

## PREVAILING WAGE SCALE FOR BUILDING CONSTRUCTION

### Wage Scale Requirements

1.1 Contractor and its subcontractors must pay the general prevailing wage rates for building construction for each craft or type of worker or mechanic employed in the execution of any building construction or repair under the Contract in accordance with Chapter 2258 of the Texas Government Code. The prevailing wage rate in the locality in which the work is being performed is set forth below.

1.2 This prevailing wage rate does not prohibit the payment of more than the rates stated.

1.3 In bidding, Contractor represents and warrants to Houston First Corporation (“HFC”) that it has carefully examined the classifications for each craft or type of worker needed to execute the Contract and determined that such classifications include all necessary categories to perform the work under the Contract.

1.4 The wage scale for building construction is to be applied to work on a building including an area within 5 feet of the exterior wall.

1.5 If Contractor believes that an additional classification for a particular craft or type of worker is necessary to perform work under the Contract, then it shall submit with its bid a request to HFC General Counsel’s Office to use an additional labor classification not listed herein and specify the proposed new classification. HFC shall determine whether a proposed classification is already covered herein, and, if so, specify which classification is appropriate. If HFC determines that a new classification is necessary, then it will determine the appropriate prevailing wage rate and notify Contractor accordingly.

1.6 Contractor must not use any labor classification not covered herein until such classification is established and approved for use by HFC.

1.7 A Contractor or subcontractors who violate Chapter 2258 of the Texas Government Code shall pay HFC \$60 per each worker employed for each calendar day or part of the day that the worker is paid less than the wage rates set forth herein.

1.8 Contractor and subcontractors must keep records specifying the name and classification of each worker employed under the Contract and the actual per diem wages paid to each worker, and the applicable hourly rate. The records must be open at all reasonable hours for inspection by HFC, including its designees.

1.9 The hourly cost of salary for non-exempt workers for labor in excess of 40 hours per worker per week, shall be calculated at 1.5 times the worker’s base pay, plus 1.0 times fringe benefits, for the applicable craft and level.

1.10 Payroll job classifications must be the same as the classifications on the prevailing wage rate schedule.

1.11 A payroll deduction authorization form must be submitted for each employee for any deductions other than Federal and FICA taxes and court-ordered child support.

1.12 Contractor and its subcontractors shall pay their employees overtime (time and a half) for all hours worked over 40 hours a week.

1.13 Contractor has the responsibility to comply with all IRS rules and regulations. Contractors who submit certified payrolls with owner/operator (e.g., truckers) must submit a signed tax liability statement from each such owner/operator acknowledging their responsibility for Federal Income Tax and FICA-reporting obligations.

**Labor Classifications and Prevailing Wage Rates for Building Construction**

<b>Worker Classification</b>	<b>Ratio</b>	<b>Base Rate</b>	<b>Fringe Benefit</b>	<b>Wage Total</b>
Asbestos Worker/Insulator*	Ratio 1/1 – Apprentice	\$20.75	\$9.85	\$30.60
Asbestos Abatement Worker (ceilings, walls, floors only)	Ratio 1/3 – Helpers \$9.10	\$14.00	\$0.00	\$14.00
Boilermaker*	Ratio 5/1 – Apprentice	\$23.14	\$21.55	\$44.69
Brick Layer* (see Mason Tender Brick)	Ratio 1/3 – Mason Tender Brick	\$18.87	\$0.00	\$18.87
Carpenter* (incl. acoustical ceiling work)	Ratio 2/1 – Apprentice	\$21.97	\$7.98	\$29.95
Cement Mason/Concrete Finisher*	Ratio 1/3 Mason Tender	\$13.93	\$0.00	\$13.93
Drywall Finisher/Taper*	Ratio 1/3 – Helpers \$8.54	\$16.27	\$3.66	\$19.93
Drywall Hanger* (incl. metal studs installation)	Ratio 1/3 – Helpers \$9.46	\$17.44	\$3.93	\$21.37
Electrician*	Ratio 3/2 – Apprentice	\$27.65	\$7.70	\$35.35
Elevator Mechanic*	Ratio 1/1 – Apprentice	\$38.00	\$26.79	\$64.79
Formbuilder/ Formsetter*	Ratio 1/3 – Helpers \$7.67	\$12.77	\$0.00	\$12.77
Glazier*	Ratio 1/3 – Helper \$11.51	\$14.92	\$2.78	\$17.70
Insulator* (Batt and Foam)	Ratio 1/3 – Helper \$6.50	\$14.87	\$0.73	\$15.60
Ironworker*(Reinforcing)	Ratio 1/3 – Helper \$7.83	\$12.14	\$0.00	\$12.14
Ironworker*(Structural)	Ratio 1/3 – Helper \$10.19	\$22.02	\$6.35	\$28.37
Lather*	Ratio 1/3 – Helper \$13.38	\$19.73	\$0.00	\$19.73
Painter* (Brush, Roller and Spray)	Ratio 1/3 – Helper \$7.42	\$17.24	\$4.41	\$21.65
Pipe Fitter*(HVAC Pipe only)	Ratio 1/1 – Apprentice	\$29.63	\$10.31	\$39.94
Pipe Fitter*(Excluding HVAC)	Ratio 1/3 – Apprentice \$12.40	\$29.39	\$10.31	\$39.70
Plasterer*	Ratio 1/3 Plaster Tenders	\$19.42	\$1.00	\$20.42
Plumber*	Ratio 3/2 – Apprentice	\$30.29	\$9.50	\$39.79
Roofer*	Ratio 1/3 – Helper \$7.85	\$15.40	\$0.00	\$15.40
Sheet Metal Worker* (incl. HVAC duct and system install.)	Ratio 2/1 – Apprentice	\$25.37	\$12.39	\$37.76
Sprinkler Fitter* (Fire sprinklers)	Ratio 1/1 – Apprentice	\$26.36	\$16.52	\$42.88
Tile Finisher*	Ratio 1/3 – Helper \$8.08	\$12.00	\$0.43	\$12.43
Tile Setter*	Ratio 1/3 – Helper \$10.91	\$16.17	\$0.00	\$16.17
Truck Driver		\$14.18	\$0.00	\$14.18
<b>• Laborers</b>				
Common Laborer		\$9.29	\$0.00	\$9.29
Mason Tender (Bricklayer’s Helper)		\$10.13	\$0.00	\$10.13
Mason Tender (Cement /Concrete Finisher’s Helper)		\$9.86	\$0.00	\$9.86
Pipelayer		\$12.35	\$0.00	\$12.35
Plaster Tender (Plasterer’s helper)		\$12.90	\$2.51	\$15.41
<b>• Power Equipment Operators</b>				
Asphalt Paver		\$13.50	\$0.25	\$13.75
Backhoe – Power Equipment Operator		\$12.54	\$0.00	\$12.54

Crane – Power Equipment Operator		\$34.85	\$9.85	\$44.70
Forklift – Power Equipment Operator		\$16.00	\$0.00	\$16.00
Slab and Wall Saw – Power Equipment Operator		\$15.54	\$3.83	\$19.37
Welders – Receive rate prescribed for craft performing operation in which welding is incidental				
*When Apprentices are shown, Helpers cannot be utilized. See Definitions for allowable journeymen to apprentices/ helpers.				

