

## Addendum No. 1

Issue Date: May 29, 2026

Project: Proposed Municipal Well #3  
Owner: Village of Dickeyville  
Engineer: Delta 3 Engineering, Inc.  
Jordan Fure, P.E.  
875 South Chestnut Street, Platteville, Wisconsin 53818  
Engineer's Project No.: D23-124  
Bid Opening: 1:00 p.m., C.S.T., Thursday, June 4, 2026

To: Prospective Bidders

This Addendum forms a part of the Contract Documents and modifies the original Contract Documents dated May 14, 2026 as noted below. Acknowledge receipt of this Addendum by inserting the number and issue date of this Addendum in the space provided on page 00410-1 of the Bid Form and submit with your Bid. Failure to do so may subject the Bidder to disqualification. General Contractors are responsible for assuring that all sub-contractors receive addendums.

This Addendum consists of 2 page(s) with items and clarifications as listed below. There is 1 attachment(s) and 0 plan sheet(s).

### CHANGES TO CONTRACT DOCUMENTS

1. Section 00850 – Wage Rates and Labor Standards
  - a. Remove pages 00850-1 through 00850-111 and replace with:
    - i. Attachment #1.
2. Section 00520 – Agreement
  - a. For **Contract #1 – Well and Well Pump Construction**, all Work, with the exception of Bid Item 1-5, will be substantially completed on or before **May 14, 2027**. The Work for Bid Item 1-5 will be substantially completed on or before **September 24, 2027** and completed and ready for final payment in accordance with Paragraph 15.06 of the General Conditions on or before **October 1, 2027**.
  - b. For **Contract #2 – Site, Utility, and Well House Building Construction**, all Work will be substantially completed on or before **September 24, 2027** and completed and ready for final payment in accordance with Paragraph 15.06 of the General Conditions on or before **October 1, 2027**.
3. Section 00550 – Notice to Proceed
  - a. For **Contract #1 - Well and Well Pump Construction**, all Work, with the exception of Bid Item 1-5, will be substantially completed on or before **May 14, 2027**. The Work for Bid Item 1-5 will be substantially completed on or before **September 24, 2027** and completed and ready for final payment in accordance with Paragraph 15.06 of the General Conditions on or before **October 1, 2027**.

- b. For **Contract #2 – Site, Utility, and Well House Building Construction**, all Work will be substantially completed on or before **September 24, 2027** and completed and ready for final payment in accordance with Paragraph 15.06 of the General Conditions on or before **October 1, 2027**.

#### CHANGES TO TECHNICAL SPECIFICATIONS

1. Section 260533 – Raceway and Boxes for Electrical Systems
  - a. Electrical Metallic Tubing (EMT) and Fittings will not be utilized within the Well House and Garage. Rigid Metal Conduit (RMC) or Steel Intermediate Metal Conduit (IMC) shall be utilized in accordance with Section 3.1.C.1 and 3.1.C.3.
2. Section 262713 – Electricity Metering  
PART 2 – PRODUCTS 2.3(E)(1)
  - a. An Arc-Flash Hazard Analysis will not be required for this Project. Contractor shall satisfy requirement for NEC & NFPA 70E compliant arc-flash warning labels.
3. Section 263213 – Engine Generators  
PART 2 PRODUCTS 2.1 Manufacturer
  - a. Caterpillar shall be considered an approved generator manufacturer.

#### CHANGES TO ATTACHMENTS

1. None.

#### CHANGES TO DRAWINGS

1. None.

End of Addendum #1

# Attachment #1

## 00850 - WAGE RATES AND LABOR STANDARDS

### GENERAL

This Project is funded in part with funds from the Wisconsin Department of Natural Resources Safe Drinking Water Loan Program (SDWLP). Compliance with the American Iron & Steel (A.I.S), associated SDWLP requirements, and Federal wage rates and guidelines are required for this Project.

### WAGE RATES

Federal wage rates apply for all construction Work on this Project. The most current Federal Wage Rate Decisions available at the time of preparation of these Contract Documents are enclosed for the Bidder's use. The Bidder is responsible for utilizing the most current Federal Wage Rates for each classification of work to be performed for the Project.

Minimum salaries and fringes to be paid on the Project shall be in accordance with the prevailing wage rate scale established by the Federal Department of Labor (DOL). Attention of bidders is particularly called to the requirements as to conditions of employment to be observed and minimum wage rates to be paid under contract, Section 3, Segregated Facility, Section 109, and E.O. 11246. Attention is also called to the fact that not less than the minimum salaries and fringes set forth in the Contract Documents must be paid on this Project, and that the Contractor must ensure that employees and applications for employment are not discriminated against because of their race, color, religion, sex, national origin, or other protected class.

### NEW PREVAILING WAGE LAW – WISCONSIN

Effective January 1, 2017, **2015 Wisconsin Act 55** (the budget bill) repeals the State Prevailing Wage Law for local governmental units such as villages, towns, cities, school districts, or sewerage districts. No State wage rates are applicable for this Project.

### LABOR STANDARDS

Federal labor standards and contract requirements apply to this Project. The following attachments indicating the labor standards and requirements to be met are enclosed for the Bidder's use.

- Attachment 3-C:** Conflict of Interest Clause
- Attachment 3-D:** Lobbying Certification
- Attachment 3-E:** Disclosure of Lobbying Activities
- Attachment 6-A:** Equal Opportunity Clause (E.O. 11246)
- Attachment 6-B(2):** Section 3 Contract Language Requirements
- Attachment 6-C:** Affirmative Action Requirements (E.O. 11246) with Goals For Women and Minority Utilization in Construction
- Attachment 6-D:** Federal Equal Employment Opportunity Clauses Construction Contract Specifications (E.O. 11246)
- Relevant Laws:** Equal Opportunity, Fair Housing, & Section 3
- Attachment 7-B:** Davis-Bacon and Related Acts (DBRA)
- Attachment 7-G:** Federal Labor Standards Provisions (4010)
- Attachment 7-R:** MBE/WBE/DBE Web Resources
- Attachment 7-S:** Employee Rights Poster
- U.S. Dept. of Labor:** Payroll Form WH-347 & Instructions

**24 CFR 570.489(h) CONFLICT OF INTEREST CLAUSE  
FOR COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAMS**

**Code of Federal Regulations Title 24 570.489(h) Program Administrative Requirements**

**(h) Conflict of interest:** (1) *Applicability.* (i) *In the procurement of supplies, equipment, construction, and services by the States, units of local general governments, and sub-recipients, the conflict of interest provisions in paragraph (g) of this section shall apply.*

(ii) *In all cases not governed by paragraph (g) of this section, this paragraph (h) shall apply. Such cases include the acquisition and disposition of real property and the provision of assistance with CDBG funds by the unit of general local government or its sub-recipients, to individuals, businesses and other private entities.*

(2) *Conflicts prohibited.* *Except for eligible administrative or personnel costs, the general rule is that no persons described in paragraph (h)(3) of this section who exercise or have exercised any functions or responsibilities with respect to CDBG activities assisted under this subpart or who are in a position to participate in a decision-making process or gain inside information with regard to such activities, may obtain a financial interest or benefit from the activity, or have an interest or benefit from the activity, or have an interest in any contract, subcontract or agreement with respect thereto, or the proceeds thereunder, either for themselves or those with whom they have family or business ties, during their tenure or for one year thereafter.*

(3) *Persons covered.* *The conflict of interest provisions for paragraph (h)(2) of this section apply to any person who is an employee, agent, consultant, officer, or elected official or appointed official of the state, or of a unit of general local government, or of any designated public agencies, or sub-recipients which are receiving CDBG funds.*

(4) *Exceptions: Thresholds requirements.* *Upon written request by the State, an exception to the provisions of paragraph (h)(2) of this section involving an employee, agent, consultant, officer, or elected official or appointed official of the state may be granted by HUD on a case-by-case basis. In all other cases, the state may grant such an exception upon written request of the unit of general local government provided the state shall fully document its determination in compliance with all requirements of paragraph (h)(4) of this section including the state's position with respect to each factor at paragraph (h)(5) of this section and such documentation shall be available for review by the public and by HUD. An exception may be granted after it is determined that such an exception will serve to further the purpose of the Act and the effective and efficient administration of the program or project of the state or unit of general local government as appropriate. An exception may be considered only after the state or unit of general local government, as appropriate, has provided the following:*

(i) *A disclosure of the nature of the conflict, accompanied by an assurance that there has been public disclosure of the conflict and a description of how the public disclosure was made; and*

(ii) *An opinion of the attorney for the state or the unit of general local government, as appropriate, that the interest for which the exception is sought would not violate state or local law.*

(5) *Factors to be considered for exceptions.* *In determining whether to grant a requested exception after the requirements of paragraph (h)(4) of this section have been satisfactorily met, the cumulative effect of the following factors, where applicable, shall be considered:*

(i) *Whether the exception would provide a significant cost benefit or an essential degree of expertise to the program or project which would otherwise not be available;*

(ii) *Whether an opportunity was provided for open competitive bidding or negotiation;*

(iii) *Whether the person affected is a member of a group or class of low or moderate income persons intended to be the beneficiaries of the assisted activity, and the exception will permit such person to receive generally the same interests or benefits as are being made available or provided to the group or class;*

(iv) *Whether the affected person has withdrawn from his or her functions or responsibilities, or the decision-making process with respect to the specific assisted activity in question;*

(v) *Whether the interest or benefit was present before the affected person was in a position as described in paragraph (h)(3) of this section;*

(vi) *Whether undue hardship will result either to the State or the unit of general local government or the person affected when weighed against the public interest served by avoiding the prohibited conflict; and*

(vii) *Any other relevant considerations.*

**ATTACHMENT 3-D**

GRANTEE/UGLG\* NAME: \_\_\_\_\_  
DEHCR GRANT AGREEMENT #: \_\_\_\_\_

**LOBBYING CERTIFICATION**

- FROM THE**  **Municipality/UGLG\***  
 **Contractor/Subcontractor**  
 **Subrecipient**  
 **Other** (*Specify entity type below*):  
\_\_\_\_\_

The undersigned certifies, to the best of their knowledge and belief, that:

1. No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.
2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

\_\_\_\_\_  
*Name of Entity Completing This Form (i.e., UGLG\* / Company / Organization / Firm Name)*

\_\_\_\_\_  
*Signature (required)*

\_\_\_\_\_  
*Title*

\_\_\_\_\_  
*Date Signed*

\_\_\_\_\_  
*Printed/Typed Name of the Chief Elected Official, Owner, Chief Executive Officer,  
or Other Authorized Representative of the Entity/Organization*

\*UGLG: Unit of General Local Government

**ATTACHMENT 3-E**

**DISCLOSURE OF LOBBYING ACTIVITIES**

Complete this form to disclose lobbying activities pursuant to 31 U.S.C.1352

OMB Number: 4040-0013  
Expiration Date: 02/28/2025

<b>1. * Type of Federal Action:</b> <input type="checkbox"/> a. contract <input checked="" type="checkbox"/> b. grant <input type="checkbox"/> c. cooperative agreement <input type="checkbox"/> d. loan <input type="checkbox"/> e. loan guarantee <input type="checkbox"/> f. loan insurance	<b>2. * Status of Federal Action:</b> <input type="checkbox"/> a. bid/offer/application <input checked="" type="checkbox"/> b. initial award <input type="checkbox"/> c. post-award	<b>3. * Report Type:</b> <input checked="" type="checkbox"/> a. initial filing <input type="checkbox"/> b. material change
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**4. Name and Address of Reporting Entity:**  
 Prime     SubAwardee

\* Name

\* Street 1     Street 2

\* City     State     Zip

Congressional District, if known:

**5. If Reporting Entity in No.4 is Subawardee, Enter Name and Address of Prime:**

<b>6. * Federal Department/Agency:</b> <input type="text"/>	<b>7. * Federal Program Name/Description:</b> <input type="text"/> CFDA Number, if applicable: <input type="text"/>
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<b>8. Federal Action Number, if known:</b> <input type="text"/>	<b>9. Award Amount, if known:</b> \$ <input type="text"/>
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**10. a. Name and Address of Lobbying Registrant:**

Prefix  \* First Name  Middle Name

\* Last Name  Suffix

\* Street 1     Street 2

\* City     State     Zip

**b. Individual Performing Services** (including address if different from No. 10a)

Prefix  \* First Name  Middle Name

\* Last Name  Suffix

\* Street 1     Street 2

\* City     State     Zip

**11.** Information requested through this form is authorized by title 31 U.S.C. section 1352. This disclosure of lobbying activities is a material representation of fact upon which reliance was placed by the tier above when the transaction was made or entered into. This disclosure is required pursuant to 31 U.S.C. 1352. This information will be reported to the Congress semi-annually and will be available for public inspection. Any person who fails to file the required disclosure shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

\* Signature:

\* Name: Prefix  \* First Name  Middle Name   
\* Last Name  Suffix

Title:  Telephone No.:  Date:

**ATTACHMENT 6-A**

**EQUAL OPPORTUNITY CLAUSE (EO 11246)  
FOR CONTRACTORS**

During the performance of this contract, the contractor agrees as follows:

1. The contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that applicants are employed and that employees are treated, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination, rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.
2. The contractor shall, in all solicitations or advertisement for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration without regard to race, color, religion, sex, or national origin.
3. The contractor shall send to each labor union or representative of workers with which he/she has a collective bargaining agreement or other contract or understanding, a notice to be provided by the Contract Compliance Officer advising the said labor union or workers' representatives of the contractor's commitment under this section, and shall post copies of the notice in conspicuous place available to employees and applicants for employment.
4. The contractor shall comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations and relevant orders of the Secretary of Labor.
5. The contractor shall furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Energy, Housing and Community Resources and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations and others.
6. In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, the contract may be canceled, terminated or suspended in whole or in part and the contractor may be declared ineligible for further government contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965 or by rule, regulation or order of the Secretary of Labor, or as otherwise provided by law.
7. The contractor shall include the provisions of paragraphs 1 through 7 in every sub-contract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each sub-contractor or vendor. The contractor will take such action with respect to any sub-contract or purchase order as DEHCR may direct as a means of enforcing such provisions, including sanctions for noncompliance. Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a sub-contractor or vendor as a result of such direction by DEHCR, the contractor may request the United States to enter into such litigation to protect the interest of the United States.
8. The UGLG further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work. Provided that if the UGLG participating is a state or local government, the above equal opportunity clause is not applicable to any agency, instrumentality, or subdivision of such government which does not participate in work on or under the contract.
9. The UGLG agrees that it will assist and cooperate actively with DEHCR and the Secretary of Labor in obtaining the compliance of contractors and sub-contractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor; that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance; and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.
10. The UGLG further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and sub-contractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the UGLG agrees that if it fails or refuses to take any or all of the following actions: cancel, terminate, or suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurances of future compliance has been received from such applicant, and refer the case to the Department of Justice for appropriate legal proceedings.

**SECTION 3 CONTRACT REQUIREMENTS [24 CFR 75]**

*(For Grants/Projects Awarded **ON or AFTER** November 30, 2020)*

**Insertion of this document is required in all prime contracts and sub-contracts funded in whole or in part with U.S. Department of Housing and Urban Development (HUD) funds (including Community Development Block Grant (CDBG) projects) when the HUD/CDBG Award to the Grantee is greater than \$200,000 and the project includes construction activities.\***

**SECTION 3 TERMS OF CONTRACT**

1. **Section 3 of the Housing and Urban Development Act of 1968:** The work to be performed under this contract is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u (Section 3), [24 CFR 75](#). The purpose of Section 3 is to ensure that employment and other economic opportunities generated by the U.S. Department of Housing and Urban Development (HUD) assistance or HUD-assisted projects covered by Section 3, shall, to the greatest extent feasible, be directed to low- and very low-income persons, particularly persons who are recipients of HUD assistance for housing.
2. **Contractor Certification of Compliance:** The parties to this contract agree to comply with HUD's regulations in [24 CFR 75](#), which implement Section 3. As evidenced by their execution of this contract, the parties to this contract certify that they are under no contractual or other impediment that would prevent them from complying with the [24 CFR 75](#) regulations.
3. **Contract Language Requirement:** The contractor agrees to include this *Section 3 Contract Requirements* document in every sub-contract subject to compliance with regulations in [24 CFR 75](#), and agrees to take appropriate action, as provided in an applicable provision of the sub-contractor in this *Section 3 Contract Requirements* document, upon a finding that the sub-contractor is in violation of the regulations in [24 CFR 75](#). The contractor will not sub-contract with any sub-contractor where the contractor has notice or knowledge that the sub-contractor has been found in violation of the regulations in [24 CFR 75](#).
4. **Section 3 Definitions:** Definitions for key Section 3 terms per [24 CFR 75](#) are as follows:
  - Section 3 Worker:** An employee who *currently* fits, or fit at the time of hire if hired on or after 11/30/2020, at least one of the following categories:
    - (1) is employed by a Section 3 Business Concern; **or**
    - (2) is a low- or very low-income resident (i.e., a local person living within the Section 3 service area, with an *individual* annualized income currently as of the date of starting work on the project, or at the time of hire if hired on or after 11/30/2020, that is/was at or below the low-income (80%) threshold established by HUD for a Family of 1 for the county in which the person lives) [Note: The HUD income threshold must be from the [HUD Income Limits for the CDBG program](#) in effect currently in effect as of the date the worker started work on the project, or at the time of hire if hired on or after 11/30/2020]; **or**
    - (3) is/was a [YouthBuild](#).
  - Targeted Section 3 Worker:** A Section 3 Worker who:
    - (1) is employed by a Section 3 Business Concern, **or**
    - (2) currently fits, or fit at the time of hire if hired on or after 11/30/2020) at least one of the following categories as documented:
      - (i.) lives/lived in the neighborhood or within the Section 3 service area of the project; **or**
      - (ii.) is/was a [YouthBuild](#).
  - Section 3 Business Concern:** A business that fits at least one of the following categories (as certified within the past 6 months):
    - (1) 51% or more owned by low- or very low-income persons; **or**
    - (2) 75% or more of the labor hours are performed by low- or very low-income persons; **or**
    - (3) 51% or more owned by current residents of public housing or Section 8-assisted housing.
  - Section 3 Service Area:** An area within one mile of the project's location (i.e., street address); **or** an area within a circle centered around the project site that encompasses 5,000 people [if less than 5,000 people live within a one mile radius of the project site].
7. **Contracting Requirements:** To the greatest extent feasible, and consistent with existing Federal, State, and local laws and regulations, the Grantee, subrecipients, and prime contractors and sub-contractors for the HUD/CDBG funded project agree to ensure contracts and sub-contracts for work awarded in connection with the project are awarded to business concerns that provide economic opportunities to Section 3 Workers; and where feasible in the following order of priority: (1) Section 3 Business Concerns that provide economic opportunities to Section 3 Workers residing within the metropolitan area (or nonmetropolitan county) in which the HUD funded assistance is provided/in which the HUD/CDBG funded project is occurring; and (2) [YouthBuild](#) programs.
8. **Employment and Training Requirements:** To the greatest extent feasible, and consistent with existing Federal, State, and local laws and regulations, the Grantee, subrecipients, and prime contractors and sub-contractors for the HUD/CDBG funded project agree to ensure employment and training opportunities generated in connection with the project are filled by Section 3 Workers; and where feasible, in the following order of priority: (1) low- and very low-income persons residing within the metropolitan area (or nonmetropolitan county) in which the HUD/CDBG assistance is expended (i.e., in which the HUD/CDBG funded project is occurring); and (2) participants in [YouthBuild](#) programs.

