Montana Prevailing Wage Rates
2027 Highway Construction Services

Effective Date: PRELIMINARY – DO NOT USE FOR BIDDING

In accordance with the Montana Code Annotated (MCA) Title 18, Chapter 2, Part 4, and the Administrative Rules of Montana (ARM) Title 24, Chapter 17, Subchapters 1 through 9, the Commissioner of the Montana Department of Labor and Industry has established the prevailing wage rates for Montana public works contracts valued in excess of $25,000.

Employers, contractors, and subcontractors are required to pay, at a minimum, the prevailing wage rates for all public works contracts. This publication includes only **Highway Construction Services** occupations and their applicable hourly base wages, fringe benefits, zone pay, travel allowance, and per diem based on the district in which the work is performed.

Prevailing wage rate publications for Building Construction, Heavy Construction, and Nonconstruction Services are available on the Department's website at: https://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates/.

For additional **detailed guidance** on public works contracts and the payment of prevailing wage rates, please refer to Department's website where you can view the regulations, frequently asked questions, training opportunities, educational videos, and other useful resources at: https://erd.dli.mt.gov/labor-standards/public-contracts-prevailing-wage-law/.

Please consider signing up for our **interested parties list** for updates on prevailing wage laws and other Department topics: https://public.govdelivery.com/accounts/MTDLI/subscriber/new.

You may also **contact** the Department at:

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Montana Department of Labor and Industry
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Helena, MT 59620-1503

(406) 444-6543

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

Sarah Swanson, Commissioner
Montana Department of Labor and Industry

Greg Gianforte, Governor
State of Montana

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Public Works Contracts and Project Requirements

Publication Date

PRELIMINARY – DO NOT USE FOR BIDDING

Public Works Contracts

Section 18-2-401(11)(a), MCA:

"Public works contract" means 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.

Construction Services Project Types

Section 18-2-401(3), MCA:

(a) "Construction services" means work performed by an individual in building construction, heavy construction, highway construction, and remodeling work.

(b) The term does not include:

(i) engineering, superintendence, management, office, or clerical work on a public works contract; or

(ii) consulting contracts, contracts with commercial suppliers for goods and supplies, or contracts with professionals licensed under state law.

Section 18-2-403(6), MCA:

Transportation of goods, supplies, materials, and manufactured or fabricated items to or from the project location is not subject to payment of the standard prevailing rate of wages.

Highway Construction Projects

ARM 24.17.501:

(3) Highway construction projects include, but are not limited to, the construction, alteration, or repair of roads, streets, highways, runways, taxiways, alleys, trails, paths, and parking areas, bridges constructed or repaired in conjunction with highway work, and other similar projects not incidental to building construction or heavy construction.

(a) Work performed in new or reopened pits that produce aggregate, asphalt, concrete or backfill when the pit does not normally sell to the general public that is incidental to the project is considered part of the construction phase.

(b) Highway construction projects include, but are not limited to, alleys, base courses, bituminous treatments, bridle paths, concrete pavement, curbs, excavation and embankment (for road construction), fencing (highway), grade crossing elimination (overpasses or underpasses), guard rails on highways, highway signs, highway bridges (overpasses, underpasses, grade separation), medians, parking areas, resurfacing streets and highways, roadbeds, roadways, runways, shoulders, stabilizing courses, storm sewers incidental to road construction, street paving, surface courses, taxiways, trails, and utility rights-of-way, along with the staging yards located on or off the right-of-way.

Project Classification

ARM 24.17.161:

(1) Public contracting agencies shall not divide a public works project into more than one contract for the purpose of avoiding compliance.

Section 18-2-418, MCA:

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

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

Wage Rates Required in Bid Specifications and Contracts

Section 18-2-422(1), MCA:

All public works contracts and the bid specifications for those contracts must contain a provision stating for each job classification the standard prevailing wage rate, including fringe benefits, that the contractors and employers shall pay during construction of the project.

Applicable Prevailing Wage Rates

ARM 24.17.127(1):

(b) Adopted wage rates are effective until superseded and replaced by a subsequent adoption.
(c) The wage rates applicable to a particular public works project are those in effect at the time the bid specifications are advertised.

Wage Rate Adjustments for Multiyear Contracts

Section 18-2-417, MCA:

(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.

Posting Prevailing Wage Notices

Section 18-2-406, MCA:

The contractor 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.