### Labor Classification Definitions

**Asbestos Worker/Insulator\*** – Ratio 1 Journeyman/1 Apprentice (Including application of all insulating materials, protective coverings, coatings and finishing to all type of mechanical systems)

Applies insulating material to exposed surfaces of structures, such as air ducts, hot and cold pipes, storage tanks, and cold storage rooms: Reads blueprints and selects required insulation material (in sheet, tubular, or roll form), such as fiberglass, foam rubber, styrofoam, cork, or urethane, based on material’s heat retaining or excluding characteristics. Brushes adhesives on or attaches metal adhesive-backed pins to flat surfaces as necessary to facilitate application of insulation material. Measures and cuts insulation material to specified size and shape for covering flat or round surfaces, using tape measure, knife, or scissors. Fits, wraps, or attaches required insulation material around or to structure, following blueprint specifications. Covers or seals insulation with preformed plastic covers, canvas strips, sealant, or tape to secure insulation to structure, according to type of insulation used and structure covered, using staple gun, trowel, paintbrush, or caulking gun.

Apprentice Pay Rate

Year 1: 62% of Journeyman’s Prevailing Wage Rate

Year 2: 66% of Journeyman’s Prevailing Wage Rate

Year 3: 70% of Journeyman’s Prevailing Wage Rate

Year 4: 80% of Journeyman’s Prevailing Wage Rate

**Asbestos Abatement Worker\*** (Ceilings, Floors and Walls only) Ratio 1 Journeyman/3 Helpers

Removes asbestos from ceilings, walls, beams, boilers, and other structures, following hazardous waste handling guidelines: Assembles scaffolding and seals off work area, using plastic sheeting and duct tape. Positions mobile decontamination unit or portable showers at entrance of work area. Builds connecting walkway between mobile unit or portable showers and work area, using hand tools, lumber, nails, plastic sheeting, and duct tape. Positions portable air evacuation and filtration system inside work area. Sprays chemical solution over asbestos covered surfaces, using tank with attached hose and nozzle, to soften asbestos. Cuts and scrapes asbestos from surfaces, using knife and scraper. Shovels asbestos into plastic disposal bags and seals bags, using duct tape. Cleans work area of loose asbestos, using vacuum, broom, and dustpan. Places asbestos in disposal bags and seals bags, using duct tape. Dismantles scaffolding and temporary walkway, using hand tools, and places plastic sheeting and disposal bags into transport bags. Seals bags, using duct tape, and loads bags into truck.

**Boilermaker\*** – Ratio 5 Journeymen/1 Apprentice

Assembles, analyzes defects in, and repairs boilers, pressure vessels, tanks, and vats in field, following blueprints and using hand tools and portable power tools and equipment: Locates and marks reference points for columns or plates on foundation, using master straightedge, squares, transit, and measuring tape, and applying knowledge of geometry. Attaches rigging or signals crane operator to lift parts to specified position. Aligns structures or plate sections to assemble boiler frame, tanks, or vats, using plumb bobs, levels, wedges, dogs, or turnbuckles. Hammers, flame cuts, files, or grinds irregular edges of sections or structural parts to facilitate fitting edges together. Bolts or arc-welds structures and sections together. Positions drums and headers into supports and bolts or welds supports to frame. Aligns water tubes and connects and expands ends to drums and headers, using tube expander. Bells, beads with power hammer, or welds tube ends to ensure leak proof joints. Bolts or welds casing sections, uptakes, stacks, baffles, and such fabricated parts as chutes, air heaters, fan stands, feeding tube, catwalks, ladders, coal hoppers, and safety hatch to frame, using wrench. Installs manholes, hand holes, valves, gauges, and feed water connection in drums to complete assembly of water tube boilers.

Assists in testing assembled vessels by pumping water or gas under specified pressure into vessel and observing instruments for evidence of leakage. Repairs boilers or tanks in field by unbolting or flame cutting defective sections or tubes, straightening plates, using torch or jacks, installing new tubes, fitting and welding new sections and replacing worn lugs on bolts. May rivet and caulk sections of vessels, using pneumatic riveting and caulking hammers.

Apprentice Pay Rate

- Year 1: 70% of Journeyman's Prevailing Wage Rate
- Year 2: 75% of Journeyman's Prevailing Wage Rate
- Year 3: 80% of Journeyman's Prevailing Wage Rate
- Year 4: 85% of Journeyman's Prevailing Wage Rate
- Year 5: 90% of Journeyman's Prevailing Wage Rate
- Year 6: 95% of Journeyman's Prevailing Wage Rate

**Bricklayer\*** (See Mason Tender) – Ratio 1Journeyman/3 Mason Tender Brick

Lays building materials, such as brick, structural tile, and concrete cinder, glass, gypsum, and terra cotta block (except stone) to construct or repair walls, partitions, arches, sewers, and other structures: Measures distance from reference points and marks guidelines on working surface to lay out work. Spreads soft bed (layer) of mortar that serves as base and binder for block, using trowel. Applies mortar to end of block and positions block in mortar bed. Taps block with trowel to level, align, and embed in mortar, allowing specified thickness of joint. Removes excess mortar from face of block, using trowel. Finishes mortar between brick with pointing tool or trowel. Breaks bricks to fit spaces too small for whole brick, using edge of trowel or brick hammer. Determines vertical and horizontal alignment of courses, using plumb bob, gauge line (tightly stretched cord), and level. Fastens brick or terra cotta veneer to face of structures, with tie wires embedded in mortar between bricks, or in anchor holes in veneer brick. May weld metal parts to steel structural members. May apply plaster to walls and ceiling, using trowel, to complete repair work.

**Carpenter\*** (Including Acoustical Ceiling Work) – Ratio 2 Journeymen/1 Apprentice

Constructs, erects, installs, and repairs structures and fixtures of wood, plywood, and wallboard, using carpenter's hand tools and power tools, and conforming to local building codes: Studies blueprints, sketches, or building plans for information pertaining to type of material required, such as lumber or fiberboard, and dimensions of structure or fixture to be fabricated. Selects specified type of lumber or other materials. Prepares layout, using rule, framing square, and calipers. Marks cutting and assembly lines on materials, using pencil, chalk, and marking gauge. Shapes materials to prescribed measurements, using saws, chisels, and planes. Assembles cut and shaped materials and fastens them together with nails, dowel pins, or glue. Verifies trueness of structure with plumb bob and carpenter's level. Erects framework for structures and lays subflooring. Builds stairs and lays out and installs partitions and cabinetwork. Covers sub floor with building paper to keep out moisture and lays hardwood, parquet, and wood-strip-block floors by nailing floors to sub floor or cementing them to mastic or asphalt base. Applies shock-absorbing, sound-deadening, and decorative paneling to ceilings and walls. Fits and installs prefabricated window frames, doors, doorframes, weather stripping, interior and exterior trim, and finish hardware, such as locks, letter drops, and kick plates. Constructs forms and chutes for pouring concrete. Erects scaffolding and ladders for assembling structures above ground level. May weld metal parts to steel structural members.