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\* This language is **required** to be included in prime contracts and sub-contracts for a project that are funded in whole or in part with HUD/CDBG funds, and the HUD/CDBG Award to the Grantee is greater than \$200,000, and the HUD/CDBG funds were awarded to the Grantee on 11/30/2020 or later, and the HUD/CDBG funded project includes construction activities (including new construction, rehabilitation, renovation, site demolition and/or clearance). HUD/CDBG funded projects awarded on or after 11/30/2020, for which the HUD/CDBG funded Award is \$200,000 or less and/or for which there are no construction activities in the scope of work (e.g., Planning-only, Public Services-only, Housing Counseling-only, Financial Assistance-only [such as housing or economic development loans], etc.) are not subject to the Section 3 requirements of [24 CFR 75](#). Insertion of this Section 3 Contract Requirements document is **required** for contracts funded in whole or in part with the HUD/CDBG funds and **strongly recommended** for ALL contracts, regardless of funding source for the specific contract, for a project that is subject to [24 CFR 75](#), to help avoid issues with compliance and reporting later in the project cycle in the event that the funding source for the contract changes. All sub-contractors of a prime contractor that is funded in whole or in part with HUD/CDBG funding are subject to the same Section 3 requirements as the prime contractor.

## SECTION 3 CONTRACT REQUIREMENTS [24 CFR 75]

9. **Reporting Labor Hours:** The Grantee, subrecipients, *and* prime contractors and sub-contractors for the HUD/CDBG funded project agree to report all worker (see **exception** below)\*\* labor hours on the project as follows: (1) the total number of labor hours worked on the project by each worker; (2) the total number of labor hours worked on the project by Section 3 Workers; and (3) the total number of labor hours worked on the project by Targeted Section 3 Workers. The labor hours reported shall include the total number of labor hours worked on the HUD/CDBG funded project by workers employed by the Grantee, subrecipients, their prime contractors and the sub-contractors of the project, during the reporting period specified by HUD and the State CDBG Program. The labor hours reported may be based on the employer's good faith assessment of the labor hours of a full-time or part-time employee informed by the employer's existing salary or time and attendance based payroll systems, unless the project or activity is otherwise subject to requirements specifying time and attendance reporting. [Note: Construction contractors required to maintain certified payroll records to meet federal labor standards requirements agree to report actual work hours as reported on the certified payroll records.]
- \*\*Exception** for positions that **require** an advanced degree or a professional certification: Reporting of hours for positions requiring an advanced degree or a professional certification is not required, but the hours may be reported to demonstrate Section 3 "best efforts". The Grantee, prime contractors and sub-contractors may report the labor hours by Section 3 Workers and Targeted Section 3 Workers without including labor hours from employees covered by the exception in the total number of labor hours worked. If the contract covers both work completed by employees covered by the exception and other work completed by employees not covered by the exception, then the labor hours for the other work by employees not covered by the exception must be reported.
10. **Section 3 Goals/"Safe Harbor" Benchmarks:** The Grantee, subrecipients, *and* prime contractors and sub-contractors agree to strive to meet the "safe harbor" benchmarks (as established by the HUD Section 3 Final Rule ([24 CFR 75](#)), which established quantitative benchmarks and prioritized qualitative efforts for funding recipients to achieve to assist low- and very low-income persons with employment and training opportunities. The "safe harbor" benchmarks are to have: (1) 25% or more of all labor hours worked on the project be by Section 3 Workers; and (2) 5% or more of all labor hours worked on the project be by Targeted Section 3 Workers. If the "safe harbor" benchmarks are not met over the course of the project, then the Grantee *and* prime contractors and sub-contractors for the HUD/CDBG funded project agree to provide evidence of completing qualitative efforts to assist low- and very low-income persons with employment and training opportunities. Supporting documentation of these completed efforts must also be maintained in the Grantee's and contractors' project files, to be made available upon request for monitoring purposes.
11. **Demonstrating Best Efforts:** When the Section 3 benchmarks are not met, the Grantee *and* prime contractors and sub-contractors for the HUD/CDBG funded project agree to demonstrate and report qualitative efforts made in an attempt to meet the benchmarks, which may include but are not limited to the following:
- (1) Engage in outreach efforts to generate job applicants who are Targeted Section 3 Workers.
  - (2) Provide training or apprenticeship opportunities.
  - (3) Provide technical assistance to help Section 3 Workers compete for jobs (e.g., resume assistance, coaching, etc.).
  - (4) Provide or connect Section 3 Workers with assistance in seeking employment including: drafting resumes, preparing for interviews, and finding job opportunities connecting residents to job placement services.
  - (5) Hold one or more job fairs.
  - (6) Provide or refer Section 3 Workers to services supporting work readiness and retention (e.g., work readiness activities, interview clothing, test fees, transportation, child care, etc.).
  - (7) Provide assistance to Section 3 Workers to apply for and/or attend community college, a four-year educational institution, or vocational/technical training.
  - (8) Assist Section 3 Workers to obtain financial literacy training and/or coaching.
  - (9) Engage in outreach efforts to identify and secure bids from Section 3 Business Concerns.
  - (10) Provide technical assistance to help Section 3 Business Concerns understand and bid on contracts.
  - (11) Divide contracts into smaller jobs to facilitate participation by Section 3 Business Concerns.
  - (12) Provide bonding assistance, guaranties, or other efforts to support viable bids from Section 3 Business Concerns.
  - (13) Promote use of business registries designed to create opportunities for disadvantaged and small businesses.
  - (14) Conduct outreach, engagement, or referrals with the [State one-stop Supplier Diversity Program system](#) as defined in [Section 121\(e\)\(2\) of the Workforce Innovation and Opportunity Act](#).
12. **Recordkeeping & Reporting:** The Grantee, subrecipients, *and* prime contractors and sub-contractors for the HUD/CDBG funded project agree to maintain all records demonstrating compliance with [24 CFR 75](#), including contracting information and documents, Section 3 Business Concern Certification forms, Section 3 Employee Income Certifications, and worker labor hours; *and* provide data and reporting documents as requested and required by the State CDBG Program and/or HUD. Grantee, subrecipient, and contractor records may be monitored for compliance by the State CDBG Program and/or HUD.
13. **Non-Compliance:** Non-compliance with HUD's regulations in [24 CFR 75](#) may result in sanctions, termination of this contract for default, and debarment or suspension from future HUD assisted contracts.
14. **Indian Housing Assistance Project Specifications:** For work performed in connection with Section 3 covered Indian housing assistance, Section 7(b) of the [Indian Self-Determination and Education Assistance Act \(25 U.S.C. 46\)](#) also applies to the work to be performed under this contract. Section 7(b) requires that to the greatest extent feasible: (i) preference and opportunities for training and employment shall be given to Indians; and (ii) preference in the award of contracts and sub-contracts shall be given to Indian organizations and Indian-Owned Economic Enterprises. Parties to this contract that are subject to the provisions of Section 3 and Section 7(b) agree to comply with Section 3 to the maximum extent feasible, but not in derogation of compliance with section 7(b).

## SECTION 3 DOCUMENTATION &amp; RECORDKEEPING SUMMARY

*(For Grants/Projects Awarded On or After 11/30/2020)*

Grantees and Contractors for projects subject to the Section 3 requirements of [24 CFR 75](#) are subject to the Section 3 documentation and recordkeeping requirements, as summarized below. The "Employer" refers to a Grantee or Contractor. The "Grantee" refers to the direct recipient of the HUD/CDBG award and their grant subrecipient(s) (i.e., the organization(s) on which behalf the Grantee submitted the grant application), if applicable; and "Contractors" refer to prime contractors and sub-contractors (all tiers) for construction and/or non-construction activities and/or services.

- 1) **Section 3 Requirements [24 CFR 75] contract language insertion (Attachment 6-B(2)):** If the project is subject to the Section 3 requirements of [24 CFR 75](#), then this must be included in all prime contracts and subcontracts funded in whole or in part with HUD/CDBG funds. When HUD/CDBG funding will cover the costs (in whole or in part) for a prime contractor's work, then all subcontracts of that prime contract are also considered to be funded (in whole or in part) with the HUD/CDBG funds and therefore subject to the same Section 3 requirements as the prime contractor.
- 2) **Section 3 Employee Income Certification forms (Attachment 9-K(2)):** Employers (i.e., Grantees, Subrecipients, and Contractors) must complete Part A and Part C of the form for all of their employees\*\* working on the project upon the employee starting work on the project, basing responses on the wages the employer pays the employee (annualized) and address information the employer has on file for the employee. Part B of the form is optional (not required) for the employer to provide to an employee to complete and sign to collect income and public housing status data at the time of the employee's hire date *if hired on or after 11/30/2020*.
- 3) **Labor Hours Tracking:** The labor hours worked by all employees\*\* who work on the HUD/CDBG funded project must be tracked and reported semi-annually on the Contractor's *Individual Contractor Section 3 Report (Attachment 9-M)* or similar document and on the Grantee's *CDBG Data Report (Attachment 9-C)*.

**\*\*Exception:** An exception is allowed for Employees in positions that **require** an advanced degree or professional certification. It is **optional** (not required) for the Employer to complete the Section 3 Employee Income Certification form for these Employees and to track their labor hours on the project. If the employee may qualify as a Section 3 Worker, then it is beneficial to have complete the Certification form and to track their hours to help the Employer meet the Section 3 "safe harbor" benchmarks.

- 4) **Section 3 Business Concern Certification forms (Attachment 9-L):** All Employers (excluding non-profit organizations) must complete this form at the time of contracting or starting work on the project. The Grantee must maintain the completed forms (along with the *Section 3 Employee Income Certification* forms collected from the Contractor) in the project file.
- 5) **Individual Contractor Section 3 Report (Attachment 9-M):** All Employers must complete this form or a similar type of reporting form with the same information each semi-annual reporting period in which they worked on the project (the semi-annual reporting periods are April 1 – September 30, and October 1 – March 31 each year); and the Grantee must maintain them in the project file.
- 6) **CDBG Data Report (Attachment 9-C):** The Grantee must complete this form, reporting all Section 3 data from the Grantee, Subrecipients, and Contractors (data from the Attachment 9-K(2), 9-L, and 9-M forms); and submit it to DEHCR by the due dates specified in the Grant Agreement – Attachment A – Time Table, and in Chapter 9: Reporting of the [CDBG Implementation Handbook](#).
- 7) **Achieving Section 3 Goals/"Safe Harbor" Benchmarks:** Grantees, Subrecipients, and Contractors must strive to meet the HUD Section 3 "safe harbor" benchmarks for assisting low- and very low-income persons with employment and training opportunities, which are to:
  - have 25% or more of all labor hours worked on the project be by Section 3 Workers; and
  - have 5% or more of all labor hours worked on the project be by Targeted Section 3 Workers.
 To accomplish this, Grantees, Subrecipients, and Contractors must, to the greatest extent feasible, award contracts to Section 3 Business Concerns and [YouthBuild](#) programs; and fill employment and training opportunities generated in connection with the project with low- and very low-income persons (i.e., Section 3 Workers and Targeted Section 3 Workers).
- 8) **"Best Efforts" Reporting:** If the "safe harbor" benchmarks are not met over the course of the project, then the Grantee, Subrecipient, *and* Contractors for the project must provide evidence of completing qualitative "best efforts" to assist low- and very low-income persons with employment and training opportunities. "Best efforts" examples are listed on page 2 of this *Section 3 Requirements [24 CFR 75]* document (Attachment 6-B(2)), the *CDBG Data Report (Attachment 9-C)*, and the *Individual Contractor Section 3 Report (Attachment 9-M)*. Efforts must be reported by the Grantee on the *CDBG Data Report (Attachment 9-C)*; and reported by the Contractor on the *Individual Contractor Section 3 Report (Attachment 9-M)* or similar document with the same information.

NOTE: The "Attachment" documents listed in this document refer to "attachments" that appear within Chapter 6 and Chapter 9 of the [CDBG Implementation Handbook](#) and that are linked under the "Chapter Attachments/Fillable Forms" section of the [CDBG Implementation Handbook website](#).

## **AFFIRMATIVE ACTION REQUIREMENTS (EO 11246)**

*(Applicable to construction contracts/sub-contracts exceeding \$10,000)*

1. The Offeror's or Bidder's attention is called to the "Equal Opportunity Clause" and the "Standard Federal Equal Employment Opportunity Construction Contract Specifications" set forth herein.
2. The goals and timetables for minority and female participation, expressed in percentage terms for the contractor's aggregate workforce in each trade on all construction work in the covered area, are as follows:

Goals for Women = **6.9 percent** (this goal applies nationwide)

Goals for minority participation = \_\_\_\_\_ (this goal applies county-wide)  
*(Insert goals – see next page)*

These goals are applicable to all the contractor's construction work (whether or not it is federal or federally assisted) performed in the covered area. If the contractor performs construction work in a geographic area located outside of the covered area, it shall apply the goals established for such geographic area where the work is actually performed. The contractor is also subject to the goals for both its federal and nonfederal construction.

3. The contractor's compliance with the Executive Order and the regulations in 41 CFR 60-4 shall be based on its implementation of the Equal Opportunity Clause, specific affirmative action obligations required by the specifications set forth in 41 CFR 60-4.3 (a), and its efforts to meet the goals established for the geographical area where the contract resulting from this solicitation is to be performed. The hours of minority and female employment and training must be substantially uniform throughout the length of the contract and in each trade, and the contractor shall make a good faith effort to employ minorities and women evenly on each of its projects. The transfer of minority or female employees or trainees from contractor to contractor or from project to project for the sole purpose of meeting the contractor's goals shall be a violation of the contract, the Executive Order, and the regulations in 41 CFR 60-4. Compliance with the goals will be measured against the total work hours performed.
4. The contractor shall provide written notification to the Director of the Office of Federal Contract Compliance Programs within 10 working days of award of any construction sub-contract in excess of \$10,000 at any tier for construction work under the contract resulting from this solicitation. The notification shall list the name, address, and telephone number of the sub-contractor; employer identification number; estimated dollar amount of the sub-contract; estimated starting and completion dates of the sub-contract; and the geographical area in which the contract is to be performed.

As used in this notice, and in the contract resulting from this solicitation, the "covered area" is a description of the geographical areas where the contract is to be performed indicating the state, county and city, if any.

## GOALS FOR WOMEN AND MINORITY UTILIZATION IN CONSTRUCTION

These goals apply to all federally assisted construction contracts and sub-contracts in excess of \$10,000 (EO 11246). All hours of work (federal and non-federal) in each trade, regardless of the location of work, are subject to these goals.

Directions: Use the applicable county percentage below to fill in the "Goals for minority participation" on the previous page.

A. Goals for Women--6.9 percent (this goal applies nationwide).

B. Minority Goals--percentage listed for each county:

Adams	1.7	Iowa	1.7	Polk	2.2
Ashland	1.2	Iron	1.2	Portage	.6
Barron	.6	Jackson	.6	Price	.6
Bayfield	1.2	Jefferson	7.0	Racine	8.4
Brown	1.3	Juneau	.6	Richland	1.7
Buffalo	.6	Kenosha	3.0	Rock	3.1
Burnett	2.2	Kewaunee	1.0	Rusk	.6
Calumet	.9	La Crosse	.8	St. Croix	2.9
Chippewa	.5	Lafayette	.5	Sauk	1.7
Clark	.6	Langlade	.6	Sawyer	.6
Columbia	1.7	Lincoln	.6	Shawano	1.0
Crawford	.5	Manitowoc	1.0	Sheboygan	7.0
Dane	2.2	Marathon	.6	Taylor	.6
Dodge	7.0	Marinette	1.0	Trempealeau	.6
Door	1.0	Marquette	1.7	Vernon	.6
Douglas	1.0	Menomonie	1.0	Vilas	.6
Dunn	.6	Milwaukee	8.0	Walworth	7.0
Eau Claire	.5	Monroe	.6	Washburn	.6
Florence	1.0	Oconto	1.0	Washington	8.0
Fond du Lac	1.0	Oneida	.6	Waukesha	8.0
Forest	1.0	Outagamie	.9	Waupaca	1.0
Grant	.5	Ozaukee	8.0	Waushara	1.0
Green	1.7	Pepin	.6	Winnebago	.9
Green Lake	1.0	Pierce	2.2	Wood	.6

## ATTACHMENT 6-D

### **FEDERAL EQUAL EMPLOYMENT OPPORTUNITY (EO 11246) CONSTRUCTION CONTRACT SPECIFICATIONS (41 CFR 60-4.3)**

(Applicable to construction contracts/sub-contracts exceeding \$10,000)

1. As used in these specifications: ([41 CFR 60-4.3](#))
  - a. "Covered area" means the geographical area described in the solicitation from which this contract resulted.
  - b. "Director" means Director, Office of Federal Contract Compliance Programs, United States Department of Labor, or any person to whom the Director delegates authority.
  - c. "Employer Identification Number" means the Federal Social Security number used on the Employer's Quarterly Federal Tax Return, U.S. Treasury Department Form 941.
  - d. "Minority" includes:
    - i. Black (all persons having origins in any of the Black African racial groups not of Hispanic origin);
    - ii. Hispanic (all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish Culture or origin, regardless of race);
    - iii. Asian and Pacific Islander (all persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands); and
    - iv. American Indian or Alaskan Native (all persons having origins in any of the original peoples of North America and maintaining identifiable tribal affiliations through membership and participation or community identification).
2. Whenever the contractor, or any sub-contractor at any tier, sub-contracts a portion of the work involving any construction trade, it shall physically include in each sub-contract in excess of \$10,000 the provisions of these specifications and the notice which contains the applicable goals for minority and female participation and which is set forth in the solicitations from which this contract resulted.
3. If the contractor is participating (pursuant to 41 CFR 60-4.5) in a Hometown Plan approved by the U.S. Department of Labor in the covered area either individually or through an association, its affirmative action obligations on all work in the Plan area (including goals and timetables) shall be in accordance with that Plan for those trades which have unions participating in the Plan. Contractors must be able to demonstrate their participation in and compliance with the provisions of any such Hometown Plan. Each contractor or sub-contractor participating in an approved plan is individually required to comply with its obligations under the EEO clause, and to make a good faith effort to achieve each goal under the Plan in each trade in which it has employees. The overall good faith performance by other contractors or sub-contractors toward a goal in an approved Plan does not excuse any covered contractor's or sub-contractor's failure to take good faith effort to achieve the Plan goals and timetables.