Employment Preference

Section 18-2-403(1), MCA:

In every public works contract, there must be inserted in the bid specification and the public works contract a provision requiring the contractor to give preference to the employment of bona fide Montana residents [defined under Section 18-2-401(1), MCA] in the performance of the work.

Wage Requirements

Weekly Pay

Section 18-4-423, MCA:

A contractor or a subcontractor shall pay employees receiving an hourly wage on a weekly basis.

Fringe Benefits

Section 18-2-412, MCA:

(1) To fulfill the obligation to pay the standard prevailing rate of wages under 18-2-403, 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.

[Please note employer related liabilities required by law are not creditable as fringe benefits, such as workers' compensation or unemployment insurance premiums, or the employer's portion of state and federal tax withholdings, etc.]

Overtime Calculations

ARM 24.17.326:

(1) Where an employee performs work in one or more classifications which provide for one or more hourly rates of pay, the employee must be paid, in addition to the straight time hourly earnings for all hours worked, a sum determined by multiplying one half the weighted average of the hourly rates by the number of hours worked in excess of 40 per week.

(2) Fringe benefits must be paid for all hours worked, including the overtime hours. When determining the hourly wage rate for overtime purposes, the amount paid for fringe benefits shall be excluded from the computations when determining the overtime rate.

[For access to an instructional video and a weighted overtime calculator spreadsheet, visit our website at: https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/overtime.]

Section 18-2-402(3), MCA:

The standard prevailing rate of wages, including fringe benefits, is the greater of the highest applicable rate of wages in the area for the particular work in question as negotiated under existing and current collective bargaining agreements or the rate determined by the applicable survey under this part.

Apprentices

ARM 24.17.103(3):

"Apprentice" means a worker employed to learn a skilled trade under a written apprenticeship agreement registered with the department or the U.S. Bureau of Apprenticeship and Training.

ARM 24.17.321(2):

Apprentices must be paid at least the percentage of the basic hourly rate required, based on the total time in the craft. If the apprentice performs labor which is subject to a higher wage rate either by contract or by law than that specified in the apprenticeship standards, the higher wage rate shall be paid by the contractor, subcontractor, or employer. In any event, the apprentice is to receive the full amount of the fringe benefits stipulated on the wage decision.

Section 18-2-416(2), MCA:

A recognized, registered apprentice must be paid the percentage of the standard prevailing rate of wages provided for in the apprenticeship standards applicable to that apprentice. The percentage amount applies to wage rates only and not to fringe benefits. The full amount of any applicable fringe benefits must be paid to the apprentice while the apprentice is working on the public works contract.

[To learn more about the Montana Registered Apprenticeship program, you may visit their website at: https://apprenticeship.mt.gov/.]

No Rate Established (NRE)
Where the Department has received insufficient or no survey data to establish a prevailing wage rate, workers can be paid their regular rate of pay for labor specifically performed under that classification. However, certain components of their work may fall under other classifications.

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

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.

Mass Timber Framing Rates
A worker performing mass timber framing work is to be paid the higher total prevailing wage rates established between Carpenter and Structural Iron and Steel Worker classifications.

Dispatch Cities
Section 18-2-411(6), MCA, states, “Dispatch city” means the courthouse in either Billings, Bozeman, Butte, Great Falls, Helena, Kalispell, Miles City, Missoula, or Sidney that is closest to the center of the job and within the same prevailing wage district as the job.

Zone Pay
ARM 24.17.103(25):
“Zone pay” 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 must be determined by measuring the road miles one way over the shortest practical maintained route from the dispatch city to the center of the job.

Travel Pay
ARM 24.17.103(23):
“Travel pay,” also referred to as “travel allowance,” is and must be paid for travel both to and from the job site, except those with special provisions listed under the classification. The rate is determined by measuring the road miles one direction over the shortest practical maintained route from the dispatch city or the employee's home, whichever is closer to the center of the job.

Per Diem
ARM 24.17.103(19):
“Per diem” typically covers costs associated with board and lodging expenses. Per diem is paid when an employee is required to work at a location outside the daily commuting distance and is required to stay at that location overnight or longer.

Federal Davis-Bacon Projects
Contractors and subcontractors performing work on federally funded or federally assisted contracts over $2,000 for the construction, alteration, or repair of public buildings or public works may also be subject to the Davis-Bacon and Related Acts. For more information on these types of projects and the applicable rates of pay, please contact the U.S. Department of Labor at (202) 693-0087 or visit SAM.gov for federal wage determinations.