Apprentice Pay Rate

- Year 1: 65% of Journeyman's Prevailing Wage Rate
- Year 2: 75% of Journeyman's Prevailing Wage Rate
- Year 3: 85% of Journeyman's Prevailing Wage Rate
- Year 4: 95% of Journeyman's Prevailing Wage Rate

**Cement Mason/Concrete Finisher\*** (Mason Tender Cement/Concrete) – Ratio 1 Journeyman /3Mason Tender Cement Finisher/Concrete floater

Smooths and finishes surfaces of poured concrete floors, walls, sidewalks, or curbs to specified textures, using hand tools or power tools, including floats, trowels, and screeds: Signals concrete deliverer to position truck to facilitate pouring concrete. Moves discharge chute of truck to direct concrete into forms. Spreads concrete into inaccessible sections of forms, using rake or shovel. Levels concrete to specified depth and workable consistency, using hand held screed and floats to bring water to surface and produce soft topping. Smooths, and shapes surfaces of freshly poured concrete, using straightedge and float or power screed. Finishes concrete surfaces, using power trowel, or wets and rubs concrete with

abrasive stone to impart finish. Removes rough or defective spots from concrete surfaces, using power grinder or chisel and hammer, and patches holes with fresh concrete or epoxy compound. Molds expansion joints and edges, using edging tools, jointers, and straightedge. May sprinkle colored stone chips, powdered steel, or coloring powder on concrete to produce prescribed finish. May produce rough concrete surface, using broom. May mix cement, using hoe or concrete-mixing machine. May direct subgrade work, mixing of concrete, and setting of forms.

**Drywall Finisher/Taper** – Ratio 1 Journeyman/3 Helpers

Wallboard and plasterboard; sheetrock taper; taper and bedder; taper and floater. Seals joints between plasterboard or other wallboards to prepare wall surface for painting or papering; Mixes sealing compound by hand or with portable electric mixer, and spreads compound over joints between boards, using trowel, broad knife, or spatula. Presses paper tape over joint to embed tape into compound and seal joint, or tapes joint, using mechanical applicator that spreads compound and embeds tape in one operation. Spreads and smooth's cementing material over tape, using trowel or floating machine to blend joint with wall surface. Sands rough spots after cement has dried. Fills cracks and holes in walls and ceiling with sealing compound. Installs metal molding at corners in lieu of sealant and tape. Usually works as member of crew. May apply texturing compound and primer to walls and ceiling preparatory to final finishing, using brushes, roller, or spray gun. May countersink nails or screws below surface of wall prior to applying sealing compound, using hammer or screwdriver.

**Drywall Hanger** – Ratio 1 Journeyman/3 Helpers

Drywall installer; gypsum drywall systems installer. Plans gypsum drywall installations, erects metal framing and furring channels for fastening drywall, and installs drywall to cover walls, ceilings, soffits, shafts, and movable partitions in residential, commercial, and industrial buildings: Reads blueprints and other specifications to determine method of installation, work procedures, and material, tool, and work aid requirements. Lays out reference lines and points for use in computing location and position of metal framing and furring channels and marks position for erecting metalwork, using chalk line. Measures, marks, and cuts metal runners, studs, and furring channels to specified size, using tape measure, straightedge and hand and portable power cutting tools. Secures metal framing to walls and furring channels to ceilings, using hand and portable power tools. Measures and marks cutting lines on drywall, using square, tape measure, and marking devices. Scribes cutting lines on drywall, using straightedge and utility knife and breaks board along cut lines. Fits and fastens board into specified position on wall, using screws, hand tools, portable power tools, or adhesive. Cuts openings into board for electrical outlets, vents, or fixtures, using keyhole saw or other cutting tools. Measures, cuts, assembles, and installs metal framing and decorative trim for windows, doorways, and vents. Fits, aligns, and hangs doors and installs hardware, such as locks and kick plates (Includes Installing Metal Studs).

**Electrician\*** – Ratio 3 Journeymen/2 Apprentices

Plans layout, installs, and repairs wiring, electrical fixtures, apparatus, and control equipment: Plans new or modified installations to minimize waste of materials, provide access for future maintenance, and avoid unsightly, hazardous, and unreliable wiring, consistent with specifications and local electrical codes. Prepares sketches showing location of wiring and equipment, or follows diagrams or blueprints, ensuring that concealed wiring is installed before completion of future walls, ceilings, and flooring. Measures, cuts, bends, threads, assembles, and installs electrical conduit, using tools, such as hacksaw, pipe threader, and conduit bender. Pulls wiring through conduit. Splices wires by stripping insulation from terminal leads, using knife or pliers, twisting or soldering wires together, and applying tape or terminal caps. Connects wiring to lighting fixtures and power equipment, using hand tools. Installs control and distribution apparatus, such as switches, relays, and circuit-breaker panels, fastening in place with screws or bolts, using hand tools and power tools. Connects power cables to equipment, such as electric range or motor, and installs grounding leads. Tests continuity of circuit to ensure electrical compatibility and safety of components, using testing instruments, such as ohmmeter, battery and buzzer, and oscilloscope. Observes functioning of installed equipment or system to detect hazards and need for adjustments, relocation, or replacement (Including Pulling Wire and Low Voltage Wiring and Installation of Fire Alarms, Security Systems, Telephones, and Computers).

Apprentice Pay Rate

Year 1: 50% of Journeyman's Prevailing Wage Rate

Year 2: 55% of Journeyman's Prevailing Wage Rate

Year 3: 60% of Journeyman's Prevailing Wage Rate

Year 4: 70% of Journeyman's Prevailing Wage Rate

Year 5: 80% of Journeyman's Prevailing Wage Rate

Year 6: 90% of Journeyman's Prevailing Wage Rate

**Elevator Mechanic; Erector; Elevator Installer\*** – Ratio 1 Journeyman/1 Apprentice

Assembles and installs electric and hydraulic freight and passenger elevators, escalators, and dumbwaiters, determining layout and electrical connections from blueprints: Studies blueprints and lays out location of framework, counterbalance rails, motor pump, cylinder, and plunger foundations. Drills holes in concrete or structural steel members with portable electric drill. Secures anchor bolts or welds brackets to support rails and framework, and verifies alignment with plumb bob and level. Cuts prefabricated sections of framework, rails, and other elevator components to specified dimensions, using acetylene torch, power saw, and disk grinder. Installs cables, counterweights, pumps, motor foundations, escalator drives, guide rails, elevator cars, and control panels, using hand tools. Connects electrical wiring to control panels and electric motors. Installs safety and control devices. Positions electric motor and equipment on top of elevator shaft, using hoists and cable slings.

*FOOTNOTES: a. – Employer contributes 8% of basic hourly rate for over 5 years' service and 6% of basic hourly rate for 6 months to 5 years' service as Vacation Pay Credit. Paid Holidays: New Year's Day; Memorial Day; Independence Day Labor Day; Thanksgiving Day; Friday after Thanksgiving Day; Christmas Day.*

Apprentice Pay Rate

Year 1: 55% of Journeyman's Prevailing Wage Rate

Year 2: 65% of Journeyman's Prevailing Wage Rate

Year 3: 70% of Journeyman's Prevailing Wage Rate

Year 4: 80% of Journeyman's Prevailing Wage Rate

**Formbuilder/Formsetter** – Ratio 1 Journeyman/3 Helpers

Constructs built-in-place or prefabricated wooden forms, according to specifications, for molding concrete structures: Studies blueprints and diagrams to determine type and dimension of forms to be constructed. Saws lumber to blueprint dimensions, using handsaw or power saw, and nails lumber together to make form panels. Erects built-in-place forms or assembles and installs prefabricated forms on construction site according to blueprint specifications, using hand tools, plumb rule, and level. Inserts spreaders and tie rods between opposite faces of form to maintain specified dimensions. Anchors and braces forms to fixed objects, using nails, bolts, anchor rods, steel cables, planks, and timbers.