The contractor shall implement the specific affirmative action standards provided in paragraphs 7(a) through (p) of these specifications. The goals set forth in the solicitation from which this contract resulted are expressed as percentages of the total hours of employment and training of minority and female utilization the contractor should reasonably be able to achieve in each construction trade in which it has employees in the covered areas. Covered construction contractors performing contracts in geographical areas, where they do not have a federal or federally assisted construction contract, shall apply the minority and female goals established for the geographic area where the contract is being performed. Goals are published periodically in the Federal Register in notice form and such notices may be obtained from any Office of Federal Contract Compliance Programs office or from federal procurement contracting officers. The contractor is expected to make substantially uniform progress in meeting its goals in each craft during the period specified.
4. Neither the provisions of any collective bargaining agreement, nor the failure by a union with whom the contractor has a collective bargaining agreement to refer either minorities or women, shall excuse the contractor's obligations under these specifications, Executive Order 11246, nor the regulations promulgated pursuant thereto.
5. In order for the non-working training hours of apprentices and trainees to be counted in meeting the goals, such apprentices and trainees must be employed by the contractor during the training period, and the contractor must have made a commitment to employ the apprentices and trainees at the completion of their training, subject to the availability of employment opportunities. Trainees must be trained pursuant to training programs approved by the U.S. Department of Labor.

6. The contractor shall take specific affirmative actions to ensure equal employment opportunity. The evaluation of the contractor's compliance with these specifications shall be based upon its effort to achieve maximum results from its actions. The contractor shall document these efforts fully, and shall implement affirmative action steps at least as extensive as the following:
- a) Ensure and maintain a working environment, free of harassment, intimidation, and coercion at all sites, and in all facilities where the contractor's employees are assigned to work. The contractor, where possible, will assign two or more women to each construction project. The contractor shall specifically ensure that all foremen, superintendents, and other on-site supervisory personnel are aware of and carry out the contractor's obligation to maintain such a working environment, with specific attention to minority and female individuals working at such sites or in such facilities.
  - b) Establish and maintain a current list of minority and female recruitment sources, provide written notification to minority and female recruitment sources and to community organizations when the contractor or its unions have employment opportunities available, and maintain a record of the organizations' responses.
  - c) Maintain a current file of the names, addresses, and telephone numbers of each minority and female applicant and minority or female referral from a union, a recruitment source or community organization and what, if any, action was taken with respect to each such individual. If such individual was sent to the union hiring hall for referral and was not referred back to the contractor by the union, or if referred, not employed by the contractor, this shall be documented in the file with the reason along with whatever additional actions the contractor may have taken.
  - d) Provide immediate written notification to the Director when the union contractor has a collective bargaining agreement which has/has not referred a minority person or woman, or when the contractor has other information that the union referral process has impeded the contractor's efforts to meet its obligations.
  - e) Develop training opportunities and/or participate in training programs for the area which expressly include minorities and women, including upgrading programs and apprenticeship and trainee programs relevant to the contractor's employment needs, especially those programs funded or approved by the Department of Labor. The contractor shall provide notice of these programs to the sources compiled under 7(b) above.
  - f) Disseminate the contractor's EEO policy by providing notice of the policy to unions and training programs and requesting their cooperation in assisting the contractor in meeting its EEO obligations; by including it in any policy manual and collective bargaining agreement; by publicizing it in the company newspaper, annual report, etc.; by specific review of the policy with all management personnel and with all minority and female employees at least once a year; and by posting the company EEO policy on bulletin boards accessible to all employees at each location where construction work is performed.
  - g) Review, at least annually, the company's EEO policy and affirmative action obligations under these specifications with all employees having any responsibility for hiring, assignment, layoff, termination, or other employment decisions including specific review of these items with on-site supervisory personnel such as Superintendents, General Foremen, etc., prior to the initiation of construction work at any job site. A written record shall be made and maintained identifying the time and place of these meetings, persons attending, subject matter discussed, and disposition of the subject matter.
  - h) Disseminate the contractor's EEO policy externally by including it in any advertising in the news media, specifically including minority and female news media, and providing written notification and discussing the contractor's EEO policy with other contractors and sub-contractors with whom the contractor does, or anticipates, doing business.
  - i) Direct its recruitment efforts, both oral and written, to minority, female and community organizations, to schools with minority and female students, and to minority and female recruitment and training organizations serving the contractor's recruitment area and employment needs. Not later than one-month prior to the date of the acceptance of applications for apprenticeship or other training by any recruitment source, the contractor shall send written notification to organizations such as the above, describing the openings, screening procedures, and tests to be used in the selection process.
  - j) Encourage present minority and female employees to recruit other minority persons and women and, where reasonable, provide after school, summer, and vacation employment to minority and female youth both on the site and in other areas of a contractor's work force.
  - k) Validate all tests and other selection requirements where there is an obligation to do so under 41 CFR 60-3.
  - l) Conduct, at least annually, an inventory and evaluation at least of all minority and female personnel for promotional opportunities and encourage these employees to seek or to prepare for, through appropriate training, etc., such opportunities.
  - m) Ensure that seniority practices, job classifications, work assignments, and other personnel practices, do not have a discriminatory effect by continually monitoring all personnel and employment related activities to ensure that the EEO policy and the contractor's obligations under these specifications are being carried out.

- n) Ensure that all facilities and company activities are non-segregated except that separate or single-user toilet and necessary changing facilities shall be provided to assure privacy between the sexes.
  - o) Document and maintain a record of all solicitations of offers for sub-contractors from minority and female construction contractors and suppliers, including circulation of solicitations to minority and female contractor associations and other business associations.
  - p) Conduct a review, at least annually, of all supervisors' adherence to and performance under the contractor's EEO policies and affirmative action obligations.
7. Contractors are encouraged to participate in voluntary associations that assist in fulfilling one or more of their affirmative action obligations [7 (a) through (p)]. The efforts of a contractor association, joint contractor-union, contractor-community, or other similar group of which the contractor is a member and participant, may be asserted as fulfilling any one or more of its obligations under 7(a) through (p). of these specifications provided that the contractor actively participates in the group, makes every effort to assure that the group has a positive impact on the employment of minorities and women in the industry, ensures that the concrete benefits of the program are reflected in the contractor's minority and female work force participation, makes a good faith effort to meet its individual goals and timetables, and can provide access to documents that demonstrate the effectiveness of actions taken on behalf of the contractor. The obligations shall not be a defense for the contractor's noncompliance.
8. A single goal for minorities and a separate single goal for women must be established. The contractor, however, is required to provide equal employment opportunity and to take affirmative action for all minority groups, both male and female, and all women, both minority and non-minority. Consequently, the contractor may be in violation of the Executive Order if a particular group is employed in a substantially disparate manner (for example, even though the contractor has achieved its goal for women generally, the contractor may be in violation of the Executive Order if a specific minority group of women is underutilized).
9. The contractor shall not use the goals and timetables or affirmative action standards to discriminate against any person because of race, color, religion, sex, or national origin.
10. The contractor shall not enter into any sub-contract with any person or firm debarred from Government contracts pursuant to Executive Order 11246.
11. The contractor shall carry out such sanctions and penalties for violation of these specifications and of the Equal Opportunity Clause, including suspension, termination, and cancellation of existing sub-contracts as may be imposed or ordered pursuant to Executive Order 11246, as amended, and its implementing regulations, by the Officer of Federal Contract Compliance Programs. Any contractor who fails to carry out such sanctions and penalties shall be in violation of these specifications and Executive Order 11246, as amended.
12. The contractor, in fulfilling its obligations under these specifications, shall implement specific affirmative action steps, at least as extensive as those standards prescribed in paragraph 7. If the contractor fails to comply with the requirements of the Executive Order, the implementing regulations or these specifications, the Director shall proceed in accordance with 41 CFR60-4.8.
- The contractor shall designate a responsible official to monitor all employment-related activity to ensure that the company EEO policy is being carried out, to submit reports relating to the provisions hereof as may be required by the Government, and to keep records. Records shall at least include for each employee the name, address, telephone numbers, construction trade, union affiliation, if any, employee identification number when assigned, social security number, race, sex, status (e.g., mechanic, apprentice trainee, helper or laborer), dates of changes in status, hours worked per week in the indicated trade, rate of pay, and locations at which the work was performed. Records shall be maintained in an easily understandable and retrievable form; however, to the degree that existing records satisfy this requirement, contractors shall not be required to maintain separate records.
13. Nothing herein provided shall be construed as a limitation upon the application of other laws that establish different standards of compliance or upon the application of requirements for the hiring of local or other area residents (e.g., those under the Public Works Employment Act of 1977 and the Community Development Block Grant Program).

## **CHAPTER 6: EQUAL OPPORTUNITY, FAIR HOUSING & SECTION 3**

The laws listed below apply to the Unit of General Government (UGLG)/Grantee *and* to all contractors, sub-contractors, and subrecipients.

### **RELEVANT LAWS**

Civil rights laws and related laws and regulations are designed to protect individuals from discrimination on the basis of race, national origin, religion, color, sex, age, disability, sexual orientation and familial status. The laws listed below apply to UGLGs/Grantees, contractors, sub-contractors, and subrecipients. The Department of Labor (DOL) provides employers, workers and others with clear and easy-to-access information and assistance on how to comply with Executive Order 11246.

Among the resources available are the following:

- Facts on Executive Order 11246 — Affirmative Action  
[https://www.dol.gov/ofccp/regs/compliance/ca\\_11246.htm](https://www.dol.gov/ofccp/regs/compliance/ca_11246.htm);
- Federal Contract Compliance Manual (FCCM)  
<https://www.dol.gov/ofccp/regs/compliance/fccm/fccmanul.htm> ; and
- Federal Contractor Compliance Advisor  
<https://webapps.dol.gov/elaws/ofccp.htm>.

The following are **FEDERAL ACTS**:

### **FAIR HOUSING ACT**

Title VIII of the Civil Rights Act of 1968 (Fair Housing Act), as amended, prohibits discrimination in the sale, rental and financing of dwellings, and in other housing-related transactions, based on race, color, national origin, religion, sex, familial status (including children under the age of 18 living with parents or legal custodians, pregnant women, and people securing custody of children under the age of 18) and disability.

### **TITLE VI OF THE CIVIL RIGHTS ACT OF 1964**

Title VI provides that no person shall be excluded from participation, denied the benefits, or subjected to discrimination on the basis of race, color, familial status, or national origin under any program receiving federal financial assistance.

### **SECTION 504 OF THE REHABILITATION ACT OF 1973**

Section 504 prohibits discrimination based on disability in any program or activity receiving federal financial assistance.

### **SECTION 109 OF TITLE I OF THE HOUSING AND COMMUNITY DEVELOPMENT ACT OF 1974**

Section 109 prohibits discrimination on the basis of race, color, national origin, sex or religion in programs and activities receiving financial assistance from the Department of Housing and Urban Development's (HUD) Community Development and Block Grant (CDBG) Program.

## **TITLE II OF THE AMERICANS WITH DISABILITIES ACT OF 1990**

Title II prohibits discrimination based on disability in programs, services, and activities provided or made available by public entities. HUD enforces Title II when it relates to state and local public housing, housing assistance and housing referrals.

## **ARCHITECTURAL BARRIERS ACT OF 1968**

The Architectural Barriers Act requires that buildings and facilities designed, constructed, altered, or leased with certain federal funds after September 1969 must be accessible to and useable by persons with disabilities.

## **AGE DISCRIMINATION ACT OF 1975**

The Age Discrimination Act prohibits discrimination on the basis of age in programs or activities receiving federal financial assistance.

## **TITLE IX OF THE EDUCATION AMENDMENTS ACT OF 1972**

Title IX prohibits discrimination on the basis of sex in education programs or activities that receive federal financial assistance.

The following are **PRESIDENTIAL EXECUTIVE ORDERS (EO)**:

### **EXECUTIVE ORDER 11063**

Executive Order 11063 prohibits discrimination in the sale, leasing, rental, or other disposition of properties and facilities owned or operated by the federal government or provided with federal funds.

### **EXECUTIVE ORDER 11246**

Executive Order 11246, as amended, bars discrimination in federal employment because of race, color, religion, sex or national origin.

### **EXECUTIVE ORDER 12892**

Executive Order 12892, as amended, requires federal agencies to affirmatively further fair housing in their programs and activities, and provides that the Secretary of HUD will be responsible for coordinating the effort. The EO also establishes the President's Fair Housing Council, which is chaired by the Secretary of HUD.

### **EXECUTIVE ORDER 12898**

Executive Order 12898 requires that each federal agency conduct its program, policies, and activities that substantially affect human health or the environment in a manner that does not exclude persons based on race, color, or national origin.

### **EXECUTIVE ORDER 13166**

Executive Order 13166 eliminates, to the extent possible, limited English proficiency as a barrier to full and meaningful participation by beneficiaries in all federally assisted and federally conducted programs and activities.

### **EXECUTIVE ORDER 13217**

Executive Order 13217 requires federal agencies to evaluate their policies and programs to determine if any can be revised or modified to improve the availability of community-based living arrangements for persons with disabilities.

To view an Executive Order in its entirety including any amendments go to:

<https://www.archives.gov/federal-register/codification/numeric-executive-orders.html>

## SECTION 3 REGULATIONS

Section 3(b)(2) of the Housing Act of 1937:

<https://www.hud.gov/sites/documents/USHOUSINGACT.PDF>

Section 3 of the Housing and Urban Development Act of 1968:

<https://www.govinfo.gov/content/pkg/USCODE-2011-title12/html/USCODE-2011-title12-chap13-sec1701u.htm>

24 CFR 135.38 (pre-11/30/2020):

<https://www.govinfo.gov/content/pkg/CFR-2012-title24-vol1/xml/CFR-2012-title24-vol1-sec135-38.xml>

24 CFR 75 (11/30/2020):

<https://www.govinfo.gov/content/pkg/FR-2020-09-29/pdf/2020-19185.pdf>

Housing and Urban Development (HUD) Section 3 Website:

<https://www.hud.gov/section3>

## REQUIRED CONTRACT LANGUAGE

Every CDBG funded activity must be carried out in a manner which will not cause discriminatory affects and provides for equal opportunity in employment and contracting opportunities. The UGLG is responsible for advising contractors of their equal opportunity responsibilities and maintaining equal opportunity compliance files. The regulatory language summarizing these responsibilities must be in all contracts (as applicable). The UGLG should review these requirements with all prime contractors and sub-contractors at pre-construction meetings for construction projects. The equal opportunity and Section 3 provisions to be included in contract documents are attached to this chapter.

### IMPORTANT NOTE!

Instructions for provisions to include in procurement solicitations, bid packages and contracts are found in Chapter 3: *Procurement & Contracting* and Chapter 7: *Labor Standards* (for Construction) in the CDBG Implementation Handbook.

## COMPLIANCE AND RECORDKEEPING

### FAIR HOUSING

The UGLG must complete three (3) actions that affirmatively further fair housing as specified within the *Grant Agreement* for the CDBG project. Refer to the Attachments within the UGLG's *Grant Agreement* for the CDBG project for the fair housing actions required and associated due dates. If the fair housing actions are not completed by the due date in the *Grant Agreement Time Table*, the Division of Energy, Housing and Community Resources (DEHCR) may withhold grant payment disbursements until the actions are complete. **Progress is to be reported under the Fair Housing Actions section of the Semi-Annual Report form** (refer to Chapter 9: *Reporting* in the CDBG

*Implementation Handbook* for the reporting form), including listing the actions completed and attaching supporting documentation.

Examples of common fair housing actions and the associated documentation needed to demonstrate the actions were completed are in the following list. This list is not all-inclusive or intended to be all fair housing actions that may be completed by an UGLG for a CDBG project.

### **Fair Housing Action Documentation Examples:**

For a **proclamation**, the following should be submitted to DEHCR:

- a copy of the signed proclamation,
- a copy of the meeting minutes for the meeting in which the proclamation was made (the proclamation must be made/adopted in a public meeting of the governing body), and
- documentation of the public ‘sharing’ of the proclamation following the meeting of the governing body (it must be shared with the public in some way after it was made/adopted at meeting of the governing body so those who did not attend the meeting will see it. Examples may include a PDF copy of webpage where it is shared; a copy of a photo of the physical posting of the proclamation at one or more prominent locations in the community with the date(s) and location(s) of the posting shown on the photocopy (and/or the clerk’s signed certification or email certification certifying the date(s) and location(s) of the physical posting); a newspaper ad copy, etc. One or more ‘public sharing’ methods must be used.

For the **poster**, the following should be submitted to DEHCR:

- a copy of the poster (often times the photo of the poster posting is not clear enough for us to read the text), and
- a photo of the physical posting of the poster at one or more prominent locations within the community with the date(s) and location(s) of the posting(s) of the posting(s) shown on the photocopy OR a clerk’s signed certification or email certification certifying the date(s) and location(s) of the posting of the poster.

For a **letter to realtors, housing professionals financial institutions, etc.**, the following should be submitted to DEHCR:

- the copy of the signed letter, and
- a list of the entities and their email and/or mailing addresses where the letter was sent (e.g., persons’ names, company/organization names, company/organization mailing addresses and/or email addresses used to make contact and provide those persons the letter.

If the “**strengthening the fair housing law**” was updating the **Fair Housing Ordinance**, then the following should be submitted to DEHCR:

- a copy of the updated ordinance;
- a copy of the resolution to adopt the updated ordinance made by the governing body, if the action was completed by resolution; and
- a copy of the meeting minutes for the meeting in which the ordinance was approved/adopted.

## **SECOND CITIZEN PARTICIPATION PUBLIC HEARING**

The UGLG must hold two (2) Citizen Participation Public Hearings to obtain input from and provide information to the public on the CDBG project. The first public hearing must be held prior to application for CDBG funds. At least one other public hearing must be held during the project’s performance period as indicated in the *Grant Agreement* and it

must be after construction has started on the project. The public hearings must be advertised following the specifications in the UGLG's Citizen Participation Plan (CPP).

During the second public hearing, the UGLG must provide an update on the status and progress of the CDBG project, and allow for public input and feedback. The agenda topics for the public hearing are listed in the ***Citizen Participation Certification for Public Hearing #2 (Attachment 6-F)***. The *Certification* is provided for guidance for the agenda and **must** be completed and submitted to DEHCR with the hearing notice and minutes. If the grantee's CPP specifies public hearing notices are to be at least a two-week notice, then the notice must be published and/or posted – depending on the specifications in the CPP – at least once and it must be at least 14 days prior to the hearing date (with the 14 days count not including the first publication date but may include the day of the hearing). If the grantee's CPP specifies the notice must be a Class 2 Notice, then the publication must include two insertions in two separate weeks, with the second insertion being at least 7 days prior to the hearing date (with the 7 days count not including the 2<sup>nd</sup> insertion publication date but may include the day of the hearing).

**Report on the completion status of the second public hearing on the 2<sup>nd</sup> Citizen Participation Public Hearing section of the Semi-Annual Report form** (refer to Chapter 9: *Reporting* in the *CDBG Implementation Handbook* for the reporting form), listing the hearing date and attaching the required supporting documentation.

Supporting documentation to be submitted with the UGLG's *Semi-Annual Report* when the second public hearing documentation is due (or the first *Semi-Annual Report* due after the hearing is completed) includes the following:

- A copy of the public hearing notice;
- A copy of the publisher's affidavit for the public hearing notice publication (or, if the UGLG's CPP specifies hearing notices will be physically posted at three prominent locations in the community, rather than being published in the local newspaper [*which is only allowed for certain UGLGs that do not have a local newspaper and have this method of notice specified in the CPP*], then the clerk's signed certification or email certification, certifying the date(s) and locations of the public hearing notice posting);
- A copy of the signed *Citizen Participation Certification for Public Hearing #2 (Attachment 6-F)*;
- A copy of the minutes from the public hearing; and
- A copy of the sign-in sheet for the public hearing, if the list of attendees is not already provided in the hearing minutes.