Recordkeeping Requirements

ARM 24.17.301:

(1) All contractors, subcontractors or employers performing work on public works contracts shall make and maintain for a period of three years from the completion of work upon such public works projects, records necessary to determine whether the prevailing rate of wage and overtime has been or is being paid to employees upon public works projects.

(2) In addition to the certification required by ARM 24.17.307, records necessary to determine whether the prevailing wage rate and overtime wages have been or are being paid must include, but are not limited to, records of:

(a) the name, address, and social security number of each employee;

(b) the work classification or craft of each employee;

(c) the rate or rates of monetary wages and fringe benefits paid to each employee, including:

(i) the amount of payment (if any) for travel expenses;

(ii) the amount of payment (if any) for per diem expenses;

(iii) the amount of payment (if any) for other reimbursed expenses; and

(iv) the fair market value of any other benefits provided to the employee by the employer, such as allowing personal use of a company vehicle by the employee and the value of meals and lodging directly furnished by the employer;

(d) the rate or rates of fringe benefits payments made in lieu of those required to be provided to each employee;

(e) total daily and weekly compensation paid to each employee;

(f) the daily and weekly hours worked by each employee, specified by actual calendar date; and if the employee worked in more than one craft or classification for which different rates were payable, the records shall show the number of hours in each day worked at the different crafts or classifications;

(g) apprenticeship and training agreements and standards;

(h) any deduction, rebates or refunds taken from each employee's total compensation and actual wages paid; and

(i) any payroll and other records pertaining to the employment of employees on a public works project.

(3) When apprentices are employed on a public works project, the records must clearly distinguish them from other employees. The records must also clearly identify the date each apprentice started working on the public works project and must include verification of apprenticeship registration.

(4) When a contractor, subcontractor or employer employs an employee on public works projects and non-public works projects during the same work week and the employee is paid a rate of pay which is less than the prevailing wage rate when working on a non-public works project, the employer must separately record the hours worked on the public works contract projects and those hours worked elsewhere.

[If you wish to use the federal certified payroll form as a template, it is available here: https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/wh347.pdf]

Occupational Classifications and Definitions

You can find definitions for these occupations and additional information on the U.S. Bureau of Labor Statistics website: http://www.bls.gov/oes/current/oes_stru.htm

Boilermakers 9
Brick, Block, and Stone Masons 9
Carpenters 9
Cement Masons and Concrete Finishers 9
Construction Equipment Operators Group 1 9
Construction Equipment Operators Group 2 9
Construction Equipment Operators Group 3 9
Construction Equipment Operators Group 4 9
Construction Equipment Operators Group 5 9
Construction Equipment Operators Group 6 9
Construction Equipment Operators Group 7 10
Construction Laborers Group 1 10
Construction Laborers Group 2 10
Construction Laborers Group 3 10
Construction Laborers Group 4 10
Diver Tenders 10
Divers (Diving) 10
Divers (Standby) 10
Drywall Applicators 10
Electricians: Including Building Automation Control 10
Heating and Air Conditioning 10
Insulation Workers - Mechanical (Heat and Frost) 10
Ironworkers - Reinforcing Iron and Rebar 11
Ironworkers - Structural Iron and Steel 11
Line Construction: Equipment Operator 11
Line Construction: Groundman 11
Line Construction: Lineman 11
Millwrights 11
Painters: Including Paperhangers 11
Pile Bucks 11
Pilot Car Drivers 11
Roofers 11
Sheet Metal Workers 11
Telecommunications Equipment Installers 12
Truck Drivers 12

Boilermakers
Construct, assemble, install, maintain, and repair stationary steam boilers, boiler house auxiliaries, process vessels, pressure vessels, closed vats, and other large vessels or containers that hold liquids and gases.

Brick, Block, and Stone Masons
Masonry workers, also known as masons, use bricks, concrete and concrete blocks, and natural and manmade stones to build walkways, walls, and other structures. Lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances, to construct or repair walls, partitions, arches, sewers, and other structures. Build stone structures, such as piers, walls, and abutments. Lay walks, curbstones, or special types of masonry for vats, tanks, and floors.

Carpenters
Construct, erect, install, or repair: structures and fixtures made of wood and comparable materials, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install overhead doors, cabinets, siding, drywall, batt or roll insulation, plank, strip, end-grain, and parquet flooring. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways.

Cement Masons and Concrete Finishers
Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints.