**Glazier** – Ratio 1 Journeyman/3 Helpers

Installs glass in windows, skylights, store fronts, and display cases, or on surfaces, such as building fronts, interior walls, ceilings, and tabletops: Marks outline or pattern on glass, and cuts glass, using glasscutter. Breaks off excess glass by hand or with notched tool. Fastens glass panes into wood sash with glaziers points, and spreads and smoothes putty around edge of panes with knife to seal joints. Installs mirrors or structural glass on building fronts, walls, ceilings, or tables, using mastic, screws, or decorative molding. Bolts metal hinges, handles, locks, and other hardware to prefabricated glass doors. Sets glass doors into frame and fits hinges. May install metal window and doorframes into which glass panels are to be fitted. May press plastic adhesive film to glass or spray glass with tinting solution to prevent light glare. May install stained glass windows.

**Insulator (Batt and Foam)** – Ratio 1 Journeyman/3 Helpers

Applies batt and form insulation to walls, ceilings and other surfaces according to manufacturers specifications and blue print instructions. May use sealants such as cement plaster or asphalt compound to seal insulation; may spread concrete over floor slabs to form wearing floor: brushes adhesives, cuts insulating materials to specified shape to cover surfaces; uses tape or other sealants to adhere insulation to surfaces. May use staple gun, towel, paintbrushes and caulking guns.

**Ironworker (Reinforcing)** – Ratio 1 Journeyman/3 Helpers

Positions and secures steel bars in concrete forms to reinforce concrete; places rods in forms, spacing and fastening together with wire and pliers. Cuts bars using hacksaw, bar cutters or acetylene torch. Bends steel rods with hand tools or rod bending machine; reinforces concrete with wire mesh; welds reinforcing bars together.

**Ironworker (Structural)** – Ratio 1 Journeyman/3 Helpers

Erector; ironworker; steel erector; structural–iron erector; structural–iron worker; structural steel erector. Performs any combination of following duties to raise, place, and unite girders, columns, and other structural–steel members to form completed structures or structure frameworks, working as member of crew: Sets up hoisting equipment for raising and placing structural–steel members. Fastens steel members to cable of hoist, using chain, cable, or rope. Signals worker operating hoisting equipment to lift and place steel member. Guides member, using tab line (rope) or rides on member in order to guide it into position. Pulls, pushes, or pries steel members into approximate position while member is supported by hoisting device. Forces members into final position, using turnbuckles, crowbars, jacks, and hand tools. Aligns rivet holes in member with corresponding holes in previously placed member by driving drift pins or handle of wrench through holes. Verifies vertical and horizontal alignment of members, using plumb bob and level.

**Lather** – Ratio 1 Journeyman/3 Helpers

Fastens wooden, metal, or rockboard lath to walls, ceilings, and partitions of buildings to provide supporting base for plaster, fireproofing, or acoustical material, using hand tools and portable power tools: Erects horizontal metal framework to which laths are fastened, using nails, bolts, and studgun. Drills holes in floor and ceiling, using portable electric tool, and drives ends of wooden or metal studs into holes to provide anchor for furring or rockboard lath. Wires horizontal strips to furring to stiffen framework. Cuts lath to fit openings and projections, using hand tools or portable power tools. Wires, nails, clips, or staples lath to framework, ceiling joists, and flat concrete surfaces. Bends metal lath to fit corners, or attaches preformed corner reinforcements. Wires plasterer’s channels to overhead structural framework to provide support for plaster or acoustical ceiling tile.

**Painter** (Brush, Roller, and Spray) – Ratio 1 Journeyman/3 Helpers

Applies coats of paint, varnish, stain, enamel, or lacquer to decorate and protect interior or exterior surfaces, trimmings, and fixtures of buildings and other structures: Reads work order or receives instructions from supervisor or homeowner regarding painting. Smooths surfaces, using sandpaper, brushes, or steel wool, and removes old paint from surfaces, using paint remover, scraper, wire brush, or blowtorch to prepare surfaces for painting. Fills nail holes, cracks, and joints with caulk, putty, plaster, or other filler, using caulking gun and putty knife. Selects premixed paints, or mixes required portions of pigment, oil, and thinning and drying substances to prepare paint that matches specified colors. Removes fixtures, such as pictures and electric switchcovers, from walls prior to painting, using screwdriver. Spreads dropcloths over floors and room furnishings, and covers surfaces, such as baseboards, doorframes, and windows with masking tape and paper to protect surfaces during painting. Paints surfaces, using brushes, spray gun, or paint rollers. Simulates wood grain, marble, brick, or tile effects. Applies paint with cloth, brush, sponge, or fingers to create special effects. Erects scaffolding or sets up ladders to perform tasks above ground level.

**Pipefitter\*** (HVAC Pipe Only) – Ratio 1 Journeymen/1 Apprentice (See Schedule included)

Lays out, assembles, installs, and maintains pipe systems, pipe supports, and related hydraulic and pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, and industrial production and processing systems, applying knowledge of system operation, and following blueprints: Selects type and size of pipe, and related materials and equipment, such as supports, hangers, and hydraulic cylinders, according to specifications. Inspects work site to determine presence of obstructions and to ascertain that holes cut for pipe will not cause structural weakness. Plans installation or repair to avoid obstructions and to avoid interfering with activities of other workers. Cuts pipe, using saws, pipe cutter, hammer and chisel, cutting torch, and pipe cutting machine. Threads pipe, using pipe threading machine. Bends pipe, using pipe bending tools and pipe bending machine. Assembles and installs variety of metal and nonmetal pipes, tubes, and fittings, including iron, steel, copper, and plastic. Connects pipes, using threaded, caulked, soldered, brazed, fused, or cemented joints, and hand tools. Secures pipes to structure with brackets, clamps, and hangers, using hand tools and power tools. Installs and maintains hydraulic and pneumatic components of machines and equipment, such as pumps and cylinders, using hand tools. Installs and maintains refrigeration and air conditioning systems, including compressors, pumps, meters, pneumatic and hydraulic controls, and piping, using hand tools and power tools, and following specifications and blueprints. Increases pressure in pipe system and observes connected pressure gauge to test system for leaks.