If the second public hearing is not completed by the due date listed in the *Time Table* in the UGLG's *Grant Agreement*, DEHCR may withhold grant payment disbursements until the hearing is completed and the required documentation is submitted.

## **PROGRAM BENEFICIARIES**

DEHCR is required to maintain records documenting the demographic information pertaining to CDBG project beneficiaries, which may include (but is not necessarily limited to): race, ethnicity, household size, and head of household status. The UGLG must submit this data with the community's CDBG application.

## **MINORITY-OWNED BUSINESS ENTERPRISE & WOMAN-OWNED BUSINESS ENTERPRISE (MBE/WBE)**

The UGLG must take affirmative steps to ensure minority-owned and woman-owned business enterprises (MBE/WBEs) have equal access to project bidding.

A Minority-owned Business Enterprise (MBE) is a business that is both owned and controlled by minorities. This means that there must be not less than 51% minority ownership of the business (a business in which more than 50% of the ownership or control is held by one or more minority individuals, and more than 50% of the net profit or loss which accrues is to one or more minority individuals), and that the minority ownership must control the management and daily operations of the business.

A Woman-owned Business Enterprise (WBE) is a business that is both owned and controlled by women. This means that there must be not less than 51% women ownership of the business (a business in which more than 50% of the ownership or control is held by one or more female individuals, and more than 50% of the net profit or loss which accrues is to one or more female individuals), and that the women ownership must control the management and daily operations of the business.

**Submit MBE/WBE data on the reporting form specified in Chapter 9: *Reporting of the CDBG Implementation Handbook*** during the project performance period and with the *Project Completion Report* (refer to Chapter 10: *Project Completion* in the *CDBG Implementation Handbook* for completion requirements). Affirmative steps should include as many of the following actions as possible:

- Providing contractors with *MBE/WBE Web Resources* (Attachment 7-R in Chapter 7: *Labor Standards* in the *CDBG Implementation Handbook*) as a resource for identifying MBE/WBE firms to solicit for contracting opportunities;
- Ensuring that MBE/WBE are solicited whenever they are potential sources;
- Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by MBE/WBE;
- Establishing delivery schedules, which encourage participation by MBE/WBE;
- Using the services and assistance of the Small Business Administration, and resources provided by the Department of Administration Minority Business Enterprise Program (<https://doa.wi.gov/Pages/StateEmployees/ProgramDescription.aspx>); and
- Encouraging the prime contractor to take as many of the above listed affirmative steps as possible if sub-contractors are to be let.

## **ACCESSIBILITY DOCUMENTATION (IF APPLICABLE)**

For certain projects, UGLGs must comply with Section 504 of the Rehabilitation Act of 1973 and complete the *Accessibility Self-Evaluation Checklist* (Attachment 6-E).

Discrimination on the basis of disability in any program, service, or activity that receives federal financial assistance is prohibited. This means that persons with disabilities **may not** be:

- Denied the opportunity to participate in a program, service, or activity;
- Required to accept a different kind or lesser program or service than what is provided to others; nor

- Required to participate in separate programs and services, even if separate programs and services exist.

### SECTION 3

Section 3 is a provision of Housing and Development Act of 1968 which helps foster local economic development, neighborhood economic improvement, and individual self-sufficiency. "To the greatest extent feasible," UGLGs must guide the employment and other economic opportunities associated with the CDBG project towards low- and very low-income persons (as determined annually by the U.S. Department of Housing and Urban Development (HUD), and defined in Section 3(b)(2) of the Housing Act of 1937) and Section 3 Business concerns in the community. The low- and very low-income limits are typically established at 80% and 50% (respectively) of the area median individual income. Section 8 income limits are used to determine these eligibility criteria. The current HUD income limits for Wisconsin areas/counties are available at: <https://www.huduser.org/portal/datasets/il.html>.

Section 3 requirements are triggered when housing rehabilitation, housing construction, and/or other public construction projects are funded in whole or in part with HUD dollars. **Section 3 requirements and reporting applies to an entire CDBG project, regardless of whether the project or a project activity cost is fully or partially funded with CDBG.** It does not matter if CDBG funds are only being used for an "activity" that is *not* construction or rehab – if HUD funds are funding any part of a project that involves any amount of housing rehabilitation, housing construction, and other public construction activities, then the entire project is subject to Section 3 – so the grantee and all contractors are subject to Section 3 compliance [with an exception for reporting for entities that have employees in positions requiring an advanced degree or professional certification, in which case the entity is not "required" (but is still strongly encouraged) to track and report those employees' work hours on the project].

### IMPORTANT REMINDER!

The purpose of the Section 3 requirements are "to ensure that employment and other economic opportunities generated by Federal financial assistance for housing and community development programs are, **to the greatest extent feasible**, directed toward low- and very low-income persons, particularly those who are recipients of government assistance for housing."

*Section 3 of the Housing and Urban Development Act of 1968*

### SECTION 3 REQUIREMENTS FOR CDBG-FUNDED PROJECTS (AWARDED ON OR AFTER 11/30/2020) [24 CFR 75]

For CDBG-funded projects awarded by DEHCR after 11/30/2020, Section 3 compliance is only required for Grantees awarded **more than \$200,000** in CDBG funds per a single Grant Agreement (i.e. Contract) between DOA/DEHCR and the Grantee [this specifically pertains to the award amount from DEHCR to the entity – **NOT** the award(s) the Grantee may make to subrecipients or others (i.e. prime contractors, sub-contractors, other

service providers, and/or professional services firms)]. Grantees awarded **\$200,000 or less** in CDBG funds are **NOT** subject to Section 3, even if the project includes housing rehabilitation, housing construction, and/or other public construction activities. This “\$200K or less” exception only applies to DEHCR projects awarded funds **ON or AFTER** 11/30/2020.

The new HUD Section 3 Final Rule (issued November 30, 2020) seeks to improve the effectiveness of providing economic opportunities to low-income individuals by:

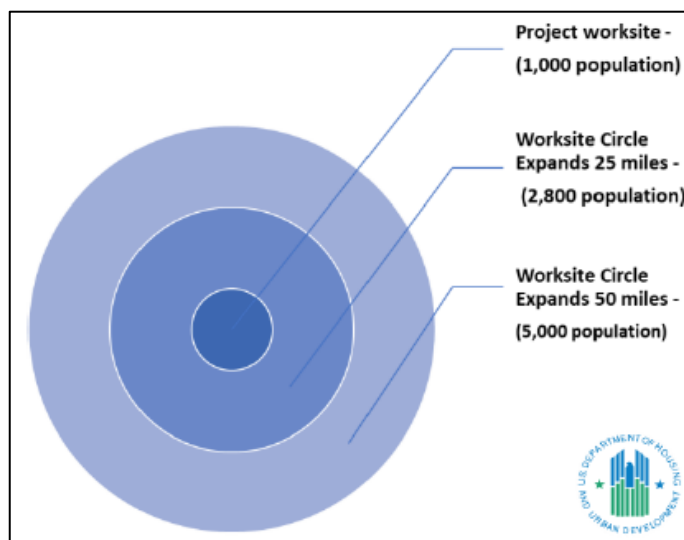
- Promoting sustained employment and career development,
- Focusing reporting on key outcome metrics,
- Aligning reporting with standard business practices,
- Providing additional program-specific oversight, and
- Clarifying obligations for CDBG-funding recipients.

**Section 3 Benchmarks [24 CFR 75]:**

The HUD Section 3 Final Rule (24 CFR 75) establishes “**safe harbor**” benchmarks that are quantitative benchmarks and prioritized qualitative efforts that funding recipients must complete to assist low- and very low-income persons with employment and training opportunities:

- 25% or more of **ALL** labor hours worked must be worked by Section 3 Workers;
- AND**
- 5% or more of **ALL** labor hours worked must be worked by Targeted Section 3 Workers.

If the “**safe harbor**” benchmarks are not met over the course of the project, then evidence of completing qualitative efforts to assist low- and very low-income persons with employment and training opportunities must be reported to DEHCR. Supporting documentation of these completed efforts must also be maintained in the UGLG’s CDBG project file, to be made available upon request for monitoring purposes.



**Section 3 Definitions [24 CFR 75]:**

A **Section 3 Worker** is an employee who currently fits, or when hired fit (and was hired within the past five (5) years of the project award), at least one (1) of the following categories:

- A worker employed by a **Section 3 Business concern**; OR
- A low- or very low-income resident (i.e., local person living within the Section 3 service area as defined in 24 CFR 75.5. The worker’s annualized individual income for the year prior to hire (if hired within five (5) years of starting work on the CDBG project), *or* for the year prior to starting work on the CDBG project (if hired more than five (5) years before starting work on the CDBG project) must be

at or below the low-income (80%) threshold established by HUD for a Family of 1 for the county in which the worker lives. [Note: The low-income threshold must be drawn from the [HUD Income Limits for the CDBG program](#) that are in effect on the date of the worker's hire (if hired within five (5) years of starting work on the CDBG project) or in effect on the date the worker started work on the CDBG project (if hired more than five (5) years before starting work on the CDBG project. The HUD income limits are updated annually, typically in March or April).] OR

- A YouthBuild participant.

A **Targeted Section 3 Worker** is an employee who:

- Is employed by a **Section 3 Business concern**; OR
- Currently fits (or when hired fit) at least one (1) of the following categories as documented within the past five (5) years:
  - Lives/lived within the Section 3 service area or the neighborhood of the project (as defined in 24 CFR 75.5); OR
  - Is a YouthBuild participant.

A **Section 3 Business concern** is a business that fits at least one (1) of the following categories:

- 51% or more owned by low- or very low-income persons; OR
- 75% or more of the labor hours are performed by low- or very low-income persons; OR
- 51% or more owned by current residents of public housing or Section 8-assisted housing.

The Section 3 **Service Area** (as defined in 24 CFR 75.5) is:

- An area within one (1) mile of the Section 3 project's location (i.e., street address), OR
- An area within a circle centered around the Section 3 project site that encompasses 5,000 people [if less than 5,000 people live within a one (1) mile radius of the Section 3 project site].

Any employment opportunities resulting from these expenditures (excluding positions that require an advanced degree or certification), including administration, management, clerical support, and construction, is subject to compliance with Section 3 benchmarks. While not subject to the Section 3 Final Rule benchmarks, work hours requiring an advanced degree or professional certification that are completed by Section 3 or Targeted Section 3 Workers can be used to calculate the numerator for the 25/5 benchmarks (listed above) without having to be included in the denominator, which can greatly increase the likelihood of meeting the 25/5 benchmarks.

Businesses can (and are strongly encouraged) to recruit and/or promote Section 3 Workers that live in public housing developments and in the neighborhoods where the HUD assistance is being spent. Methods of informing residents and current employees about available training and job opportunities (or otherwise promoting employment participation by low- and very low-income individuals) may include but are not limited to:

- Contacting resident organizations, local community development and employment agencies, and the local public housing authority to generate job applicants;
- Distributing flyers, posting signs, and/or placing ads in local newspapers, at local job centers, the local public housing authority, and in online job forums;
- Providing direct, on-the-job training (including apprenticeships);
- Providing indirect training such as arranging for, contracting for, or paying tuition for, off-site training;
- Making outreach efforts to identify and secure bids from Section 3 Business concerns;
- Offering technical assistance to help Section 3 Business concerns understand and bid on contracts;
- Offering technical assistance to help Section 3 Workers to compete for jobs (including resume writing assistance, coaching, interview preparation, searching for job opportunities, connecting individuals with job placement services, locating child care, completing school/training program applications, obtaining financial literacy training/coaching, providing computer/technology use training, connecting individuals with supportive services, and holding job fairs, etc.);
- Dividing contracts into smaller jobs to facilitate participation by Section 3 Business concerns; and
- Providing bonding assistance, guaranties, or other efforts to support viable bids from Section 3 Business concerns.

**Section 3 Responsibilities [24 CFR 75]:**

UGLGs/Grantees and contractors and sub-contractors (and sub-recipients) for the CDBG project are required to comply with the requirements of Section 3 for employment, training, or contracting opportunities resulting from the expenditure of CDBG funding.

This responsibility includes:

- Implementing procedures to notify Section 3 Residents and Section 3 Business concerns about training, employment, and contracting opportunities generated by Section 3 covered assistance;
- Notifying potential contractors working on Section 3 covered projects of their responsibilities;
  - Incorporating the *Section 3 Requirements [24 CFR 75]* (Attachment 6-B(2)) into all solicitations and contracts funded in whole or in part with CDBG funds;
  - Facilitating the training, employment, and retention/promotion of Section 3 Residents and the award of contracts to Section 3 Business concerns;
  - Assisting and actively cooperating with DEHCR in making contractors and sub-contractors comply;
  - Refraining from entering into contracts with contractors that are in violation of Section 3 regulations;
  - Documenting actions taken to comply with Section 3, including having all contractors track and report employee hours worked, and retain supporting documentation of outreach/promotion best efforts made;

- Maintaining copies of all contractors' Section 3 data reported in the CDBG project file; and
- Submitting Section 3 reporting documents semi-annually to DEHCR, as specified in Chapter 9: *Reporting* in the *CDBG Implementation Handbook*.<sup>\*</sup> Section 3 reporting documents submitted to DEHCR by the UGLG shall summarize all contracting and Section 3 activity for the project by the UGLG and all contractors.

**\*Section 3 reporting and employee income certification documents are available in Chapter 9: *Reporting* in the *CDBG Implementation Handbook* and fillable versions of forms are under the “Chapter Attachments/Fillable Forms” section of the *CDBG Implementation Handbook* website at:**

<https://energyandhousing.wi.gov/Pages/AgencyResources/CDBG-Implementation-Handbook.aspx> **Labor Hours Reporting Guidance:**

CDBG Grantee *and* contractors and sub-contractors for the CDBG project must report worker labor hours (excluding those from positions requiring an advanced degree or professional certification)\* as follows:

- the total number of labor hours worked;
- the total number of labor hours worked by Section 3 Workers; and
- the total number of labor hours worked by Targeted Section 3 Workers.

The Section 3 documents and forms for data collection and reporting are specified in Chapter 9: *Reporting* in the *CDBG Implementation Handbook*.

Section 3 Workers' and Targeted Section 3 Workers' labor hours may be counted for 5 years from when their status as a Section 3 Worker or Targeted Section 3 Worker is established (i.e., 5 years from their hire date). The labor hours reported shall include the total number of labor hours worked on the financially assisted project by workers employed by the CDBG Grantee, *and* employed by their contractors and sub-contractors, during the reporting period specified by HUD and the State CDBG Program.

The labor hours reported may be based on the employer's good faith assessment of the labor hours of a full-time or part-time employee informed by the employer's existing salary or time and attendance based payroll systems, unless the project or activity is otherwise subject to requirements specifying time and attendance reporting. [Note: Construction contractors required to maintain certified payroll records to meet federal labor standards requirements shall report actual work hours as reported on the certified payroll records.]

*\*Reporting of hours worked by employees in positions that require an advanced degree or professional certification is not required, but these may be reported to demonstrate Section 3 “best efforts.” For professional services contracts, if the contract covers both work completed by employees in positions requiring an advanced degree or professional certification, and other work, then the labor hours for the other work under the contract that are not from employees in positions requiring an advanced degree or professional certification must still be reported.*

### **Section 3 Compliance Guidance & Best Practices Summary [24 CRF 75]:**

Section 3 guidance and best practices for UGLG/Grantee and contractor compliance are summarized as follows:

*Contracting:*

- Include Section 3 quantitative “**safe harbor**” benchmarks and prioritized qualitative outreach/promotion best efforts (Attachment 6-B(2): *Section 3 Contract Requirements [24 CFR 75]*) in ALL contracts for construction projects.
- Provide all prime contractors with the *Section 3 Contract Requirements [24 CFR 75]* (Attachment 6-B(2)) to include in all sub-contracts (including 1<sup>st</sup> Tier, 2<sup>nd</sup> Tier, 3<sup>rd</sup> Tier, etc.).
- Separate the CDBG project into smaller components for contracting purposes so that smaller companies/firms, which may be more likely to qualify as Section 3 Business concerns, are more likely to be eligible to bid.
- Require prime contractors to identify a plan for outreach/promotion efforts to existing Section 3 Workers and companies/firms that may qualify as Section 3 Business concerns [such as *some* Minority-Owned Business Enterprise (MBE), Woman-Owned Business Enterprise (WBE) and Disadvantage Business Enterprise (DBE) firms] for sub-contracting.

*Contractor Communications and Outreach:*

- Discuss Section 3 “**safe harbor**” benchmarks and prioritized outreach/promotion efforts (Attachment 6-B(2): *Section 3 Contract Requirements [24 CFR 75]*) in the pre-construction conference/meeting.
- Before construction begins or when new contractors (prime contractors, sub-contractors, etc.) begin on the CDBG project, send a reminder to the contractors to determine all employees’ Section 3 Worker status and Targeted Section 3 Worker status. These determinations can assist in helping determine which employees would most benefit from working on the HUD-funded project.
- Promote utilization of and provide support to local residents, Section 3 Workers and Section 3 Business concerns. The examples of “best efforts” that are listed on the Section 3 data reporting forms for CDBG projects (*for Grantees awarded on or after 11/30/2020*) include:
  - Providing support to Section 3 Workers and Section 3 Business concerns through the CDBG project, including Outreach efforts to generate job applicants who are Public Housing Targeted Workers.
  - Outreach efforts to generate job applicants who are Other Funding Targeted Workers.
  - Direct, on-the-job training (including apprenticeships).
  - Indirect training such as arranging for, contracting for, or paying tuition for, off-site training.
  - Technical assistance to help Section 3 workers compete for jobs (e.g., resume assistance, coaching, etc.).
  - Outreach efforts to identify and secure bids from Section 3 Business concerns.
  - Technical assistance to help Section 3 Business concerns understand and bid on contracts.
  - Division of contracts into smaller jobs to facilitate participation by Section 3 Business concerns.
  - Providing or connecting residents with assistance in seeking employment including: drafting resumes, preparing for interviews, finding job opportunities, connecting residents to job placement services.
  - Holding one or more job fairs.

- Providing or connecting residents with supportive services that can provide direct services or referrals.
- Providing or connecting residents with supportive services that provide one or more of the following: work readiness health screenings, interview clothing, uniforms, test fees, transportation.
- Assisting residents with finding child care.
- Assisting residents to apply for (or attend) community college or a four (4) year educational institution.
- Assisting residents to apply for (or attend) vocational/technical training.
- Assisting residents to obtain financial literacy training and/or coaching.
- Bonding assistance, guaranties, or other efforts to support viable bids from Section 3 Business concerns.
- Providing or connecting residents with training on computer use or online technologies.

