50/hr.

#### **Districts 2 - 4**

0-30 mi. free zone  
>30-60 mi. base pay + \$2.95/hr.  
>60 mi. base pay + \$4.75/hr.

## PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$26.95	\$13.21
District 2	\$28.17	\$12.88
District 3	\$28.17	\$12.88
District 4	\$29.86	\$15.11

### **Duties Include:**

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

### **Travel:**

#### **District 1**

0-30 mi. free zone  
>30-50 mi. \$20.00/day  
>50-75 mi. \$35.00/day  
>75 mi. \$70.00/day

### **Special Provision:**

If transportation is not provided, an additional \$0.35/mi. is added to the amounts above for travel at the beginning and end of job, not for every mile traveled.

#### **Districts 2 & 3**

0-40 mi. free zone  
>40-80 mi. \$30.00/day  
>80 mi. \$60.00/day  
If employer provides transportation, travel pay will be ½ of the amounts listed above unless the employee stays overnight. If the employee chooses to stay overnight, the employee will receive the full amount of travel listed above even if the employer furnishes transportation.

#### **District 4**

0-70 mi. free zone  
>70 mi. \$0.55/mi. if transportation is not provided.

### **Special Provision:**

If employee travels back and forth from home to job site, the employee will receive compensation for no more than two trips.

### **Per Diem:**

#### **District 4**

\$90.00/day

## ROOFERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$16.99	\$9.97
District 2	\$17.65	\$4.69
District 3	\$17.27	\$3.90
District 4	\$18.02	\$4.15

**Travel:**  
**District 1**  
0-50 mi. free zone  
>50 mi. \$0.30/mi.

**Special Provision:** Travel is paid only one way.

**Districts 2 - 4**  
0-30 mi. free zone  
>30 mi. \$0.25/mi. when using employees vehicle.

**Per Diem:**  
**Districts 2 - 4**  
\$55.00/day or actual expenses (verified with receipts) for board and room provided.

## SHEET METAL WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$25.37	\$12.63
District 2	\$24.24	\$14.44
District 3	\$24.61	\$14.44
District 4	\$27.33	\$14.44

**Duties Include:**

Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work.

**Travel:**  
**All Districts**  
0-51 mi. free zone  
>51mi. \$0.25/mi. in employer vehicle  
\$0.65/mi. in employee vehicle

**Per Diem:**  
**All Districts**  
\$60.00/day

## SPRINKLER FITTERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$30.74	\$18.22
District 2	\$30.74	\$18.22
District 3	\$30.74	\$18.22
District 4	\$28.87	\$10.52

**Travel:**  
**All Districts**  
0-60 mi. free zone  
>60-80 mi. \$16.50/day  
>80-100 mi. \$26.50/day  
>100 mi. \$80.00/day

## TAPERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$20.07	\$7.50
District 2	\$23.14	\$7.50
District 3	\$23.14	\$7.50
District 4	\$23.14	\$7.50

**Travel:**  
**All Districts**  
0-120 mi. free zone  
>120 mi. \$45.00/day



## TEAMSTERS GROUP 2

Wage	Benefit
\$26.06	\$9.16

### This group includes but is not limited to:

Combination Truck and Concrete Mixer and Transit Mixer; Dry Batch Trucks; Distributor Driver; Dumpman; Dump Trucks and similar equipment; Dumpster; Flat Trucks; Lumber Carriers; Lowboys; Pickup; Powder Truck Driver; Power Boom; Serviceman; Service Truck/Fuel Truck/Tireperson; Truck Mechanic; Trucks with Power Equipment; Warehouseman, Partsman, Cardex and Warehouse Expeditor; Water Trucks.

### Zone Pay:

0-25 mi. free zone  
>25-50 mi. base pay + \$2.50/hr.  
>50 mi. base pay + \$3.00/hr.

## TELECOMMUNICATIONS EQUIPMENT INSTALLERS

	Wage	Benefit
District 1	\$20.30	\$8.10
District 2	\$23.06	\$8.36
District 3	\$22.05	\$7.20
District 4	\$24.11	\$7.11

### Duties Include:

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

### Travel:

#### All Districts

The federal mileage rate/mi. in effect when travel occurs if using own vehicle.

### Per Diem:

#### All Districts

Employer pays for meals and lodging up to \$65.00/day. When jobsite is located in Big Sky, West Yellowstone and Gardiner, lodging and meals will be provided by the employer for all actual and reasonable expenses incurred.

## TILE AND MARBLE SETTERS

### No Rate Established

### Duties Include:

Apply hard tile, marble, and wood tile to floors, ceilings, and roof decks