Apprentice Pay Rate

Year 1: 55% of Journeyman’s Prevailing Wage Rate

Year 2: 60% of Journeyman’s Prevailing Wage Rate

Year 3: 66% of Journeyman’s Prevailing Wage Rate

Year 4: 72% of Journeyman's Prevailing Wage Rate

Year 5: 78% of Journeyman's Prevailing Wage Rate

**Pipefitter\*** (Excluding HVAC Pipe) – Ratio 1 Journeymen/3 Helpers

Lays out, assembles, installs, and maintains pipe systems, pipe supports, and related hydraulic and pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, and industrial production and processing systems, applying knowledge of system operation, and following blueprints: Selects type and size of pipe, and related materials and equipment, such as supports, hangers, and hydraulic cylinders, according to specifications. Inspects work site to determine presence of obstructions and to ascertain that holes cut for pipe will not cause structural weakness. Plans installation or repair to avoid obstructions and to avoid interfering with activities of other workers. Cuts pipe, using saws, pipe cutter, hammer and chisel, cutting torch, and pipe cutting machine. Threads pipe, using pipe-threading machine. Bends pipe, using pipe bending tools and pipe bending machine. Assembles and installs variety of metal and nonmetal pipes, tubes, and fittings, including iron, steel, copper, and plastic. Connects pipes, using threaded, caulked, soldered, brazed, fused, or cemented joints, and hand tools. Secures pipes to structure with brackets, clamps, and hangers, using hand tools and power tools. Installs and maintains hydraulic and pneumatic components of machines and equipment, such as pumps and cylinders, using hand tools. Installs and maintains refrigeration and air conditioning systems, including compressors, pumps, meters, pneumatic and hydraulic controls, and piping, using hand tools and power tools, and following specifications and blueprints. Increases pressure in pipe system and observes connected pressure gauge to test system for leaks. May weld pipe supports to structural steel members. May observe production machines in assigned area of manufacturing facility to detect machinery malfunctions. May operate machinery to verify repair. May modify programs of automated machinery, such as robots and conveyors, to change motion and speed of machine, using teach pendant, control panel, or keyboard and display screen of robot controller and programmable controller. May be designated Steam Fitter (construction) when installing piping systems that must withstand high pressure.

**Plasterer\*** See Plaster Tender – Ratio 1 Journeyman/3 Plaster Tenders

Applies coats of plaster to interior walls, ceilings, and partitions of buildings, to produce finished surface, according to blueprints, architect's drawings, or oral instructions, using hand tools and portable power tools: Directs workers to mix plaster to desired consistency and to erect scaffolds. Spreads plaster over lath or masonry base, using trowel, and smoothes plaster with darby and float to attain uniform thickness. Applies scratch, brown, or finish coats of plaster to wood, metal, or board lath successively. Roughens undercoat with scratcher (wire or metal scraper) to provide bond for succeeding coats of plaster.

**Plumber\*** (Excluding HVAC Pipe) – Ratio 3 Journeymen/2 Apprentices

Assembles, installs, and repairs pipes, fittings, and fixtures of heating, water, and drainage systems, according to specifications and plumbing codes: Studies building plans and working drawings to determine work aids required and sequence of installations. Inspects structure to ascertain obstructions to be avoided to prevent weakening of structure resulting from installation of pipe. Locates and marks position of pipe and pipe connections and passage holes for pipes in walls and floors, using ruler, spirit level, and plumb bob. Cuts openings in walls and floors to accommodate pipe and pipe fittings, using hand tools and power tools. Cuts and threads pipe, using pipe cutters, cutting torch, and pipe-threading machine. Bends pipe to required angle by use of pipe-bending machine or by placing pipe over block and bending it by hand. Assembles and installs valves, pipe fittings, and pipes composed of metals, such as iron, steel, brass, and lead, and nonmetals, such as glass, vitrified clay, and plastic, using hand tools and power tools. Joins pipes by use of screws, bolts, fittings, solder, plastic solvent, and caulks joints. Fills pipe system with water or air and reads pressure gauges to determine whether system is leaking. Installs and repairs plumbing fixtures, such as sinks, commodes, bathtubs, water heaters, hot water tanks, garbage disposal units, dishwashers, and water softeners. Repairs and maintains plumbing by replacing washers in leaky faucets, mending burst pipes, and opening clogged drains.

Apprentice Pay Rate

Year 1: 55% of Journeyman's Prevailing Wage Rate

Year 2: 61% of Journeyman's Prevailing Wage Rate

Year 3: 66% of Journeyman's Prevailing Wage Rate

Year 4: 72% of Journeyman's Prevailing Wage Rate

Year 5: 78% of Journeyman's Prevailing Wage Rate



**Roofer – Ratio 1 Journeyman/3 Helpers**

Covers roofs with roofing materials other than sheet metal, such as composition shingles or sheets, wood shingles, or asphalt and gravel, to waterproof roofs: Cuts roofing paper to size, using knife, and nails or staples it to roof in overlapping strips to form base for roofing materials. Installs gutters and down spouts. Aligns roofing material with edge of roof, and overlaps successive layers, gauging distance of overlap with chalk line, gauge on shingling hatchet, or by lines on shingles. Fastens composition shingles or sheets to roof with asphalt, cement, or nails. Punches holes in slate, tile, terra cotta, or wooden shingles, using punch and hammer. Cuts strips of flashing and fits them into angles formed by walls, vents, and intersecting roof surfaces. When applying asphalt or tar and gravel to roof, mops or pours hot asphalt or tar onto roof base. Applies alternate layers of hot asphalt or tar and roofing paper until roof covering is as specified. Applies gravel or pebbles over top layer, using rake or stiff bristled broom.

**Sheet Metal Worker\* Ratio 2 Journeymen /1 Apprentice (Including Setting HVAC Duct & System Installs)**

Fabricates, assembles, installs and repairs sheet metal products, including sheet metal roof (See also Roofer). Operates soldering and welding equipment to join together sheet metal parts. Seals seams and joints with sealant. Installs roof sheets, trims, flashing, gutters down spouts and other related items. Performs other related duties.

Apprentice Pay Rate

Year 1–1st 6 months: 50% of Journeyman’s Prevailing Wage Rate  
 Year 1–2nd 6 months: 54% of Journeyman’s Prevailing Wage Rate  
 Year 2–3rd 6 months: 58% of Journeyman’s Prevailing Wage Rate  
 Year 2–4th 6 months: 62% of Journeyman’s Prevailing Wage Rate  
 Year 3–5th 6 months: 66% of Journeyman’s Prevailing Wage Rate  
 Year 3–6th 6 months: 70% of Journeyman’s Prevailing Wage Rate  
 Year 4–7th 6 months: 74% of Journeyman’s Prevailing Wage Rate  
 Year 4–8th 6 months: 78% of Journeyman’s Prevailing Wage Rate

**Sprinkler Fitter (Fire)\* – Ratio 1 Journeyman/1 Apprentice**

Lays out, assembles, installs, and maintains pipe systems, pipe supports, and related hydraulic and pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, and industrial production and processing systems, applying knowledge of system operation, and following blueprints: Selects type and size of pipe, and related materials and equipment, such as supports, hangers, and hydraulic cylinders, according to specifications. Inspects work site to determine presence of obstructions and to ascertain that holes cut for pipe will not cause structural weakness. Plans installation or repair to avoid obstructions and to avoid interfering with activities of other workers. Cuts pipe, using saws, pipe cutter, hammer and chisel, cutting torch, and pipe cutting machine. Threads pipe, using pipe–threading machine. Bends pipe, using pipe bending tools and pipe bending machine. Assembles and installs variety of metal and nonmetal pipes, tubes, and fittings, including iron, steel, copper, and plastic. Connects pipes, using threaded, caulked, soldered, brazed, fused, or cemented joints, and hand tools. Secures pipes to structure with brackets, clamps, and hangers, using hand tools and power tools. Installs and maintains hydraulic and pneumatic components of machines and equipment, such as pumps and cylinders, using hand tools. Installs and maintains refrigeration and air conditioning systems, including compressors, pumps, meters, pneumatic and hydraulic controls, and piping, using hand tools and power tools, and following specifications and blueprints. Increases pressure in pipe system and observes connected pressure gauge to test system for leaks. May weld pipe supports to structural steel members. May observe production machines in assigned area of manufacturing facility to detect machinery malfunctions. May operate machinery to verify repair. May modify programs of automated machinery, such as robots and conveyors, to change motion and speed of machine, using teach pendant, control panel, or keyboard and display screen of robot controller and programmable controller.