***Data Collection and Reporting:***

- Provide all construction contractors with income certification forms (a separate form with the HUD income limits/thresholds for each county in which employees live) to determine Section 3 Worker and Targeted Section 3 Worker statuses. Instruct contractors to have all current employees complete the form (for the county in which the employee lives). *Contractors should inform existing and new employees that the company is working on a federally-funded CDBG project and income information is collected on all workers that will or potentially will work on the CDBG project are to complete the form.*
- Have contractors and sub-contractors complete the income certification forms to determine Section 3 Business statuses.
- HUD updates the income limits each year. **Your contractors' "current" income certification forms should be immediately updated after HUD releases the annual income limits each year. These updated forms should then be used and completed (going forward) by all new hires that start work after the updated income limits effective date for these pre 11/30/20 DEHCR awarded projects. **DO NOT** have previous new hires that already filled out a form complete it again – New hires should only complete the form that appropriately contains the income limit information effective at the time of the employee's hire.**
- **The Income Certification form does NOT need to be completed by an employee every year – only *upon starting work on the project* because the income questions are about the income at the time of hire (or at the time of starting work on the project) and up to 5 years prior to hire (if hired on or after 11/30/2020), based on the income limits in effect upon starting work on the project.**

**Refer to Chapter 9: Reporting of the CDBG Implementation Handbook for Section 3 reporting and income certification forms.**

- Collect Section 3 data from all contractors with the weekly payrolls and provide guidance and income certification forms to contractors for obtaining the information from employees. Contractors must report Section 3 data for each semi-annual reporting period, from the date the contractor starts work on the CDBG project through the date the contractor completes work on the CDBG project. *If a contractor is finishing work on the CDBG project in months prior to the March and September semi-annual Section 3 data reporting due dates, DEHCR strongly recommends collecting any remaining Section 3 documentation and data from the contractor at the time of their final work week/payroll rather than waiting until the March/September*

*reporting due dates to DEHCR. It may be more challenging to collect the documentation and data when the contractor has completed work on the project several months earlier. In addition, UGLGs and prime contractors should ensure that their contractors/subcontractors have complied with all Section 3 requirements prior to issuing the final payment for their work on the CDBG project.*

## DAVIS-BACON AND RELATED ACTS (DBRA)

The current version of this Attachment is available on the [CDBG Implementation Handbook](#) website (under the "Chapter Attachments/Fillable Forms" section).

Also refer to the [USDOL 'Final Rule' for DBRA Regulations](#) (effective 10/23/2023) and [Comparison Chart](#).

- A. Force Account - Under most Davis-Bacon statutes, only employees of contractors or sub-contractors are subject to Davis-Bacon wage requirements. In some instances, rather than contracting or sub-contracting out construction work, a grant recipient performs the construction in-house, with its own "force account" employees. Such force account work is not subject to Davis-Bacon wage requirements under statutes that cover only employees of contractors and sub-contractors. Furthermore, the United States Department of Labor (USDOL) does not consider a state or local government to be a contractor, even if it enters into a contract to perform construction work (see 29 CFR Section 5.2(h)). However, under the Housing and Community Development Act (HCDA) of 1974, a private firm that receives federal assistance funds indirectly from a recipient pursuant to a written procurement contract of sub-grant agreement that provides for the performance of construction work is considered a contractor or sub-contractor, and the force account exception **does not** apply to construction activity performed by employees of such a firm.

Laborers and mechanics employed by a local or state agency PHA (Public Housing Authority only), even though not employed by a contractor, are subject to Davis-Bacon when performing development work financed by the U.S. Housing Act of 1937, as amended. Davis-Bacon federal wage requirements are not applicable where such employees are used in work defined as major repairs (deferred maintenance) pursuant to 24 CFR 868.3 and 868.9(h), which constitute project operation rather than development.

- B. Compliance and Certification Parameters - HUD policy clearly affords federal wage protection for all laborers and mechanics, regardless of contractual relationship. There is no exception to this protection for self-employed laborers or mechanics, including owners of businesses, sole proprietors, partners, corporate officers, or others. Laborers and mechanics may not certify to the payment of their own federal wages except where the laborer or mechanic is the owner of a business working on the site of the work with his/her own crew.

Accordingly, HUD and program participants responsible for labor standards administration and enforcement may not accept certified payrolls reporting single or multiple owners (e.g., partners) are certifying that they have paid to themselves the prevailing wage for their craft. A sole proprietor may not submit a payroll reporting himself or herself as simply "Owner" signing the certification as to his/her own wage payment from "draws" or other payment methods. Nor may several mechanics submit a payroll reporting themselves as "partners" with one or more certifying as to the payment of their wages or salaries. Such mechanics must instead be carried on the certified payroll of the contractor or sub-contractor for whom they are working and with whom they have executed a "contract" for services.

In these cases, maintenance of an accurate accounting of weekly work hours including any overtime hours for such mechanics is essential. Whatever method of compensation computation is utilized (piecework, weekly contract draw performance), the amount of weekly compensation divided by the actual hours of work performed for that week must result in an "effective" hourly wage rate for that week that is not less than the prevailing hourly rate for the type of work involved. This computation must take into account overtime pay rates (i.e., one and one-half) for all hours worked in excess of 40 hours per week, pursuant to the CWHSSA, where applicable, and pursuant to the Fair Labor Standards Act where CWHSSA is not applicable.

The name, work classification, actual hours of work, effective hourly wage rate, and wage payment for each such mechanic and laborer must be reported and certified on the responsible employer's weekly payroll. Note that the effective hourly wage rate for such mechanics and laborers may fluctuate from week to week. However, the effective hourly wage rate may not be less than the minimum prevailing wage rate for the respective craft.

In any case, where the effective rate falls below the corresponding craft prevailing wage rate, the responsible employer must compensate the mechanic at no less than the prevailing wage rate on the wage determination for the craft.

- C. Business Owners Working with Their Crew - Owners of businesses working with their crew on the same HUD-assisted job site **may** certify to the payment of their own federal wages in conjunction with the prevailing wages paid to their employees. This exception to compliance standards **does not** suggest that such owners are not likewise entitled to prevailing wages for their labor. Rather, it accepts the wage payment certification on weekly payroll reports by the owner of his/her own wages as that certification **accompanies** the certification offered for payment of prevailing wages to his/her employees. On weekly payroll reports, include the owner's name, identifying him/her as "owner," and the daily and total hours worked on the covered project for the week. Omit the Rate of Pay and Amount Earned.
- D. Owner-operators of Power Equipment - Frequently, owner-operators of power equipment (e.g., backhoes, front-end loaders) will contract for services at a rate for both "man and machine." In these cases, the owner-operator includes liability, equipment maintenance, and salary in an hourly or contract rate for services. Because of the prevalence of such practice and the inherent difficulty in ascribing costs for liability and maintenance costs verses hourly labor salary, HUD and its program clients may accept a combined ("man and machine") hourly rate on the responsible contractor's certified payroll provided that such hourly rate may not be less than the rate on the wage determination for the respective power equipment operator. **Note:** Owner-operators of power equipment, like self-employed mechanics, **may not** submit their own payrolls certifying to the payment of their own wage **but** must be carried on the responsible contractor's certified payroll report. Include the name, work classification, and actual hours worked. Upon completion of the contract, verify the pay by taking the amount paid to the sub-contractor (documented with copies of all invoices identified for this job) and divide by the hours reported on the certified payrolls. Compare the actual hourly wage rate with the rate in the Wage Determination. If the actual hourly wage is less than the Davis-Bacon Wage Rate, collect and disburse the wage underpayments.
- E. "Owner Operator" Truck Drivers – USDOL policy excludes bona fide owner-operators of trucks who are independent contractors from Davis-Bacon/CWHSSA provisions concerning their own hours of work and rate(s) of pay. These truck "owner-operators" may certify to their own weekly payrolls **but** the payrolls do not need to show the hours worked or rates allegedly paid – only the notation "Owner-operator." **Note** that any laborers or mechanics, including truck drivers, employed by the owner-operator/independent contractor are subject to Davis-Bacon/CWHSSA provisions in the usual manner.

This policy **does not** pertain to owner-operator of other equipment such as backhoes, bulldozers, cranes and scrapers (i.e., power equipment as noted in the paragraph titled "Owner-operators of Power Equipment," above).

"Contractor's" Truck Drivers – Based on the USDOL 'Final Rule' for DBRA regulations (effective 10/23/2023), truck drivers employed by contractors or subcontractors must be paid applicable prevailing wage rates for all onsite driving time unrelated to offsite delivery (e.g., hauling materials on the site of the work from one location to another), for any time spent transporting "significant portions" of public works from secondary construction sites, for any time spent transporting materials to or from adjacent or virtually adjacent dedicated support sites, as well as for any onsite time related to offsite delivery if such time is not *de minimis*. Where workers spend a significant portion of their day or week onsite, short periods of time that in isolation might be considered *de minimis* may be added together. The total amount of time a driver spends on the site of the work during a typical day or workweek—not only the amount of time that each delivery takes—is relevant to a determination of whether the onsite time is *de minimis*.

*De minimus* may be interpreted as time spent on the job site that is not sufficient nor consequential enough to be tracked as an itemizable job function (i.e., "a few minutes"). Any single visit at the project site that is more than *de minimus* (more than a few minutes) is subject to the DBA wage rate requirements. Contractors must report hours worked, and pay at least the DBA wage rate for any time the truck driver spends on the project site if the driver is making multiple trips throughout the day that cumulatively challenge a *de minimus* determination. If a series of project site visits by the truck driver that individually are each a *de minimus* amount of time but cumulatively exceed 20% of the driver's hours in the same day, the employee's time on-site that day is subject to the DBA wage rate requirements. If a series of project site visits by the truck driver that individually are each a *de minimus* amount of time but cumulatively exceed 20% of the driver's hours in the same work week, the employee's time on-site time that week is subject to the DBA wage rate requirements.

- F. Determining Proper Classification for Various Work - Questions as to the proper classification of a laborer or mechanic for various types of work are resolved by making an area-practice determination. In determining the proper classification for work performed on a project, it is immaterial whether the contractor is union or nonunion.

On projects where the federal wage rate for the classifications in question within the applicable wage determination is based on negotiated rates, the prevailing practice concerning work performed in those classifications is to follow the practice observed on projects built by contractors who are a signatory to the collective bargaining agreements. Therefore, unless there is a jurisdictional dispute between the crafts, the duties ascribed to any job classification will be the same as those outlined in the appropriate collective bargaining agreements. If the collective bargaining agreements are silent on this issue, the local unions involved must be consulted. Conversely, in areas where open shop (non-union) rates are determined to prevail for the classifications in question, those prevailing job practices followed on projects by open shop contractors in the same area become area practice.

- G. Helpers - The **classification of Helper in any trade will be very difficult to have approved by the USDOL**. If the contractor wants to pursue a helper classification through the USDOL, they should contact the Labor Standards Specialist at DOA.
- H. Relatives - There are no exceptions made in the enforcement of Davis-Bacon on the basis of family relationship for relatives who are performing the work of laborers or mechanics. They **must be paid the federal wage rate for the classification of work performed and be included on the certified payrolls**.
- I. Volunteers - HUD allows for the waiver of Davis-Bacon wage rates for volunteers that are **not otherwise employed** at any time of the work for which the individual volunteers. Contact DOA's Labor Standards Specialist for more details if the community plans on using volunteers on the construction site.
- J. Job Corps Workers - USDOL staff in Washington, DC has informed HUD staff that Job Corps workers are not exempt from Davis-Bacon wage when they are working on a job subject to the Davis-Bacon Act.
- K. Employees of a Governmental Body - The USDOL has taken the position that the prevailing wage requirements does not apply to employees of a state or political subdivision of a state, but shall apply to employees of a private contractor who is sub-contractor of the state or political subdivision. This rule does not apply to the Public Housing Authority (PHA) employees under the U.S. Housing Act of 1937 (see paragraph A. in this section). **Employees of utilities are exempt providing they are only extending existing service to the property.**
- L. Employees Performing Work in More than One Classification - (Split Classification) if the UGLG/contractor has employees who perform work in more than one trade during a work week, it can pay the wage rates specified for each work classification in which work was performed **only** if maintaining accurate time records showing the amount of time spent in each classification. If the UGLG does not maintain accurate time records, it must pay these employees the highest wage rate of all the classifications of work performed. **Work, which is normally performed as part of the mechanic's craft, is not separable.**
- M. Laborers and Mechanics – Definition - The terms "laborers" and "mechanics" are construed to include at least those workers whose duties are manual or physical in nature as distinguished from mental or managerial. Since the classifications of laborers and mechanics to who specified wage rates are payable are identified in the Davis-Bacon wage rate, there is ordinarily no need to distinguish between laborers and mechanics. However, **mechanics are generally considered to include any worker who uses tools, or who is performing the work of a trade.**
- N. Precutting of Parts and Prefabrication of Assemblies - The precutting of parts and/or the prefabrication of assemblies are not covered unless conducted in connection with and at the site of the project, or in a temporary plant set up elsewhere solely to supply the needs of the project.
- O. Supply and Installation Contracts – The USDOL 'New Rule' (effective 10/23/2023) confirms that suppliers are deemed contractors (or subcontractors if their contract is with the prime contractor or another subcontractor). The manufacturing or furnishing of materials, articles, supplies, or equipment is not subject to prevailing wages *unless* conducted in connection with and at the site of the project, or in a temporary plant set up elsewhere solely to meet the needs of the project.

Installation work performed in conjunction with an equipment supply contract is subject to DBRA wage requirements where it involves more than an incidental amount of construction activity. Whether installation work involves more than an incidental amount of construction activity depends on the specific circumstances of each case. Factors requiring consideration include the nature of the prime contract work; the type of work performed by the employees installing the equipment (e.g., the techniques, materials and equipment used and the skills required for its performance); the extent to which structural modifications to buildings are needed to accommodate the equipment (e.g., widening entrances, relocating walls, installing wiring); and the cost of the installation work, either in terms of absolute amount or in relation to the cost of the equipment and the total project cost. (Source: [2023 HUD Handbook 1244.1: Ch. 11: Federal Labor Standards Requirements in HUD Programs, Section 11-29](#))

- P. Start of Construction - "Start of Construction," as that term is used in connection with labor standards and prevailing wage requirements, means the beginning of initial site clearance and preparation, provided those activities are pursued diligently and are followed without appreciable delay by other construction activity.
- Q. Site of Work - The "site of work" is limited to the physical place or places where the construction called for in the contract will remain when work on it has been completed and to other adjacent or nearby property used by the contractor in such construction which can reasonably be said to be included in the "site" because of proximity. **Operations of a commercial or material supplier established in the proximity of but not on the active site of work prior to the opening of bids are not covered by the Act even if dedicated exclusively to the federal project for a time.**
- R. Fringe Benefits – Funded Plans - A contractor may credit contributions for "bona fide" fringe benefits regardless of whether the USDOL has found the particular benefits to be prevailing in the area. Such fringe benefits must be "bona fide." Ordinarily, bona fide benefits are those common to the construction industry and are paid directly to the employee in cash or into a fund, plan, or program on the employee's behalf. Contractors may take credit for contributions made under such conventional plans without requesting approval of the USDOL.
- S. Fringe Benefits – Unfunded Plans - Where fringe benefit plans are not of the conventional type, it will be necessary for the USDOL to determine if the benefits are "bona fide." **Contractors seeking approval of unfunded plans must obtain approval from the USDOL.** Contact DOA for more details.
- T. Fringe Benefits – General
1. Contributions to funded plans must be made at least quarterly.
  2. When the cash paid and the per-hour contribution for benefits do not equal the total rate set forth in the wage determination, the difference must be paid to the employee in cash.
  3. Fringe benefits must be paid for straight time and overtime; however, fringe benefits are not included when computing the overtime rate.
  4. Employees who are excluded from funded plans for whatever reason must be paid fringe benefits in cash.
  5. **Note:** Vacation and sick leave plans are generally unfunded, paid from the contractor's own account, and require USDOL approval before a contractor takes credit toward meeting the fringe benefit obligation.
  6. In determining the cash equivalent credit for fringe benefits payments, the period of time to be used is the period covered by the contribution. For example, if an employer contributes to a plan on a weekly basis, the total hours worked each week (federal and nonfederal) by each employee should be divided into the contribution made by the employer.
  7. Acceptable fringe benefits include the following: 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 and sickness insurance, accident insurance, vacation and holiday pay, defrayment of cost of apprenticeship or other similar programs, or other bona fide fringe benefits; but only where the contractor to sub-contractor is not required by other federal, state, or local law to provide any of such benefits. The Act excludes fringe benefits that a

contractor or sub-contractor is obligated to provide under other federal, state, or local law. No credit may be taken for such benefits. For example, payment for workmen's compensation insurance under either a compulsory or elective state statute is not considered payments for fringe benefits under the Act. Payments made for travel, subsistence, or to industry promotion funds are not normally payments for fringe benefits under the Act.

No type of fringe benefits is eligible for consideration as a so-call unfunded plan unless:

- a. It could be reasonably anticipated to provide benefits described in the act;
- b. It represents a commitment that can be legally enforced;
- c. It is carried out under a financially responsible plan or program; and
- d. The plan or program providing the benefits has been communicated in writing to the laborers and mechanics affected.

U. Summer Youth Employment - Youth who are bona fide students and part of a bona fide "youth opportunity program" may be employed on Davis-Bacon projects on a temporary basis during the summer months and paid below the predetermined Davis-Bacon rates. USDOL All Agency Memoranda #71 and #96 provide policy guidance in this area. HUD requires that the following stipulations be met before summer youth may be employed at less than Davis-Bacon rates:

1. Where collective bargaining agreements representing workers performing similar or related activities at the worksite to which youth are out stationed exists, the union or unions representing those workers must provide concurrence as to the design of the employment project and the use of the youth;
2. Such employment must be provided in accord with statutory safety and minimum wage requirements (both state and federal);
3. Competent supervision must be provided to all youth employment on the project worksites. Ratios of youth to such supervisors should be no greater than four-to-one.

In order to ensure that the administration of summer youth employment complies with USDOL policies and regulations, request for exceptions to the application of Davis-Bacon must be made to the HUD Field Office Labor Relations Staff who will advise the requesting contractor of its decision. The specific provisions of the agreement (between management and labor) or the plan of employment must be submitted to the USDOL, Wage and Hour and Public Contracts Division, for enforcement purposes. The HUD Field Office Labor Relations Staff will send such plans to the Headquarters Office of Labor Relations.

V. Non-Covered Job Classifications - Workers performing the normal duties of the following job classifications are not subject to Davis-Bacon federal wage requirements:

1. Project Superintendent.
2. Project Engineer.
3. Project Foreman, as distinguished from a working foreman (working foremen, who devote more than 20% of their time during the workweek to mechanic or laborer duties, are laborers and mechanics for the time spent and must be paid the applicable rate for the hours so worked).
4. Watchman.
5. Water Carrier.
6. Messenger, Clerical Workers.