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

Construction Equipment Operators Group 2
Air Doctor; Backhoe/Excavator/Shovel ≤ 3 cu yds; Bit Grinder; Bituminous Paving Travel Plant; Boring Machine, Large; Broom, Self-Propelled; Concrete Travel Batcher; Concrete Float & Spreader; Concrete Bucket Dispatcher; Concrete Finish Machine; Concrete Conveyor; Distributor; Dozer, Rubber-Tired, Push, & Side Boom; Elevating Grader/Gradall; Field Equipment Serviceman; Front-End Loader ≥ 1 cu yd, ≤ 5 cu yd; Grade Setter; Heavy Duty Drills; Hoist/Tugger; Hydralift Forklifts; Industrial Locomotive; Motor Patrol; 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; Ross Carrier; Rotomill <6 ft; Trenching Machine; Washing/Screening Plant

Construction Equipment Operators Group 3
Asphalt Paving Machine; Asphalt Screed; Backhoe/Excavator/Shovel ≥ 3 cu yds; Cableway Highline; Concrete Batch Plant; Concrete Curing Machine; Concrete Pump; Cranes, Creter; Cranes, Electric Overhead; Cranes ≤ 24 tons; Curb Machine/Slip Form Paver; Finish Dozer; Front-End Loader > 5 cu yds; Mechanic/Welder; Pioneer Dozer; Roller Asphalt (Breakdown & Finish); Rotomill > 6 ft; Scraper, Single, Twin, or Belly-Dump; YO-YO Cat Haul Truck; Articulating Trucks; Vac Truck

Construction Equipment Operators Group 4
Asphalt/Hot Plant Operator; Cranes > 25 tons, ≤44 tons; Crusher Operator; Finish Motor Patrol; Finish Scraper

Construction Equipment Operators Group 5
Cranes > 45 tons, ≤ 74 tons

Construction Equipment Operators Group 6
Cranes > 75 tons, ≤ 149 tons; Cranes Whirley (all)

Construction Equipment Operators Group 7
Cranes > 150 tons, ≤ 250 tons; Crane Tower (all); Crane Stiff-Leg or Derrick; Helicopter Hoist

Construction Laborers Group 1
Flag Person for Traffic Control

Construction Laborers Group 2
General Labor; Asbestos Removal; Burning Bar; Bucket Man; Carpenter Tender; Caisson Worker; Cement Mason Tender; Cement Handler; 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/Unloaders; Riprapper; Sign Erectors; Guardrail and Jersey Rail; Spike Driver; Stake Jumper; Signalman; Tail Hoseman; Tool Checker and Houseman

Construction Laborers Group 3
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

Construction Laborers Group 4
Hod Carrier; Water Well Laborer; Blaster; Wagon Driller; Asphalt Raker; Cutting Torch; Grade Setter; High-Scaler; Power Saws; Powderman; Rock & Core Drill; Track or Truck Mounted Wagon Drill and Welder (incl air arc)

Diver Tenders
Stays on the surface to support and monitor commercial divers during underwater tasks, including managing divers air hose, lifeline, and communication cable, cleaning, checking, and setting up tools and equipment, tracking diver's depth, location, and time underwater.

Divers (Diving)
Work below surface of water, using surface-supplied air or scuba equipment to inspect, repair, remove, or install equipment and structures. May use a variety of power and hand tools, such as drills, sledgehammers, torches, and welding equipment. May conduct tests or experiments, rig explosives, or photograph structures or marine life.

Divers (Standby)
Stationed at surface or dive location ready to enter water

Drywall Applicators
Drywall and ceiling tile installation.

Electricians: Including Building Automation Control
Electrical wiring; equipment and fixtures; streetlights; electrical control systems. Installation and/or adjusting of building automation controls also during testing and balancing, commissioning and retro-commissioning.

Heating and Air Conditioning
Install, inspect, test, maintain, and repair heating, ventilation, air conditioning, and refrigeration (HVACR) systems that control the temperature and air quality in buildings.

Insulation Workers - Mechanical (Heat and Frost)
Install and replace pipes, ductwork, other mechanical systems, and the materials used to insulate mechanical systems (also includes spray/blown insulation.)

Ironworkers - Reinforcing Iron and Rebar
Position and secure steel bars or mesh in concrete forms in order to reinforce concrete. Use a variety of fasteners, rod-bending machines, blowtorches, and hand tools. Includes rod busters; cut, bend, tie, and place rebar.

Ironworkers - Structural Iron and Steel
Raise, place, and unite iron or steel girders, columns, and other structural members to form completed structures or structural frameworks. May erect metal storage tanks and assemble prefabricated metal buildings; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.