Apprentice Pay Rate

Year 1–1st 12 months: 50% of Journeyman’s Prevailing Wage Rate  
 Year 2–3rd 6 months: 55% of Journeyman’s Prevailing Wage Rate  
 Year 2–4th 6 months: 60% of Journeyman’s Prevailing Wage Rate  
 Year 3–5th 6 months: 65% of Journeyman’s Prevailing Wage Rate  
 Year 3–6th 6 months: 70% of Journeyman’s Prevailing Wage Rate  
 Year 4–7th 6 months: 75% of Journeyman’s Prevailing Wage Rate  
 Year 4–8th 6 months: 80% of Journeyman’s Prevailing Wage Rate

Year 5–9th 6 months: 85% of Journeyman’s Prevailing Wage Rate

Year 5–10th 6 months: 90% of Journeyman’s Prevailing Wage Rate

**Tile Finisher – Ratio 1 Journeyman /3 Helpers**

Supplies and mixes construction materials for Tile Setter (construction), applies grout, and cleans installed tile: Moves tiles, tile setting tools, and work devices from storage area to installation site manually or using wheelbarrow. Mixes mortar and grout according to standard formulas and request from Tile Setter (construction), using bucket, water hose, spatula, and portable mixer. Supplies Tile Setter (construction) with mortar, using wheelbarrow and shovel. Applies grout between joints of installed tile, using grouting trowel. Removes excess grout from tile joints with wet sponge and scrapes corners and crevices with trowel. Wipes surface of tile after grout has set to remove grout residue and polish tile, using nonabrasive materials. Cleans installation site, mixing and storage areas, and installation machines, tools, and equipment, using water and various cleaning tools. Stores tile setting materials, machines, tools, and equipment. May apply caulk, sealers, acid, steam, or related agents to caulk, seal, or clean installed tile, using various application devices and equipment. May modify mixing, grouting, grinding, and cleaning procedures according to type of installation or material used. May assist Tile Setter (construction) to position and secure metal lath, wire mesh, or felt paper prior to installation of tile. May cut marked tiles to size, using power saw or tile cutter.

**Tile Setter – Ratio 1 Journeyman /3 Helpers**

Applies tile to walls, floors, ceilings, and promenade roof decks, following design specifications: Examines blueprints, measures and marks surfaces to be covered, and lays out work. Measures and cuts metal lath to size for walls and ceilings with tin snips. Tacks lath to wall and ceiling surfaces with staple gun or hammer. Spreads plaster base over lath with trowel and levels plaster to specified thickness, using screed. Spreads concrete on sub floor, with trowel and levels it with screed. Spreads mastic or other adhesive base on roof deck, using serrated spreader to form base for promenade tile. Cuts and shapes tile with tile cutters and biters. Positions tile and taps it with trowel handle to affix tile to plaster or adhesive base.

**Truck Driver**

Drives truck with capacity of more than 3 tons, to transport materials to and from specified destinations: Drives truck to destination, applying knowledge of commercial driving regulations and area roads. Prepares receipts for load picked up. Collects payment for goods delivered and for delivery charges. May maintain truck log, according to state and federal regulations. May maintain telephone or radio contact with supervisor to receive delivery instructions. May load and unload truck. May inspect truck equipment and supplies, such as tires, lights, brakes, gas, oil, and water. May perform emergency roadside repairs, such as changing tires, installing light bulbs, tire chains, and spark plugs. May position blocks and tie rope around items to secure cargo during transit.

**Laborers**

**Common Laborer**

Performs any combination of the following tasks in erecting, repairing and wrecking buildings; dig, spread and level dirt and gravel; lift carry and hold building materials, tools and supplies; clean tools, equipment, materials and work areas; mix, pour and spread concrete, asphalt, gravel and other materials; join, wrap and seal sections of pipe; routine non-machine tasks such as removing forms from set concrete, filling expansion joints with asphalt, and placing culverts in trench. May also signal construction equipment operators; measure distances from grade stakes, drive stakes and stretch lines; bolt, nail align and block up under forms; mix and finish poured concrete, erect scaffolding; spread paint or coating to seal surfaces; caulking compounds to seal surfaces; remove projections from concrete, and mount pipe hangers.

**Mason Tender Brick (Bricklayer’s Helper)**

**Mason Tender Cement (Concrete Mason’s / Concrete Finisher’s Helper)**

**Pipelayer**

Lay pipe for storm or sanitation sewers, drains, and water mains. Perform any combination of the following tasks: grade trenches or culverts, position pipe, or seal joints.

**Plaster Tender** (Plaster's Helper)

Tends machine that pumps plaster or stucco through spray gun for application to ceilings, walls, and partitions of buildings: Starts and stops machine on signals from PLASTERER (construction). Fills hopper of machine with plaster. Turns valves to regulate pump and compressor. Assists in erecting scaffolds.

**Power Equipment Operators****Asphalt Paver** (operator)

Operator; bituminous-paving-machine operator; blacktop-paver operator; blacktop spreader; mechanical-spreader operator; paving-machine operator, asphalt or bituminous. Operates machine that spreads and levels hot-mix bituminous paving material on sub grade of highways and streets: Bolts extensions to screed to adjust width, using wrenches. Lights burners to heat screed. Starts engine and controls paving machine to push dump truck and maintain constant flow of asphalt into hopper. Observes distribution of paving material along screed and controls direction of screed to eliminate voids at curbs and joints. Turns valves to regulate temperature of asphalt flowing from hopper when asphalt begins to harden on screed.

**Backhoe** (operator)

Operates power-driven machine, equipped with movable shovel, to excavate or move coal, dirt, rock, sand, and other materials: Receives written or oral instructions from supervisor regarding material to move or excavate. Pushes levers and depresses pedals to move machine, to lower and push shovel into stockpiled material, to lower and dig shovel into surface of ground, and to lift, swing, and dump contents of shovel into truck, car, or onto conveyor, hopper, or stockpile. Observes markings on ground, hand signals, or grade stakes to remove material, when operating machine at excavation site.

**Crane** (operator)

Operates electric, diesel, gasoline, or steam-powered guy-derrick or stiff-leg derrick (mast supported by fixed legs or tripod), to move products, equipment, or materials to and from quarries, storage areas, and processes, or to load and unload trucks or railroad cars: Pushes and pulls levers and depresses pedals to raise, lower, and rotate boom and to raise and lower load line in response to signals.

**Forklift** (operator)

Drives gasoline-, liquefied gas-, or electric-powered industrial truck equipped with lifting devices, such as forklift, boom, scoop, lift beam and swivel-hook, fork-grapple, clamps, elevating platform, or trailer hitch, to push, pull, lift, stack, tier, or move products, equipment, or materials in warehouse, storage yard, or factory: Moves levers and presses pedals to drive truck and control movement of lifting apparatus. Positions forks, lifting platform, or other lifting device under, over, or around loaded pallets, skids, boxes, products, or materials or hooks tow trucks to trailer hitch, and transports load to designated area. Unloads and stacks material by raising and lowering lifting device.

**Slab & Wall Saw** (See Related Power Equipment Operator Above) Use associated power equipment operators already defined.