Financing of Construction Work – CDBG - Laborers and mechanics employed by contractors and sub-contractors on construction work financed in whole or in part with Title I assistance are subject to Davis-Bacon wage rates under Section 110 of Title I. To the extent that Part 570 requires broader Davis-Bacon coverage, e.g., on construction work "assisted" under that Part, the regulations shall govern unless an individual waiver is requested and granted by the Assistant Secretary for Community Planning and Development. The use of Title I funds for any of the following items is an example of financing construction work, and Davis-Bacon wage rates shall apply to all construction work performed on the

building or property in question: construction loans or grants; payment for construction materials; payment of interest (or part of the interest) on a construction loan; payment of construction loan origination fees; provisions of a Title I funded permanent loan, mortgage or grant on a structure constructed with a private construction loan when the parties contemplate such ultimate Title I financing at the time of construction; Title I

funded "collateral" or "default" accounts established with the lending bank which receive no interest or less than the interest payable on demand accounts. Questions as to whether a use of Title I funds constitutes financing of construction work shall be referred to HUD headquarters for determination.

- W. Technical/Maintenance Wage Rates – Public Housing - Section 12 of the U.S. Housing Act of 1937 requires that wages prevailing in the locality shall be paid to all architects, technical engineers, draftsmen, and technicians employed in the development, and all maintenance laborers and mechanics employed in the operation of the project. Such wages are determined or adopted by HUD.
- X. Payment of Low- and Moderate-Income (LMI) assessments - In some projects federal funds are used to pay special assessments of LMI households, where those assessments are for the purpose of paying for a public improvement. This use of federal funds invokes the Federal Labor Standards Provisions and makes the construction subject to Davis-Bacon wage rates.
- Y. Piecework - Roofers and dry-wall hangers are sometimes paid by piecework. Piecework is work paid for at a fixed rate (piece rate) per piece of work done.

**A. APPLICABILITY**

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

**(1) MINIMUM WAGES**

- (i) All laborers and mechanics employed or working upon the site of the work will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR Part 3)), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment, computed at rates not less than those contained in the wage determination of the Secretary of Labor (which is attached hereto and made a part hereof), regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. Contributions made or costs reasonably anticipated for bona fide fringe benefits under Section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of 29 CFR 5.5(a)(1)(iv); also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs, which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period.

Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, that the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under 29 CFR 5.5(a)(1)(ii) and the Davis-Bacon poster (WH1321)) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place, where it can be easily seen by the workers.

**(ii) Additional Classifications.**

- (A) Any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. HUD shall approve an additional classification and wage rate and fringe benefits therefor only when the following criteria have been met:
- (1) The work to be performed by the classification requested is not performed by a classification in the wage determination;
  - (2) The classification is utilized in the area by the construction industry; and
  - (3) The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.
- (B) If the contractor, the laborers and mechanics to be employed in the classification (if known), or their representatives, and HUD or its designee agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), a report of the action taken shall be sent by HUD or its designee to the Administrator of the Wage and Hour Division ("Administrator"), Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget ("OMB") under OMB control number 1235-0023.)
- (C) In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, or HUD or its designee do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), HUD or its designee shall refer the questions, including the views of all interested parties and the recommendation of HUD or its designee, to the Administrator for determination. The Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise HUD or its designee or will notify HUD or its designee within the 30-day period that additional time is necessary. (Approved by the Office of Management and Budget under OMB Control Number 1235-0023.)

**(D)** The wage rate (including fringe benefits, where appropriate) determined pursuant to subparagraphs (1)(ii)(B) or (C) of this paragraph, shall be paid to all workers performing work in the classification under this Contract from the first day on which work is performed in the classification.

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

**(iv)** If the contractor does not make payments to a trustee or other third person, the contractor may consider as part of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, that the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program. (Approved by the Office of Management and Budget under OMB Control Number 1235-0023.)

**(2) Withholding.** HUD or its designee shall, upon its own action or upon written request of an authorized representative of the U.S. Department of Labor, withhold or cause to be withheld from the contractor under this contract or any other Federal contract with the same prime contractor, or any other Federally-assisted contract subject to Davis-Bacon prevailing wage requirements which is held by the same prime contractor, so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee or helper, employed or working on the site of the work, all or part of the wages required by the contract, HUD or its designee may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased. HUD or its designee may, after written notice to the contractor, disburse such amounts withheld for and on account of the contractor or subcontractor to the respective employees to whom they are due. The U.S. Department of Labor shall make such disbursements in the case of direct Davis-Bacon Act contracts.

**(3) Payrolls and basic records.**

**(i) Maintaining Payroll Records.** Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work and preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each such worker, his or her correct classification(s), hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in Section 1(b)(2)(B) of the Davis-Bacon Act), daily and weekly number of hours worked, deductions made, and actual wages paid.

Whenever the Secretary of Labor has found, under 29 CFR 5.5(a)(1)(iv), that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in Section 1(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits.

Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs. (Approved by the Office of Management and Budget under OMB Control Numbers 1235-0023 and 1215-0018)

**(ii) Certified Payroll Reports.**

**(A)** The contractor shall submit weekly, for each week in which any contract work is performed, a copy of all payrolls to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i), except that full social security numbers and home addresses shall not be included on weekly transmittals. Instead, the payrolls only need to include an individually identifying number for each employee (e.g., the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH-347 is available for this purpose from the Wage and Hour Division Web site at <https://www.dol.gov/agencies/whd/forms> or its successor site. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors.

Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to HUD or its designee if the agency is a party to the contract, but if the agency is not such a party, the contractor will submit the payrolls to the applicant sponsor, or owner, as the case may be, for transmission to HUD or its designee, the contractor, or the Wage and Hour Division of the U.S. Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this subparagraph for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to HUD or its designee. (Approved by the Office of Management and Budget under OMB Control Number 1235-0008.)

- (B)** Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor or his or her agent who pays or supervises the payment of the persons employed under the contract and shall certify the following:
  - (1)** That the payroll for the payroll period contains the information required to be provided under 29 CFR 5.5(a)(3)(ii), the appropriate information is being maintained under 29 CFR 5.5(a)(3)(i), and that such information is correct and complete;
  - (2)** That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in 29 CFR Part 3;
  - (3)** That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract; and
- (C)** The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH-347 shall satisfy the requirement for submission of the "Statement of Compliance" required by subparagraph (a)(3)(ii)(b).
- (D)** The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under Section 1001 of Title 18 and Section 3729 of Title 31 of the United States Code.

**(iii)** The contractor or subcontractor shall make the records required under subparagraph (a)(3)(i) available for inspection, copying, or transcription by authorized representatives of HUD or its designee or the U.S. Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, HUD or its designee may, after written notice to the contractor, sponsor, applicant, or owner, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

#### **(4) Apprentices and Trainees.**

- (i) Apprentices.** Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency (where appropriate), to be eligible for probationary employment as an apprentice.

The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed.

Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program.

If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringe benefits shall be paid in accordance with that determination. In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

- (ii) **Trainees.** Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed, unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the work actually performed.

In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

- (iii) **Equal employment opportunity.** The utilization of apprentices, trainees, and journeymen under 29 CFR Part 5 shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR Part 30.

- (5) **Compliance with Copeland Act requirements.** The contractor shall comply with the requirements of 29 CFR Part 3, which are incorporated by reference in this Contract.
- (6) **Subcontracts.** The contractor or subcontractor will insert in any subcontracts the clauses contained in subparagraphs (1) through (11) in this paragraph (a) and such other clauses as HUD or its designee may, by appropriate instructions, require, and a copy of the applicable prevailing wage decision, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in this paragraph.
- (7) **Contract termination; debarment.** A breach of the contract clauses in 29 CFR 5.5 may be grounds for termination of the contract and for debarment as a contractor and a subcontractor as provided in 29 CFR 5.12.
- (8) **Compliance with Davis-Bacon and Related Act Requirements.** All rulings and interpretations of the Davis-Bacon and Related Acts contained in 29 CFR Parts 1, 3, and 5 are herein incorporated by reference in this Contract.
- (9) **Disputes concerning labor standards.** Disputes arising out of the labor standards provisions of this Contract shall not be subject to the general disputes clause of this Contract. Such disputes shall be resolved in accordance with the procedures of the U.S. Department of Labor set forth in 29 CFR Parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the contractor (or any of its subcontractors) and HUD or its designee, the U.S. Department of Labor, or the employees or their representatives.
- (10) **Certification of Eligibility.**
- (i) By entering into this Contract, the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

(ii) No part of this Contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of Section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1) or to be awarded HUD contracts or participate in HUD programs pursuant to 24 CFR Part 24.

(iii) Anyone who knowingly makes, presents, or submits a false, fictitious, or fraudulent statement, representation or certification is subject to criminal, civil and/or administrative sanctions, including fines, penalties, and imprisonment (e.g., 18 U.S.C. §§ 287, 1001, 1010, 1012; 31 U.S.C. §§ 3729, 3802).

**(11) Complaints, Proceedings, or Testimony by Employees.** No laborer or mechanic, to whom the wage, salary, or other labor standards provisions of this Contract are applicable, shall be discharged or in any other manner discriminated against by the contractor or any subcontractor because such employee has filed any complaint or instituted or caused to be instituted any proceeding or has testified or is about to testify in any proceeding under or relating to the labor standards applicable under this Contract to his employer.

## **B. CONTRACT WORK HOURS AND SAFETY STANDARDS ACT**

The provisions of this paragraph (b) are applicable where the amount of the prime contract exceeds **\$100,000**. As used in this paragraph, the terms “laborers” and “mechanics” include watchmen and guards.

**(1) Overtime requirements.** No contractor or subcontractor contracting for any part of the contract work, which may require or involve the employment of laborers or mechanics, shall require or permit any such laborer or mechanic in any workweek in which the individual is employed on such work to work in excess of 40 hours in such workweek, unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of 40 hours in such workweek.

**(2) Violation; liability for unpaid wages; liquidated damages.** In the event of any violation of the clause set forth in subparagraph B(1) of this paragraph, the contractor, and any subcontractor responsible therefor, shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory) for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in subparagraph B(1) of this paragraph, **in the sum set by the U.S. Department of Labor at 29 CFR 5.5(b)(2)** for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of 40 hours without payment of the overtime wages required by the clause set forth in subparagraph B(1) of this paragraph. In accordance with the Federal Civil Penalties Inflation Adjustment Act of 1990 (28 U.S.C. § 2461 Note), the DOL adjusts this civil monetary penalty for inflation no later than January 15 each year.

**(3) Withholding for unpaid wages and liquidated damages.** HUD or its designee shall, upon its own action or upon written request of an authorized representative of the U.S. Department of Labor, withhold or cause to be withheld from any moneys payable on account of work performed by the contractor or subcontractor under any such contract, or any other Federal contract with the same prime contract, or any other Federally-assisted contract subject to the Contract Work Hours and Safety Standards Act which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages, as provided in the clause set forth in subparagraph B(2) of this paragraph.

**(4) Subcontracts.** The contractor or subcontractor shall insert in any subcontracts the clauses set forth in subparagraph B(1) through (4) of this paragraph and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in subparagraphs B(1) through (4) of this paragraph.

## **C. HEALTH AND SAFETY**

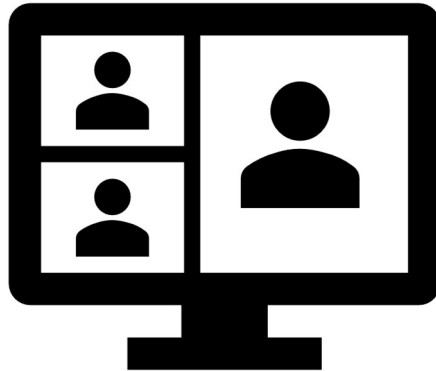
The provisions of this paragraph (c) are applicable where the amount of the prime contract exceeds **\$100,000**.

**(1)** No laborer or mechanic shall be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous to his or her health and safety, as determined under construction safety and health standards promulgated by the Secretary of Labor by regulation.

**(2)** The contractor shall comply with all regulations issued by the Secretary of Labor pursuant to 29 CFR Part 1926 and failure to comply may result in imposition of sanctions pursuant to the Contract Work Hours and Safety Standards Act, (Public Law 91-54, 83 Stat 96), 40 U.S.C. § 3701 et seq.

**(3)** The contractor shall include the provisions of this paragraph in every subcontract, so that such provisions will be binding on each subcontractor. The contractor shall take such action with respect to any subcontractor as the Secretary of Housing and Urban Development or the Secretary of Labor shall direct as a means of enforcing such provisions.

## **MBE/WBE/DBE & SECTION 3 WEB RESOURCES**



Resources for outreach to, contracting with, and certified registration for **Minority-owned Business Enterprise (MBE)**, **Woman-owned Business Enterprise (WBE)** and **Disadvantaged Business Enterprise (DBE) firms** and **Section 3 Business concerns**:

Department of Administration Certified Minority-Owned Business Enterprise (MBE) and Woman-Owned Business Enterprise (WBE) Directory:

<https://wisdp.wi.gov/search.aspx>

Department of Administration Certified Minority-Owned Business Enterprise (MBE) and Woman-Owned Business Enterprise Registration:

<https://doa.wi.gov/Pages/StateEmployees/HowtoApply.aspx>

Department of Transportation

Disadvantaged Business Enterprise (DBE) Program

<https://wisconsin.gov/Pages/doing-bus/civil-rights/dbe/default.aspx>

U.S. Department of Housing and Urban Development (HUD) Section 3 Resources Website for Grantees and Contractors

<https://www.hud.gov/section3>

City of Madison Targeted Business Enterprise Program Directories:

<http://www.cityofmadison.com/dcr/aaTBDDir.cfm>

# WORKER RIGHTS

## UNDER THE DAVIS-BACON ACT

### FOR LABORERS AND MECHANICS WORKING ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

The law requires employers to display this poster where workers can readily see it.

#### PREVAILING WAGES

You must be paid not less than the wage rate listed in the Davis-Bacon Wage Decision posted with this notice for the work you perform.

#### OVERTIME

You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 40 in a work week. There are few exceptions.

#### ENFORCEMENT

Contract payments can be withheld to ensure workers receive wages and overtime pay due, and liquidated damages may apply if overtime pay requirements are not met. Davis-Bacon contract clauses allow contract termination and debarment of contractors from future federal contracts for three years. A contractor who falsifies certified payroll records or induces wage kickbacks may be subject to civil or criminal prosecution, fines and/or imprisonment.

#### APPRENTICES

Apprentice rates apply only to apprentices properly registered under approved federal or state apprenticeship programs.

#### RETALIATION

The law prohibits discharging or otherwise retaliating against workers for filing a complaint, cooperating in an investigation, or testifying in a proceeding under the Davis-Bacon and Related Acts.

#### PROPER PAY

If you do not receive proper pay, or require further information on the applicable wages, contact the Contracting Officer listed below:

or contact the U.S. Department of Labor's Wage and Hour Division.



WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

866-487-9243  
[dol.gov/agencies/whd](http://dol.gov/agencies/whd)









Enter the name of the project on which you are reporting

Enter the project number or the prime contract number associated with your contract

Starting with #1, payrolls must be numbered sequentially and should be based on the weeks worked under the contract

Enter the business' legal name

PROJECT NAME	PROJECT NO. or CONTRACT NO.	CERTIFIED PAYROLL NO.	PRIME CONTRACTOR'S or SUBCONTRACTOR'S BUSINESS NAME
PROJECT LOCATION	WEEK ENDING DATE		CERTIFYING OFFICIAL'S NAME and TITLE

Enter the complete address of the project, or, if there is no specific address, a description of the project location, including, at a minimum, the county or counties and state in which the project is located

Enter the workweek ending date for this pay period

Enter individual who paid or supervised the payment of the workers under the contract during the weekly period covered by the form

If any worker is being paid as an apprentice during this period, this box must be checked and the information requested entered into the form

If box 4 is checked, enter the apprenticeship program name. If no apprentices worked in this period, enter "Not Applicable" or "N/A"

Name Labor Classification for approved apprenticeship program

Check boxes to attest statements are accurate. Boxes must be checked to assert contractor is compliant with DBRA

If box 4 is checked, identify with whom approved program is registered. Check OA or SAA

I paid or supervised the payment of the laborers or mechanics working on the above project during the stated time period. I certify the following:

The payroll information submitted with this statement is correct and complete for the above project during the above period, and the wage and fringe benefit rates paid to the workers, including credit taken for the reasonably anticipated costs of a bona fide fringe benefit plan, fund or program, are not less than the applicable wage and fringe benefits rates for the classification(s) of work actually performed, as specified in the wage determination(s) incorporated into the contract.

All regular payrolls and all other basic records that the contractor is required to maintain for this payroll period are complete and accurate and will be made available upon request from the agency or the Department of Labor.

The classifications reported for each laborer or mechanic are the classification(s) of work that each worker actually performed.

Any workers paid as apprentices during the above period are duly registered in a bona fide apprenticeship program registered with the Office of Apprenticeship, Employment and Training Administration, United States Department of Labor ("OA"), or a State Apprenticeship Agency ("SAA") recognized by Department of Labor. I have verified the registered apprenticeship program information provided below as accurate and applicable to any apprentices identified on page 1 of this form.

APPRENTICESHIP PROGRAM NAME	REGISTERED	NAME OF LABOR CLASSIFICATION
	<input type="checkbox"/> OA <input type="checkbox"/> SAA	
	<input type="checkbox"/> OA <input type="checkbox"/> SAA	
	<input type="checkbox"/> OA <input type="checkbox"/> SAA	

Fringe benefits have been paid in cash and/or to bona fide fringe benefit plans, funds, or programs. Where the contractor is claiming an hourly credit for their contributions to or reasonably anticipated costs of a bona fide fringe benefit plan, fund, or program, provide plan information and the hourly credit claimed for each worker listed on the previous page of this form.

**HOURLY CREDIT FOR FRINGE BENEFITS**  
If an amount is listed in (88) on the first page of this certified payroll form, enter the hourly credit claimed under each plan name, type and number for each worker and check whether the plan is funded or unfunded.

NAME OF WORKER	FB NAME		FB NAME		FB NAME		FB NAME		FB NAME		TOTAL HOURLY CREDIT
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**Wage and Hour Division**

# Instructions For Completing Davis-Bacon and Related Acts Weekly Certified Payroll Form, WH-347

- [WH-347 \(PDF\)](#)  
OMB Control No. 1235-0008, Expires 01/31/2028.
- [WH-347 Form Annotated Guide \(PDF\)](#)
- [Online Fillable WH-347 Form](#)

**General:** Form WH-347 is available for the convenience of contractors and subcontractors to submit certified weekly payrolls in connection with their Federal or federally assisted construction contracts and subcontracts. Properly completed, this form will satisfy the requirements of the regulations in parts 3 and 5 of Title 29 of the Code of Federal Regulations (CFR) as to certified payrolls submitted in connection with contracts subject to the Davis-Bacon and Related Acts (DBRA).