Line Construction: Equipment Operator
Includes all work on Transmission (and Telecommunication) Lines, Distribution Lines, and Substations. Also, may erect poles or transmission towers.

Line Construction: Groundman
Includes all work on Transmission (and Telecommunication) Lines, Distribution Lines, and Substations. Also, may erect poles or transmission towers.

Line Construction: Lineman
Includes all work on Transmission (and Telecommunication) Lines, Distribution Lines, and Substations. Also, may erect poles or transmission towers.

Millwrights
Install, dismantle, or move machinery and heavy equipment according to layout plans, blueprints, or other drawings.

Painters: Including Paperhangers
Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency. Cover interior walls or ceilings of rooms with decorative wallpaper or fabric or attach advertising posters on surfaces such as walls and billboards. May remove old materials or prepare surfaces to be papered.

Pile Bucks
Set up crane; set up hammer; weld tips on piles; set leads; ensure 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.

Pilot Car Drivers
Operate a marked vehicle with flashing lights ahead of or behind to guide and protect wide-load trucks, and alert other drivers.

Roofers
Covers roofs, walls and foundations with waterproofing, insulation and vapor barriers in addition to metal flashings. Roofing includes shingles, low slope membranes, metal roofs, insulation, spray foam, coatings and vapor barriers. Wall coverings include metal panels, insulated metal panels and other waterproofing or rain screen systems. Foundation systems include waterproofing and insulation. Excludes prefabricated metal buildings.

Sheet Metal Workers
Manufacture, fabrication, assembling, installation, dismantling, and alteration of all HVAC systems, air conveyor systems, and exhaust systems. All lagging over insulation and all duct lining. Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work.

Telecommunications Equipment Installers

Install, set up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or communications wiring in buildings. Install voice; sound; vision and data systems. This occupation includes burglar alarms, fire alarms, fiber optic systems, and video systems for security or entertainment.

Truck Drivers

Combination Truck & Concrete Mixer; Distributor Driver; Dry Batch Trucks; Dump Trucks & Similar Equipment; Flat Trucks; Lowboys, Four-Wheel Trailers, Float Semitrailer; Powder Truck Driver (Bulk Unloader Type); Servicemen; Service Truck Drivers, Fuel Truck Drivers, Tiremen; Trucks with Power Equipment; Truck Mechanic; Water Tank Drivers, Petroleum Product Drivers.

Prevailing Wage Rate Schedule

Dispatch Cities: *Kalispell, Missoula, Butte, Helena, Bozeman, Great Falls, Billings, Miles City, and Sidney*

Boilermakers 14
Brick, Block and Stone Masons 14
Carpenters 14
Cement Masons and Concrete Finisher 14
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Classification	Hourly Base Wage*	Hourly Fringe Benefit	Hourly Total*	Travel Pay	Zone Pay	Per Diem
Boilermakers	$44.25	$29.65	**$73.90**	120+ mi. Federal Mileage Rate	NRE	0-69 mi. free 70-119 mi. $105/day 120+ mi. $120/day
Brick, Block and Stone Masons	$39.89	$19.68	**$59.57**	NRE	NRE	1-69 mi. free 70-90 mi. $60/day 91-124 mi. $85/day 125+ mi. $105/day
Carpenters	$39.80	$16.33	**$56.13**	NRE	0-30 mi. free 30-60 mi. +$4.00/hr. 60+ mi. +$6.00/hr.	NRE
Cement Masons and Concrete Finisher	$33.99	$13.44	**$47.43**	NRE	NRE	$110/day
Construction Equipment Operators Group 1	$36.06	$17.50	**$53.56**	NRE	0-30 mi. free 30-60 mi. +$3.05/hr. 60+ mi. +$4.85/hr.	NRE
Construction Equipment Operators Group 2	$36.85	$17.50	**$54.35**	NRE	0-30 mi. free 30-60 mi. +$3.05/hr. 60+ mi. +$4.85/hr.	NRE
Construction Equipment Operators Group 3	$37.50	$17.50	**$55.00**	NRE	0-30 mi. free 30-60 mi. +$3.05/hr. 60+ mi. +$4.85/hr.	NRE
Construction Equipment Operators Group 4	$38.02	$17.50	**$55.52**	NRE	0-30 mi. free 30-60 mi. +$3.05/hr. 60+ mi. +$4.85/hr.	NRE
Construction Equipment Operators Group 5	$39.19	$17.50	**$56.69**	NRE	NRE	NRE
Construction Equipment Operators Group 6	$40.45	$17.50	**$57.95**	NRE	NRE	NRE
Construction Equipment Operators Group 7	$43.21	$17.50	**$60.71**	NRE	NRE	NRE

*When required, Zone Pay must be added to the base wage to create a new base wage.