**Welders** – Receive rate prescribed for craft performing operation to which welding is incidental.

**\*When Apprentices are shown, Helpers cannot be utilized**

---

**Apprentices**

Apprentice duties consist of, but are not limited to, reading blueprints, layout, fabrication, installation, and assembly. Other duties are the setting up and operation of fabrication machines, using hand tools, power tools, lifting/handling devices, sealing if necessary according to their particular craft. Apprentices also are trained in the preparation process of a job that include but not limited to staging, planning, distribution, and sectioning of materials. Apprentices may be used in any of the crafts listed where noted on the Prevailing Wage Rate Schedule, if they are currently certified in a program recognized by the Bureau of Apprenticeship and Training, U.S. Department of Labor, providing the proper ratio between journeyman and apprentice is observed. Apprentice certification certificates must be supplied with the first weekly payroll

upon which the apprentice's name appears. Helpers or Laborers cannot be utilized when Apprentices are shown.

### **Asbestos Worker / Insulator**

HFC allows the use of 1 Journeyman and 1 Apprentice, the Apprentice can be used with the first Journeyman. No other Apprentices can be added until the 2th Journeyman is added. All Apprentices are to be under the direct supervision of a Journeyman.

1 Journeyman w/1 Apprentice

2 Journeymen w/2 Apprentices

### **Boilermakers**

HFC allows the use of 5 Journeymen and 1 Apprentice, the Apprentice can be used with the first Journeyman. No other Apprentices can be added until the 6th Journeyman is added. All Apprentices are to be under the direct supervision of a Journeyman.

1-5 Journeymen w/1 Apprentice

6-10 Journeymen w/2 Apprentices

### **Carpenter**

HFC allows the use of 2 Journeymen and 1 Apprentice, the Apprentice can be used with the first Journeyman. No other Apprentices can be added until the 4th Journeyman is added. All Apprentices are to be under the direct supervision of a Journeyman.

1-2 Journeymen w/1 Apprentice

5-6 Journeymen w/3 Apprentices

3-4 Journeymen w/2 Apprentices

### **Electrician**

HFC allows the use of 3 Journeymen and 2 Apprentices, the Apprentice can be used with the first Journeyman. No other Apprentices can be added until the 3rd Journeyman is added. All Apprentices are to be under the direct supervision of a Journeyman. All Journeymen and Apprentices must hold a current license from the State of Texas.

1 Journeyman w/1 Apprentice

6 Journeymen w/4 Apprentices

2 Journeymen w/1 Apprentice

7 Journeymen w/4 Apprentices

3 Journeymen w/2 Apprentices

8 Journeymen w/4 Apprentices

4 Journeymen w/3 Apprentices

9 Journeymen w/4 Apprentices

5 Journeymen w/3 Apprentices

10 Journeymen w/5 Apprentices

### **Plumbers**

HFC allows the use of 3 Journeymen and 2 Apprentices, the Apprentice can be used with the first Journeyman. No other Apprentices can be added until the 3rd Journeyman is added. All Apprentices are to be under the direct supervision of a Journeyman. All Journeymen and Apprentices must hold a current license from the State of Texas.

1 Journeyman w/1 Apprentice

6 Journeymen w/4 Apprentices

2 Journeymen w/1 Apprentice

7 Journeymen w/4 Apprentices

3 Journeymen w/2 Apprentices

8 Journeymen w/4 Apprentices

4 Journeymen w/3 Apprentices

9 Journeymen w/4 Apprentices

5 Journeymen w/3 Apprentices

10 Journeymen w/5 Apprentices

### **Sprinkler Fitter**

HFC allows the use of 1 Journeyman and 1 Apprentice, the Apprentice can be used with the first Journeyman. No other Apprentices can be added until the 2th Journeyman is added. All Apprentices are to be under the direct supervision of a Journeyman.

1 Journeyman w/1 Apprentice

2 Journeymen w/2 Apprentices

### **Sheetmetal Worker**

HFC allows the use of 2 Journeymen and 1 Apprentice, the Apprentice can be used with the first Journeyman. No other Apprentices can be added until the 4th Journeyman is added. All Apprentices are to be under the direct supervision of a Journeyman.

1-2 Journeymen w/1 Apprentice

5-6 Journeymen w/3 Apprentices

3-4 Journeymen w/2 Apprentices

**Pipefitters (HVAC only)**

HFC allows the use of 1 Journeymen and 1 Apprentice, the Apprentice can be used with the first Journeyman. No other Apprentices can be added until the 4th Journeyman is added. All Apprentices are to be under the direct supervision of a Journeyman.

- |                              |                               |
|------------------------------|-------------------------------|
| 1 Journeyman w/1 Apprentice  | 6 Journeymen w/4 Apprentices  |
| 2 Journeymen w/1 Apprentice  | 7 Journeymen w/4 Apprentices  |
| 3 Journeymen w/2 Apprentices | 8 Journeymen w/4 Apprentices  |
| 4 Journeymen w/3 Apprentices | 9 Journeymen w/4 Apprentices  |
| 5 Journeymen w/3 Apprentices | 10 Journeymen w/5 Apprentices |

**Pipefitters (Excluding HVAC Pipe)**

Journeyman	Indentured Apprentice	Apprentice Applicant	Total
1	1	0	1 to 1
3	2	1	3 to 3
5	3	2	5 to 5
8	4	3	8 to 7
12	5	4	12 to 9
16	6	5	16 to 11
20	7	6	20 to 13
25	8	7	25 to 15
30	9	8	30 to 17
40	10	9	40 to 19
50	11	10	50 to 21

Note: Continues after fifty Journeyman — One Indentured Apprentice and one Apprentice Applicant for every ten Journeyman

**Welders**

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

---

**Helpers**

**Helpers** (65% of the journeyman classification) (Must not exceed 3 helpers to 1 journeyman)

A Helper is a semi-skilled worker (rather than a skilled journeyman) who works under the direction of and assists a journeyman. Under the journeyman’s direction and supervision, the helper performs a variety of duties to assist the journeyman such as preparing, carrying, and furnishing equipment, supplies and maintaining them in order; cleaning and preparing work areas; lifting, positioning, and holding materials or tools; and other related semi-skilled tasks as directed by the journeyman. A helper may use the tools of the trade at and under the direction of the journeyman. The particular duties performed by a helper vary according to area practice. The journeyman must work in close proximity to the location of the helpers work area. The helpers wage rate shall be calculated at no less than 65% of the prevailing wage for that journeyman’s classification. Helpers who assist more than one journeyman craft should be listed with the notation indicating each journeyman craft classification they assist.

---

Questions with regard to classifications of a worker should be directed to the HFC General Counsel’s Office, in writing, with a description of the work to be performed. After review, HFC will respond in writing with the classification and wage rate to be paid the worker in question.