While use of Form WH-347 itself is optional, covered contractors and subcontractors performing work on Federal or federally assisted construction contracts are required by the DBRA regulations and the contract clauses to submit payroll information on a weekly basis. The Copeland Act (40 U.S.C. § 3145) requires contractors and subcontractors performing work on Federal or federally financed construction contracts to, on a weekly basis, “furnish a statement on the wages paid each employee during the prior week.” U.S. Department of Labor (DOL) Regulations at 29 CFR 5.5(a)(3)(ii) require contractors and subcontractors to submit weekly certified payrolls to the appropriate Federal agency if the agency is a party to the contract (or, if the Federal agency is not party to the contract, to the applicant, sponsor, owner, or other entity, as the case may be, that maintains such records, for transmission to the Federal agency that provided the Federal assistance). Each certified payroll must be accompanied by a signed “Statement of Compliance” (e.g., page 2 of the WH-347 or another document with *identical* wording) indicating that the certified payrolls are accurate and complete, and that each laborer or mechanic has been paid not less than the required Davis-Bacon prevailing wage rate(s) (including any fringe benefits) for the work performed. DOL and contracting agencies receiving this information review the information to help determine whether workers have received legally required wages and fringe benefits.

Under the DBRA, contractors and subcontractors are required to pay not less than the prevailing wage, including fringe benefits, as predetermined by DOL. The contractor’s obligation to pay fringe benefits may be met through the contractor’s contributions to or reasonably anticipated costs of bona fide benefit plans, funds, or programs, or by paying workers cash in lieu of fringe benefits.

Form WH-347 provides fields for contractors and subcontractors to document all wages paid to each worker, whether paid entirely as cash wages or by a combination of cash wages and employer-provided bona fide fringe benefits, and provides for the contractor or subcontractor’s certification in the Statement of Compliance (as shown on page 2 of Form WH-347) that the data and payroll information on the form are accurate and complete. The Statement of Compliance also provides for the representation that the contractor or subcontractor is paying its workers, including registered apprentices, at least the required wage rates, satisfying its fringe benefits obligations, and maintaining required payroll records.

**Detailed instructions for completing the first page of Form WH-347 follow:**

**“Check Box” for Submission of Final DBRA Certified Payroll Form:** Mark the box to indicate that this submission is for the final week of work on the project for the contractor or subcontractor.

**“Check Box” for Prime Contractor or Subcontractor:** Mark the appropriate box to indicate whether it is the prime contractor or a subcontractor on the project for which certified payroll is being reported.

**Project Name:** Enter the name of the project on which you are reporting.

**Project No. or Contract No.:** Enter the project number or the prime contract number assigned by the relevant contracting agency (if available).

**Certified Payroll No.:** Beginning with the number “1”, each weekly certified payroll that a contractor or subcontractor submits for a project should be given a payroll number. Enter the appropriate payroll number.

**Prime Contractor's/Subcontractor's Business Name:** Enter the business' legal name.

**Project Location:** Enter the complete address of the project, or, if there is no specific address, a description of the project location, including, at a minimum, the county or counties and state in which the project is located.

**Wage Determination No.:** Enter the wage determination number(s) and revision number(s) included in the covered contract and relevant to the submitted certified payroll form (e.g., if there are multiple wage determinations applicable to the project, please list all wage determinations that applied to the work performed by the workers in this pay period).

**Week Ending Date:** Enter the workweek ending date for this pay period.

**Prime Contractor's/Subcontractor's Business Address:** Enter the company's full business address.

**Column 1A – Worker Entry No.:** Beginning with the number “1”, enter each worker’s entry number (e.g., entry in row 2 may be 2, entry in row 3 may be 3, etc. If reporting more than 8 entries, row 1 on page 2 may be entry 9 and row 1 on page 3 may be entry 17, etc.). If a worker works in more than one labor classification during the course of the week, the contractor should show the number of hours the worker worked in each classification using separate rows. In such circumstances, the same worker entry number should be used on each row associated with the worker.

**Column 1B – Worker Last Name:** Self-explanatory.

**Column 1C – Worker First Name:** Self-explanatory.

**Column 1D – Worker Middle Initial:** Self-explanatory.

**Column 1E – Worker Identifying No.:** Enter each worker’s individual identifying number (e.g., last four digits of the worker’s social security number or any number specific to the individual worker) on each weekly certified payroll submitted. **Note:** *workers’ full Social Security numbers must not be included.*

**Column 2 – Journeyworker / Registered Apprentice:** Enter “J” if the worker is a journeyworker or “RA” if the worker is a registered apprentice in an apprenticeship program approved by DOL’s Office of Apprenticeship (OA) or a State Apprenticeship Agency (SAA). For registered apprentices, also list their level of progression within the approved program.

**Column 3 – Labor Classification:** List the labor classification for the work actually performed by each worker. Labor classifications are found in the applicable Davis-Bacon wage determination(s) that are included in the contract for this project. If the wage determination(s) does not include a labor classification for work that a worker has performed on this contract, contact the Contracting Officer or Agency representative immediately.

If a worker performed work in more than one labor classification during the week, the worker must be paid at least the rate specified for the appropriate labor classification for the time actually worked in that labor classification. In such circumstances, an accurate breakdown of hours worked in each labor classification must be shown on the submitted payroll by using a separate row for each labor classification in which the worker performed work. If the contractor did not maintain an accurate breakdown of hours worked by a worker in each labor classification, the worker must be paid for all hours worked using the highest applicable prevailing wage rate (basic hourly rate and fringe benefits).

**Column 4 – Hours Worked Each Day:** In column 4 in the table above row 1, please enter the first letter for each day of the contractor’s workweek in each box on the top row and its corresponding date in each box on the second row below it. For example, if a contractor’s workweek starts on Tuesday and ends on Monday, enter “T” for Tuesday in the first box of the first row and continue with the appropriate letter identifying the day of the week for each box ending with “M” on the last box of the first row. In the second row, enter the corresponding date for each day of the week. Please see example below:

<b>T</b>	<b>W</b>	<b>T</b>	<b>F</b>	<b>S</b>	<b>S</b>	<b>M</b>
6/16	6/17	6/18	6/19	6/20	6/21	6/22

For worker-specific entries, please enter hours worked on this project as straight time (“ST”) and overtime (“OT”) in the applicable boxes. On all contracts subject to the Contract Work Hours and Safety Standards Act (CWHSSA), enter hours worked on this project in excess of 40 hours total in the week as overtime (“OT”) (including hours worked on and off the site of the work of the covered contract). **Note:** *For more information about compliance with overtime requirements on Federal and federally assisted contracts, please visit [Overtime Pay on Government Contracts](#).*

**Column 5 – Total Hours Worked for the Week:** Enter the total number of the hours worked entered in column four.

**Column 6A – Hourly Wage Rate Paid for ST and OT:** For each worker, list the actual hourly rate paid for straight time (top row) and overtime (bottom row) worked for work in the classification indicated in column 3. If the worker was paid at a higher rate than the wage rate required on the wage determination, indicate the wage rate the worker was actually paid. **Note:** *do not include cash payments in lieu of fringe benefits in this column.*

**Column 6B – Total Fringe Benefit Credit:** Enter the total of the contractor’s or subcontractor’s contributions to or reasonably anticipated costs of bona fide fringe benefit plans, funds, or programs for which the contractor or subcontractor is taking a credit toward satisfying Davis-Bacon prevailing fringe benefit rates as listed on page 2 of Form WH-347 under “Hourly Credit for Fringe Benefits”. This amount should equal the worker’s total hours worked in this period multiplied by the hourly credit for fringe benefits as listed under the Total Hourly Credit column on page 2 of Form WH-347 under “Hourly Credit for Fringe Benefits”.

**Column 6C – Payment in Lieu of Fringe Benefits:** Enter the total amount in cash provided in lieu of fringe benefits to the worker during the workweek. This amount should equal the worker’s total hours worked in this period multiplied by the hourly rate provided to the worker as cash in lieu of fringe benefits.

**Column 7A – Gross Amount Earned:** Enter the worker’s gross amount earned for the workweek for hours worked on this Federal or federally assisted project.

**Column 7B – Gross Amount Earned for all Work:** If part of a worker’s weekly wage was earned on projects or work other than the project described on this payroll, including non-DBRA covered projects, enter in column 7B the total gross amount earned during the week for all work performed during the week.

**Column 8 – Deductions for all Work:** Enter all deductions made from worker’s total gross amount earned for all work (Column 7B). Columns are provided for entering deductions made for tax withholdings, FICA, and “Other” deductions. If the amount under “Other” deductions is specific to one deduction, please describe the deduction under “Additional Remarks” on page 2 of this certified payroll form. If the amount under the “Other” deductions made from the worker’s pay is a result of more than one deduction, submit an addendum that itemizes each deduction and includes a description and amount for each deduction listed on that document. Enter the total amount for all deductions actually made under the “Total Deductions” column (include the amounts listed under the Tax Withholdings, FICA and Other columns). All deductions must be in accordance with the provisions of the Copeland Act Regulations, 29 CFR part 3. If a worker worked on other jobs in addition to this project, do not pro-rate the deductions; instead, show actual deductions from the worker’s weekly gross wage for all projects. **Note:** *Except for deductions listed in 29 CFR 3.5, all deductions must have prior approval from the Department of Labor.*

**Column 9 – Net Payment to Worker for All Work:** Enter the actual dollar amount paid to the worker for all hours worked across all projects (including non-DBRA covered projects) during the week.

**Detailed instructions for completing the second page of Form WH-347 follow:**

**Project Name:** Enter the name of the project on which you are reporting.

**Project No. Or Contract No.:** Enter the project or prime contract number associated with your contract assigned by the relevant contracting agency (if available).

**Payroll No.:** Beginning with the number “1”, each weekly certified payroll that a contractor or subcontractor submits for a project should be given a payroll number. Enter the appropriate payroll number.

**Prime Contractor’s/Subcontractor’s Business Name:** Enter the business’ legal name.

**Project Location:** Enter the complete address of the project, or, if there is no specific address, a description of the project location, including, at a minimum, the county or counties and state in which the project is located.

**Week Ending Date:** Enter the workweek ending date for this pay period.

**Certifying Official’s Name and Title:** Print the name and official title of the contractor or subcontractor, or their agent who paid or supervised the payment of the workers under the contract during the weekly time period covered by the form.

**Statement of Compliance:** While the “Statement of Compliance” need not be notarized, the statement (on page 2 of this certified payroll form) is subject to the penalties provided by 18 U.S.C. § 1001, namely, a fine, possible imprisonment of not more than 5 years, or both. Accordingly, the party signing this statement should have knowledge of the facts represented as true.

If applicable, please “check” each of the 6 boxes certifying the accompanying statement as accurate. Boxes 1, 2, 3 and 6 (i.e., the first three boxes and the last box) always **must** be checked to certify that the contractor or subcontractor completing the form is in compliance with the DBRA.

If any worker is being paid as an apprentice during the period, box 4 **must** be checked and each program name in which the contractor has registered apprentices working on the project during this payroll period must be listed, with the appropriate box checked to indicate whether the apprenticeship program is registered with DOL's Office of Apprenticeship (OA) or a State Apprenticeship Agency (SAA), and the name of the labor classification entered. If more than three entries are required, please submit an addendum providing the requested information with the submission of the certified payroll. If box 4 is not applicable, do not check the box and enter "Not Applicable" or "N/A" in the entry subsection, under Apprenticeship Program Name.

If the contractor or subcontractor is claiming an hourly credit for their contributions to or reasonably anticipated costs of bona fide fringe benefit plans, funds, or programs, box 5 must be checked and the subsections titled "Hourly Credit for Fringe Benefits" must be completed. In the first column, list each worker entry number (entered in column 1A on the first page) and name of worker for whom the contractor or subcontractor claimed an hourly fringe benefit credit (this should mirror the worker names and order found on Page 1 of the certified payroll form). In the following columns, list each fringe benefit plan name in the top row, fringe benefit plan type in the second row, fringe benefit plan number in the third row, mark whether the fringe benefit plan is funded or unfunded in the fourth row, and state the hourly amount of credit claimed for each worker under each applicable plan in the rows below. In the last column, list the total hourly cost of fringe benefit provided for each worker. Where the contractor or subcontractor is claiming a credit for the reasonably anticipated costs of fringe benefits provided directly by the contractor (commonly referred to as an "unfunded plan"), the contractor or subcontractor must have prior approval from the Department of Labor prior to claiming such credit as required in 29 CFR 5.28. If more than six bona fide fringe benefits are provided to the workers for which the contractor is claiming a credit, submit an addendum for each providing the information requested in this section.

**Note:** If the contractor or subcontractor is meeting its fringe benefit obligations partially through contributions to or reasonably anticipated costs of a bona fide fringe benefit plan and partially through the payment of cash in lieu of fringe benefits, the contractor or subcontractor should enter the respective amounts in this section and in column 6C (Cash Payment in Lieu of Fringe Benefits) on page 1. If the contractor or subcontractor is meeting its fringe benefits obligations by simply paying the cash equivalent to each worker, check the box but do not complete the subsection, because those payments will be reported under column 6C (Cash Payment in Lieu of Fringe Benefits) on page 1.

**Additional Remarks:** Optional space for additional information on deductions, hourly cost of fringe benefits, or explanations. If more space is needed, please continue remarks on a separate page. If the optional space or separate pages are used, please include all contractor and project information required by the form.

**Signature of Certifying Official, Date, Telephone Number, and Email Address:** The Statement of Compliance must be signed by the contractor or subcontractor, or their agent who paid or supervised the payment of the workers under the contract during the weekly time period covered by the form. Enter the phone number and email address of the individual who is signing the statement and the date signed. Legally valid electronic signatures are acceptable. A legally valid electronic signature includes any electronic process that indicates acceptance of the certified payroll record and includes an electronic method of verifying the signer's identity. **Note:** Photocopies or scanned copies of signatures do not satisfy this requirement.

**Public Burden Statement:** We estimate that it will take an average of 55 minutes to complete this collection of information, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection of information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S3502, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

**Note:** In order to view, fill out, and print PDF forms, you need Adobe® Acrobat® Reader® version 5 or later, which you may download for free at [www.adobe.com/products/acrobat/readstep2.html](http://www.adobe.com/products/acrobat/readstep2.html).

**Topics    Worker Rights    For Employers    Resources    Interpretive Guidance    State Laws**



**FEDERAL GOVERNMENT** **LABOR DEPARTMENT** **WHD PORTALS**

White House	About DOL	YouthRules!
Disaster Recovery Assistance Guidance Search		Wage Determinations
DisasterAssistance.gov	0055049	Accessibility Statement

**Wage and Hour Division**

An agency within the U.S.  
Department of Labor

200 Constitution Ave NW  
Washington, DC 20210  
[1-866-4-US-WAGE](tel:1-866-4-US-WAGE)  
[1-866-487-9243](tel:1-866-487-9243)  
[www.dol.gov](http://www.dol.gov)

[USA.gov](http://USA.gov)

[Office of Inspector General](#)

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[U.S. Office of Special Counsel](#)

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**FEDERAL WAGE RATES**

**FEDERAL WAGE RATES (BUILDING) –  
BUILDING CONSTRUCTION PROJECTS**

State: Wisconsin

Construction Types: Building

Counties: Wisconsin Counties of  
 Adams, Ashland, Barron, Bayfield,  
 Buffalo, Burnett, Clark, Columbia,  
 Crawford, Dodge, Door, Dunn, Florence,  
 Fond Du Lac, Forest, Grant, Green, Green  
 Lake, Iowa, Iron, Jackson, Jefferson,  
 Juneau, Kewaunee, Lafayette, Langlade,  
 Lincoln, Manitowoc, Marinette,  
 Marquette, Menominee, Monroe, Oconto,  
 Oneida, Pepin, Polk, Portage, Price,  
 Richland, Rusk, Sauk, Sawyer, Shawano,  
 Taylor, Trempealeau, Vernon, Vilas,  
 Walworth, Washburn, Waupaca, Waushara  
 and Wood

Modification Number	Publication Date
0	01/02/2026
1	05/18/2026

ASBE0019-002 06/01/2025

	Rates	Fringes
ASBESTOS WORKERS/INSULATOR: INCLUDES THE APPLICATION OF ALL INSULATING MATERIALS, PROTECTIVE COVERINGS, COATINGS, AND FINISHES TO ALL TYPES OF MECHANICAL SYSTEMS. INCLUDES PREPARATION, WETTING, STRIPPING, REMOVAL, SCRAPPING, VACUUMING, BAGGING AND DISPOSING OF ALL INSULATION MATERIALS FROM MECHANICAL SYSTEMS WHETHER THEY CONTAIN ASBESTOS OR NOT (COLUMBIA, CRAWFORD, DODGE, GRANT, GREEN, IOWA, JEFFERSON, JUNEAU, LAFAYETTE, MARQUETTE, MONROE, RICHLAND, SAUK, VERNON, AND WALWORTH COUNTIES).....	\$ 45.88	38.15

ASBE0034-005 06/09/2025

	Rates	Fringes
ASBESTOS WORKERS/INSULATOR: INCLUDES THE APPLICATION OF ALL INSULATING MATERIALS; PROTECTIVE COATINGS, COVERINGS, AND FINISHES TO ALL TYPES OF MECHANICAL SYSTEMS. INCLUDES PREPARATION, WETTING, STRIPPING, REMOVAL, SCRAPPING, VACUUMING, BAGGING AND DISPOSING OF ALL INSULATION MATERIALS FROM MECHANICAL SYSTEMS WHETHER THEY CONTAIN ASBESTOS OR NOT (BARRON, BUFFALO, DUNN, PEPIN, AND POLK COUNTIES).....	\$ 55.34	34.03

ASBE0049-003 05/01/2025

	Rates	Fringes
ASBESTOS WORKERS/INSULATOR: INCLUDES THE APPLICATION OF ALL INSULATING MATERIALS; PROTECTIVE COVERINGS, COATINGS, AND FINISHES TO ALL TYPES OF MECHANICAL SYSTEMS. INCLUDES PREPARATION, WETTING, STRIPPING, REMOVAL, SCRAPPING, VACUUMING, BAGGING AND DISPOSING OF ALL INSULATION MATERIALS FROM MECHANICAL SYSTEMS WHETHER THEY CONTAIN ASBESTOS OR NOT (ASHLAND, BAYFIELD, BURNETT, IRON, SAWYER, AND		