Classification	Hourly Base Wage*	Hourly Fringe Benefit	Hourly Total*	Travel Pay	Zone Pay	Per Diem
Construction Laborers Group 1	$28.76	$13.70	**$42.46**	NRE	NRE	NRE
Construction Laborers Group 2	$31.92	$13.70	**$45.62**	NRE	NRE	NRE
Construction Laborers Group 3	$32.15	$13.70	**$45.85**	NRE	NRE	NRE
Construction Laborers Group 4	$33.17	$13.70	**$46.87**	NRE	NRE	NRE
Diver Tenders	$58.59	$17.78	**$76.37**	NRE	0-45 mi. free 45-70 mi. +$4.00/hr.	71+ mi. $120/day
Divers (Diving)	$119.23	$17.78	**$137.01**	NRE	0-45 mi. free 45-70 mi. +$4.00/hr.	71+ mi. $120/day
Divers (Standby)	$59.61	$17.78	**$77.39**	NRE	0-45 mi. free 45-70 mi. +$4.00/hr.	71+ mi. $120/day
Drywall Applicators	$39.80	$16.33	**$56.13**	NRE	0-30 mi. free 30-60 mi. +$4.00/hr. 60+ mi. +$6.00/hr.	NRE
Electricians: Including Building Automation Control	$43.92	$19.94	**$63.86**	18-60 mi. Federal Mileage Rate	NRE	50+ mi. $110/day
Heating and Air Conditioning	$42.00	$24.26	**$66.26**	0-45 mi. free 46-65 mi. $35/day	NRE	>65 mi. $170/day
Insulation Workers – Mechanical (Heat & Frost)	$48.51	$22.94	**$71.45**	70+ mi. $0.66/mi.	0-30 mi. free 30-40 mi. +$3.75/hr. 40-50 mi. +$5.00/hr. 50-60 mi. +$6.88/hr. 60-70 mi. +$8.13/hr.	70+ mi. $140/day; **or,** Employer pays lodging + $35/day
Ironworkers - Reinforcing Iron and Rebar Workers	$40.00	$27.71	**$67.71**	NRE	NRE	45-85 mi. $100/day 85+ mi. $150/day
Ironworkers - Structural Iron and Steel Workers	$40.00	$27.71	**$67.71**	NRE	NRE	45-85 mi. $100/day 85+ mi. $150/day

*When required, Zone Pay must be added to the base wage to create a new base wage.

Classification	Hourly Base Wage*	Hourly Fringe Benefit	Hourly Total*	Travel Pay	Zone Pay	Per Diem
Line Construction: Equipment Operator	$43.59	$17.31	**$60.90**	$60/day	NRE	NRE
Line Construction: Groundman	$34.03	$16.86	**$50.89**	$60/day	NRE	NRE
Line Construction: Lineman	$56.91	$20.61	**$77.52**	$60/day	NRE	NRE
Millwrights	$46.00	$20.72	**$66.72**	NRE	0-45 mi. free 45-101 mi. +$4.00/hr. 101+ mi. $6.00/hr.	45+ mi. $110/day
Painters: Including Paperhanger	$39.60	$14.12	**$53.72**	NRE	NRE	NRE
Pile Bucks	$39.80	$16.33	**$56.13**	NRE	0-45 mi. free 45-101 mi. +$4.00/hr. 101+ mi. $6.00/hr.	NRE
Pilot Car Drivers	$28.21	$12.95	**$41.16**	NRE	0-30 mi. free 30-60 mi. +$3.05/hr. 60+ mi. +$4.85/hr.	NRE
Roofers	$42.00	$24.26	**$66.26**	0-45 mi. free 46-65 mi. $35/day	NRE	65+ mi. $170/day
Sheet Metal Workers	$42.00	$24.26	**$66.26**	0-45 mi. free 46-65 mi. $35/day	NRE	65+ mi. $170/day
Telecommunications Equipment Installers	$28.40	$11.87	**$40.27**	NRE	NRE	Federal Per Diem
Truck Drivers	$35.74	$12.57	**$48.31**	NRE	NRE	NRE

*When required, Zone Pay must be added to the base wage to create a new base wage.