## **Fringe Benefits**

If the worker is not receiving fringe benefits, they must be paid in cash if noted on the prevailing wage schedule along with the base rate. The term wages means the basic hourly rate of pay; any contribution irrevocably made by a contractor or subcontractor to a trustee or to a third person pursuant to a bona fide fringe benefit fund, plan, or program; and the rate of costs to the contractor or subcontractor which may be reasonably anticipated in providing bona fide fringe benefits to laborers and mechanics pursuant to an enforceable commitment to carry out a financially responsible plan of program, which was communicated in writing to the laborers and mechanics affected. The fringe benefits enumerated in the Davis–Bacon Act include medical or hospital care, pensions on retirement or death, compensation for injuries or illness resulting from occupational activity, or insurance to provide any of the foregoing; unemployment benefits; life insurance, disability insurance, sickness insurance, or accident insurance; vacation or holiday pay; defraying costs of apprenticeship or other similar programs; or other bona fide fringe benefits. Fringe benefits do not include benefits required by other Federal, State, or local law. The prevailing wages (including fringe benefits) as adopted for this contract are based upon a survey performed under the Davis–Bacon Act. Thus determinations in regard to fringe benefits, to the extent practicable, will be based upon the standards set forth in the following federal regulations.

### **Title 29, Code of Federal Regulations, Part 4 Labor Standards for Federal Service Contracts**

#### **29 CFR 4.170 – Furnishing fringe benefits or equivalents.**

(a) General. Fringe benefits required under the Act shall be furnished, separate from and in addition to the specified monetary wages, by the contractor or subcontractor to the employees engaged in performance of the contract, as specified in the determination of the Secretary or his authorized representative and prescribed in the contract documents. Section 2(a)(2) of the Act provides that the obligation to furnish the specified benefits “may be discharged by furnishing any equivalent combinations of fringe benefits or by making equivalent or differential payments in cash under rules and regulations established by the Secretary.” The governing rules and regulations for furnishing such equivalents are set forth in Sec. 4.177 of this subpart. An employer cannot offset an amount of monetary wages paid in excess of the wages required under the determination in order to satisfy his fringe benefit obligations under the Act, and must keep appropriate records separately showing amounts paid for wages and amounts paid for fringe benefits.

(b) Meeting the requirement, in general. The various fringe benefits listed in the Act and in Sec. 4.162(a) are illustrative of those which may be found to be prevailing for service employees in a particular locality. The benefits which an employer will be required to furnish employees performing on a particular contract will be specified in the contract documents. A contractor may dispose of certain of the fringe benefit obligations which may be required by an applicable fringe benefit determination, such as pension, retirement, or health insurance, by irrevocably paying the specified contributions for fringe benefits to an independent trustee or other third person pursuant to an existing “bona fide” fund, plan, or program on behalf of employees engaged in work subject to the Act's provisions. Where such a plan or fund does not exist, a contractor must discharge his obligation relating to fringe benefits by furnishing either an equivalent combination of “bona fide” fringe benefits or by making equivalent payments in cash to the employee, in accordance with the regulations in Sec. 4.177.

#### **29 CFR 4.171 – “Bona fide” fringe benefits.**

(a) To be considered a “bona fide” fringe benefit for purposes of the Act, a fringe benefit plan, fund, or program must constitute a legally enforceable obligation, which meets the following criteria:

(1) The provisions of a plan, fund, or program adopted by the contractor, or by contract as a result of collective bargaining, must be specified in writing, and must be communicated in writing to the affected employees. Contributions must be made pursuant to the terms of such plan, fund, or program. The plan may be either contractor–financed or a joint contractor employee contributory plan. For example, employer contributions to Individual Retirement Accounts (IRAs) approved by IRS are permissible. However, any contributions made by employees must be voluntary, and if such contributions are made through payroll deductions, such deductions must be made in accordance with Sec. 4.168. No contribution toward fringe benefits made by the employees themselves, or fringe benefits provided from monies deducted from the employee's wages may be included or used by an employer in satisfying any part of any fringe benefit obligation under the Act.

(2) The primary purpose of the plan must be to provide systematically for the payment of benefits to employees on account of death, disability, advanced age, retirement, illness, medical expenses, hospitalization, supplemental unemployment benefits, and the like.

(3) The plan must contain a definite formula for determining the amount to be contributed by the contractor and a definite formula for determining the benefits for each of the employees participating in the plan.

(4) Except as provided in paragraph (b), the contractor's contributions must be paid irrevocably to a trustee or third person pursuant to an insurance agreement, trust or other funded arrangement. The trustee must assume the usual fiduciary responsibilities imposed upon trustees by applicable law. The trust or fund must be set up in such a way that the contractor will not be able to recapture any of the contributions paid in nor in any way divert the funds to its own use or benefit.

(5) Benefit plans or trusts of the types listed in 26 U.S.C. 401(a) which are disapproved by the Internal Revenue Service as not satisfying the requirements of section 401(a) of the Internal Revenue Code or which do not meet the requirements of the Employee Retirement Income Security Act of 1974, 29 U.S.C. 1001, et seq. and regulations thereunder, are not deemed to be "bona fide" plans for purposes of the Service Contract Act.

(6) It should also be noted that such plans must meet certain other criteria as set forth in Sec. 778.215 of 29 CFR part 778 in order for any contributions to be excluded from computation of the regular rate of pay for overtime purposes under the Fair Labor Standards Act (Secs. 4.180–4.182).

(b)(1) Unfunded self-insured fringe benefit plans (other than fringe benefits such as vacations and holidays which by their nature are normally unfunded) under which contractors allegedly make "out of pocket" payments to provide benefits as expenses may arise, rather than making irrevocable contributions to a trust or other funded arrangement as required under Sec. 4.171(a)(4), are not normally considered "bona fide" plans or equivalent benefits for purposes of the Act.

(2) A contractor may request approval by the Administrator of an unfunded self-insured plan in order to allow credit for payments under the plan to meet the fringe benefit requirements of the Act. In considering whether such a plan is bona fide, the Administrator will consider such factors as whether it could be reasonably anticipated to provide the prescribed benefits, whether it represents a legally enforceable commitment to provide such benefits, whether it is carried out under a financially responsible program, and whether the plan has been communicated to the employees in writing. The Administrator in his/her discretion may direct that assets be set aside and preserved in an escrow account or that other protections be afforded to meet the plan's future obligation.

(c) No benefit required by any other Federal law or by any State or local law, such as unemployment compensation, workers' compensation, or social security, is a fringe benefit for purposes of the Act.

(d) The furnishing to an employee of board, lodging, or other facilities under the circumstances described in Sec. 4.167, the cost or value of which is creditable toward the monetary wages specified under the Act, may not be used to offset any fringe benefit obligations, as such items and facilities are not fringe benefits or equivalent benefits for purposes of the Act.

(e) The furnishing of facilities which are primarily for the benefit or convenience of the contractor or the cost of which is properly a business expense of the contractor is not the furnishing of a "bona fide" fringe benefit or equivalent benefit or the payment of wages. This would be true of such items, for example, as relocation expenses, travel and transportation expenses incident to employment, incentive or suggestion awards, and recruitment bonuses, as well as tools and other materials and services incidental to the employer's performance of the contract and the carrying on of his business, and the cost of furnishing, laundering, and maintaining uniforms and/or related apparel or equipment where employees are required by the contractor, by the contractor's Government contract, by law, or by the nature of the work to wear such items. See also Sec. 4.168.

(f) Contributions by contractors for such items as social functions or parties for employees, flowers, cards, or gifts on employee birthdays, anniversaries, etc. (sunshine funds), employee rest or recreation rooms, paid coffee breaks, magazine subscriptions, and professional association or club dues, may not be used to offset any wages or fringe benefits specified in the contract, as such items are not "bona fide" wages or fringe benefits or equivalent benefits for purposes of the Act.