WASHBURN COUNTIES).....	\$ 49.17	23.83
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ASBE0127-002 06/01/2025		
	Rates	Fringes
HEAT AND FROST INSULATOR: INCLUDES THE APPLICATION OF ALL INSULATING MATERIALS, PROTECTIVE COVERINGS, COATINGS AND FINISHES TO ALL TYPES OF MECHANICAL SYSTEMS; AND THE APPLICATION OF FIRESTOPPING MATERIAL IN WALLS, FLOORS, CEILINGS. INCLUDES PREPARATION, WETTING, STRIPPING, REMOVAL, SCRAPPING VACUUMING, BAGGING AND DISPOSING OF ALL INSULATION MATERIALS FROM MECHANICAL SYSTEMS WHETHER THEY CONTAIN ASBESTOS OR NOT (ADAMS, CLARK, DOOR, FLORENCE, FOND DU LAC, FOREST, GREEN LAKE, JACKSON, KEWAUNEE,.....)	\$ 45.24	30.56
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BOIL0107-001 01/01/2025		
	Rates	Fringes
BOILERMAKER (BOILERMAKER).....	\$ 46.52	34.63
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BRWI0001-003 06/01/2025		
	Rates	Fringes
BRICKLAYER & TILE SETTER (CRAWFORD, JUNEAU, MONROE, TREMPPEALEAU, AND VERNON COUNTIES).....	\$ 40.09	28.10
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BRWI0002-003 06/01/2025		
	Rates	Fringes
BRICKLAYER: CEMENT MASON/CONCRETE FINISHER (ASHLAND, BURNETT, IRON, WASHBURN).....	\$ 46.01	29.31
BRICKLAYER: BRICKLAYER, TILE SETTER (ASHLAND, BURNETT, IRON, WASHBURN).....	\$ 48.60	29.31
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BRWI0002-004 06/01/2025		
	Rates	Fringes
BRICKLAYER: BRICKLAYER & TILE SETTER (BAYFIELD COUNTY).....	\$ 48.60	29.31
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BRWI0003-001 06/01/2024		
	Rates	Fringes
BRICKLAYER: BRICKLAYER, CEMENT MASON, TILE SETTER (DOOR, KEWAUNEE, FLORENCE, FOND DU LAC, GREEN LAKE, MANITOWOC, MARINETTE, MARQUETTE, OCONTO, SHAWANO, WAUPACA, AND WAUSHARA COUNTIES).....	\$ 38.45	27.41
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BRWI0004-003 06/01/2025		
	Rates	Fringes
TILE SETTER (WALWORTH COUNTY).....	\$ 39.19	28.90
CEMENT MASON/CONCRETE FINISHER (WALWORTH COUNTY)....	\$ 40.50	28.90
BRICKLAYER (WALWORTH COUNTY).....	\$ 44.71	28.90
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BRWI0006-001 06/01/2025		
	Rates	Fringes
BRICKLAYER: BRICKLAYER, CEMENT MASON, TILE SETTER (ADAMS, CLARK, FOREST, LANGLADE, LINCOLN, MENOMINEE, ONEIDA, PORTAGE, TAYLOR, VILAS AND WOOD COUNTIES).....	\$ 39.36	28.83
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BRWI0006-004 06/01/2025		
	Rates	Fringes
BRICKLAYER & TILE SETTER (PRICE COUNTY).....	\$ 39.36	28.83
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BRWI0007-003 06/01/2025		
	Rates	Fringes

BRICKLAYER & TILE SETTER (GREEN AND LAFAYETTE COUNTIES).....	\$ 40.34	29.49
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BRWI0013-003 06/01/2025		
	Rates	Fringes
TILE LAYER (GRANT, IOWA, AND RICHLAND COUNTIES).....	\$ 38.39	29.79
BRICKLAYER (GRANT, IOWA, AND RICHLAND COUNTIES).....	\$ 41.17	28.66
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BRWI0019-004 06/01/2025		
	Rates	Fringes
BRICKLAYER: BRICKLAYER, CEMENT MASON, TILE LAYER (BARRON, BURNETT (SOUTHERN HALF), DUNN, PEPIN, POLK, RUSK, AND WASHBURN (SOUTHERN HALF) COUNTIES)..	\$ 39.50	28.69
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BRWI0019-005 06/01/2025		
	Rates	Fringes
BRICKLAYER & TILE SETTER (SAWYER COUNTY).....	\$ 39.50	28.69
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BRWI0021-001 06/01/2025		
	Rates	Fringes
BRICKLAYER: BRICKLAYER, CEMENT MASON, TILE LAYER (DODGE AND JEFFERSON COUNTIES).....	\$ 40.14	29.67
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BRWI0034-001 06/01/2025		
	Rates	Fringes
BRICKLAYER: BRICKLAYER, CEMENT MASON, TILE LAYER (COLUMBIA AND SAUK COUNTIES).....	\$ 41.17	28.66
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CARP0068-013 05/05/2025		
	Rates	Fringes
CARPENTER: INCLUDING DRYWALL HANGING, ACOUSTICAL WORK (BURNETT (WEST OF HIGHWAY 48) AND POLK(WEST OF HIGHWAYS 35, 48 & 65) COUNTIES).....	\$ 48.54	28.84
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CARP0310-007 06/01/2025		
	Rates	Fringes
PILEDRIVERMAN (ADAMS, BAYFIELD (EASTERN 2/3), FOREST, IRON, ONEIDA, PORTAGE, PRICE, SHAWANO (WESTERN PORTION OF THE COUNTY), TAYLOR, VILAS, AND WOOD COUNTIES).....	\$ 41.43	29.99
CARPENTER: INCLUDING ACOUSTICAL WORK & DRYWALL HANGING (ADAMS, BAYFIELD (EASTERN 2/3), FOREST, IRON, ONEIDA, PORTAGE, PRICE, SHAWANO (WESTERN PORTION OF THE COUNTY), TAYLOR, VILAS, AND WOOD COUNTIES).....	\$ 41.43	29.99
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CARP0310-008 06/01/2025		
	Rates	Fringes
CABINET INSTALLER: INCLUDING ACOUSTICAL WORK & DRYWALL HANGING (ASHLAND COUNTY).....	\$ 41.43	29.99
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CARP0314-006 06/02/2025		
	Rates	Fringes
CARPENTER, INCLUDING DRYWALL HANGING, ACOUSTICAL WORK: PILEDRIVERMAN (COLUMBIA, DODGE, GRANT, GREEN, IOWA, JEFFERSON, LAFAYETTE, RICHLAND, SAUK, AND WALWORTH COUNTIES).....	\$ 44.45	28.78
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CARP0361-006 05/05/2025		
	Rates	Fringes
CARPENTERS: INCLUDING DRYWALL HANGING, ACOUSTICAL WORK (BAYFIELD COUNTY (WEST OF HWY 63)).....	\$ 40.79	27.90
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CARP0731-006 06/01/2025

	Rates	Fringes
PILEDRIVERMAN (FOND DU LAC (EASTERN PORTION OF THE COUNTY) AND MANITOWOC COUNTIES).....	\$ 41.43	29.99
CARPENTER: INCLUDING ACOUSTICAL WORK & DRYWALL HANGING (FOND DU LAC (EASTERN PORTION OF THE COUNTY) AND MANITOWOC COUNTIES).....	\$ 41.43	29.99

CARP0955-004 06/01/2025

	Rates	Fringes
PILEDRIVERMAN (FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, WAUPACA, AND WAUSHARA COUNTIES).....	\$ 41.43	29.99
CARPENTER: INCLUDING ACOUSTICAL WORK & DRYWALL HANGING (FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, WAUPACA, AND WAUSHARA COUNTIES).....	\$ 41.43	29.99

CARP1056-004 06/01/2024

	Rates	Fringes
MILLWRIGHT (ADAMS, ASHLAND, BARRON, BAYFIELD (EASTERN 2/3), BUFFALO, BURNETT, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DUNN, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, IRON, JACKSON, JEFFERSON, JUNEAU, KEWAUNEE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, PEPIN, POLK (E. OF HWY. 35, 48 & 65), PORTAGE, PRICE, RICHLAND, RUSK, SAUK, SAWYER, SHAWANO, TAYLOR, TREMPPEALEAU, VERNON, VILAS, WALWORTH, WASHBURN, WAUPACA, WAUSHARA.....	\$ 42.00	28.85

CARP1074-009 06/01/2025

	Rates	Fringes
PILEDRIVERMAN (BARRON, BURNETT (EAST OF HWY 48), CLARK, DUNN, POLK (EAST OF HWY 35, 48, 65), RUSK, SAWYER, AND WASHBURN COUNTIES).....	\$ 41.43	29.99
CARPENTER: INCLUDING ACOUSTICAL WORK & DRYWALL HANGING (BARRON, BURNETT (EAST OF HWY 48), CLARK, DUNN, POLK (EAST OF HWY 35, 48, 65), RUSK, SAWYER, AND WASHBURN COUNTIES).....	\$ 41.43	29.99

CARP1143-006 06/01/2025

	Rates	Fringes
PILEDRIVERMAN (BUFFALO, CRAWFORD, JACKSON, MONROE, TREMPPEALEAU, AND VERNON COUNTIES).....	\$ 41.43	29.99
CARPENTER: INCLUDING ACOUSTICAL WORK & DRYWALL HANGING (BUFFALO, CRAWFORD, JACKSON, MONROE, TREMPPEALEAU, AND VERNON COUNTIES).....	\$ 41.43	29.99

CARP1146-006 06/01/2025

	Rates	Fringes
PILEDRIVERMAN (DOOR, FLORENCE (EXCEPT AREA BORDERING MICHIGAN), KEWAUNEE, MARINETTE (EXCEPT N.E. CORNER), MENOMINEE, OCONTO, AND SHAWANO (WESTERN PORTION OF THE COUNTY) COUNTIES).....	\$ 41.43	29.99
CARPENTER: INCLUDING ACOUSTICAL WORK & DRYWALL HANGING (DOOR, FLORENCE (EXCEPT AREA BORDERING MICHIGAN), KEWAUNEE, MARINETTE (EXCEPT N.E. CORNER), MENOMINEE, OCONTO, AND SHAWANO (WESTERN PORTION OF THE COUNTY) COUNTIES).....	\$ 41.43	29.99

CARP1348-006 05/01/2025

	Rates	Fringes
MILLWRIGHT (BAYFIELD COUNTY (WESTERN 1/3)).....	\$ 41.90	29.51

ELEC0014-001 05/25/2025

	Rates	Fringes
ELECTRICIAN (ASHLAND, BARRON, BAYFIELD, BUFFALO, BURNETT, CHIPPEWA, CLARK (EXCEPT COLBY, FREMONT, LYNN, MARYVILLE, SHERMAN, SHERWOOD, UNITY), CRAWFORD, DUNN, GRANT, IRON, JACKSON, MONROE, PEPIN, POLK, PRICE, RICHLAND, RUSK, SAWYER, TAYLOR, TREMPEALEAU, VERNON, AND WASHBURN COUNTIES).....	\$ 44.29	25.21

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ELEC0014-005 05/25/2025

	Rates	Fringes
ELECTRICIANS: TELEDATA SYSTEM INSTALLER/TECHNICIAN. LOW VOLTAGE CONSTRUCTION, INSTALLATION, MAINTENANCE AND REMOVAL OF TELEDATA FACILITIES (VOICE, DATA, AND VIDEO) INCLUDING OUTSIDE PLANT, TELEPHONE AND DATA INSIDE WIRE, INTERCONNECT, TERMINAL EQUIPMENT, CENTRAL OFFICES, PABX, FIBER OPTIC CABLE AND EQUIPMENT, MICRO WAVES, V-SAT, BYPASS, CATV, WAN (WIDE AREA NETWORKS), LAN (LOCAL AREA NETWORKS), AND ISDN (INTEGRATED SYSTEMS DIGITAL NETWORK).....	\$ 31.17	20.08

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ELEC0158-007 05/25/2025

	Rates	Fringes
ELECTRICIANS: (DOOR, KEWAUNEE, MANITOWOC (EXCEPT SCHLESWIG), MARINETTE(WAUSUAKEE AND AREA SOUTH THEREOF), OCONTO, MENOMINEE (EAST OF A LINE 6 MILES WEST OF THE WEST BOUNDARY OF OCONTO COUNTY), SHAWANO (EXCEPT AREA NORTH OF TOWNSHIPS OF ANIWA AND HUTCHINS) COUNTIES).....	\$ 42.00	23.93

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ELEC0159-001 05/26/2024

	Rates	Fringes
ELECTRICIANS: (COLUMBIA, DODGE (WEST OF HWY 26 EXCEPT CHESTER AND EMMET TWPS), GREEN LAKE COUNTY (EXCEPT TOWNSHIPS OF BERLIN, SENECA & ST. MARIE), IOWA, MARQUETTE COUNTY (EXCEPT TOWNSHIPS OF NESHKOKA, CRYSTAL LAKE, NEWTON, AND SPRINGFIELD), AND SAUK COUNTIES).....	\$ 48.55	25.91

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ELEC0219-006 06/01/2019

	Rates	Fringes
ELECTRICIAN: ELECTRICAL CONTRACTS UNDER \$180,000 (FLORENCE COUNTY (TOWNSHIPS OF AURORA, COMMONWEALTH, FERN, FLORENCE AND HOMESTEAD) AND MARINETTE COUNTY (TOWNSHIP OF NIAGARA)).....	\$ 31.75	21.73
ELECTRICIAN: ELECTRICAL CONTRACTS OVER \$180,000 (FLORENCE COUNTY (TOWNSHIPS OF AURORA, COMMONWEALTH, FERN, FLORENCE AND HOMESTEAD) AND MARINETTE COUNTY (TOWNSHIP OF NIAGARA)).....	\$ 33.94	21.80

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ELEC0388-004 06/01/2024

	Rates	Fringes
ELECTRICIAN (ADAMS, CLARK (COLBY, FREMONT, LYNN, MAYVILLE, SHERMAN, SHERWOOD, UNITY), FOREST, JUNEAU, LANGLADE, LINCOLN, MARINETTE (BEECHER, DUNBAR, GOODMAN & PEMBINE), MENOMINEE (AREA WEST OF A LINE 6 MILES WEST OF THE WEST BOUNDARY OF OCONTO COUNTY), ONEIDA, PORTAGE, SHAWANO (ANIWA AND HUTCHINS), VILAS AND WOOD COUNTIES).....	\$ 40.19	22.90

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ELEC0494-010 06/01/2025

	Rates	Fringes
ELECTRICIAN (DODGE COUNTY (AREA EAST OF HWY 26 INCLUDING ALL OF CHESTER TOWNSHIP, BUT EXCLUDING EMMET TOWNSHIP), FOND DU LAC (EXCEPT WAUPUN), AND MANITOWOC (SCHLESWIG) COUNTIES).....	\$ 45.20	25.27

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ELEC0494-014 06/01/2025

	Rates	Fringes
SOUND & COMMUNICATIONS: TECHNICIAN (DODGE (AREA EAST OF HWY 26 INCLUDING CHESTER TWP BUT EXCLUDING EMMET TWP), FOND DU LAC (EXCEPT WAUPUN), AND MANITOWOC (SCHLESWIG) COUNTIES).....	\$ 37.13	21.58
SOUND & COMMUNICATIONS: INSTALLER (DODGE (AREA EAST OF HWY 26 INCLUDING CHESTER TWP BUT EXCLUDING EMMET TWP), FOND DU LAC (EXCEPT WAUPUN), AND MANITOWOC (SCHLESWIG) COUNTIES).....	\$ 37.13	21.58

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ELEC0577-001 06/01/2025

	Rates	Fringes
ELECTRICIAN (GREEN LAKE (N. PART INCLUDING TWPS OF BERLIN, ST MARIE, AND SENECA), MARQUETTE (N. PART INCLUDING TWPS OF CRYSTAL LAKE, NESHKORO, NEWTON, AND SPRINGFIELD), WAUPACA, AND WAUSHARA COUNTIES,)..	\$ 41.76	23.65

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ELEC0890-005 06/01/2024

	Rates	Fringes
ELECTRICIAN (DODGE (EMMET TOWNSHIP ONLY), GREEN, JEFFERSON, LAFAYETTE, AND WALWORTH COUNTIES).....	\$ 43.65	23.59

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ENGI0139-004 06/02/2025

	Rates	Fringes
OPERATOR: POWER EQUIPMENT (6) FORKLIFT. HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00 PER HOUR EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA LEVEL "C" PROTECTION: \$1.00 PER HOUR.....	\$ 41.60	27.89
OPERATOR: POWER EQUIPMENT (4) HYDRAULIC CRANE, 10 TONS OR LESS. HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00 PER HOUR EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA LEVEL "C" PROTECTION: \$1.00 PER HOUR.....	\$ 45.20	27.89
OPERATOR: POWER EQUIPMENT (3) TRAVELLING CRANE (BRIDGE TYPE). HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00 PER HOUR EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA LEVEL "C" PROTECTION: \$1.00 PER HOUR.....	\$ 45.73	27.89
OPERATOR: POWER EQUIPMENT (2) CRANES, TOWER CRANES WITH OR W/O ATTACHMENTS 100 TONS OR LESS; CRANES, TOWER CRANES WITH BOOM, LEADS, AND OR JIB LENGTHS 175 FT OR LESS HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00 PER HOUR EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA LEVEL "C" PROTECTION: \$1.00 PER HOUR.....	\$ 49.28	27.89
OPERATOR: POWER EQUIPMENT (1) CRANES, TOWER CRANES WITH OR W/O ATTACHMENTS OVER 100 TONS; CRANES, TOWER CRANES WITH BOOM, LEADS AND OR JIB LENGTH 176 FT OR LONGER HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00 PER HOUR EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA LEVEL "C" PROTECTION: \$1.00 PER HOUR.....	\$ 50.53	27.89

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IRON0008-012 06/01/2025

	Rates	Fringes
IRONWORKER (CALUMET, DOOR, FOND DU LAC, KEWAUNEE, MANITOWOC, MARINETTE, OCONTO, OUTAGAMIE, SHAWANO AND WALWORTH (NORTHEASTERN PART) COUNTIES).....	\$ 44.66	33.67

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IRON0383-004 06/01/2025

	Rates	Fringes
IRONWORKER (ADAMS, COLUMBIA, CRAWFORD, DODGE, FLORENCE, FOREST, GRANT, GREENE (EXCEPT S.E. TIP), GREEN LAKE, IOWA, JEFFERSON, JUNEAU, LAFAYETTE,		

LANGLADE, MARATHON, MARQUETTE, MENOMINEE, MONROE, PORTAGE, RICHLAND, SAUK, VERNON, WAUPACA, WAUSHARA, AND WOOD COUNTIES).....	\$ 44.00	32.66
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IRON0498-007 06/01/2025		
	Rates	Fringes
IRONWORKER (GREEN (S.E. 1/3) AND WALWORTH (EXCEPT N.E. PART) COUNTIES).....	\$ 48.74	49.65
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IRON0512-009 05/01/2025		
	Rates	Fringes
IRONWORKER (BARRON, BUFFALO, CLARK, DUNN, JACKSON, PEPIN, POLK, RUSK, TAYLOR AND TREMPPEALEAU COUNTIES).....	\$ 46.35	36.86
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IRON0512-023 05/01/2025		
	Rates	Fringes
IRONWORKER (ASHLAND, BAYFIELD, BURNETT, IRON, LINCOLN, ONEIDA, PRICE, SAWYER, VILAS AND WASHBURN COUNTIES).....	\$ 42.89	36.86
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LAB00140-003 06/01/2025		
	Rates	Fringes
LABORER: ASBESTOS/HAZARDOUS MATERIAL REMOVER, PREPARATION, REMOVAL AND ENCAPSULATION OF HAZARDOUS MATERIALS FROM NON-MECHANICAL SYSTEMS (BUFFALO, CRAWFORD, GRANT, JACKSON, JUNEAU, MONROE, RICHLAND, TREMPPEALEAU (SOUTHERN PART), AND VERNON COUNTIES).....	\$ 36.65	19.97
LABORER, GENERAL (BUFFALO, CRAWFORD, GRANT, JACKSON, JUNEAU, MONROE, RICHLAND, TREMPPEALEAU (SOUTHERN PART), AND VERNON COUNTIES).....	\$ 37.70	19.97
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LAB00268-005 06/02/2025		
	Rates	Fringes
LABORER: ASBESTOS/HAZARDOUS MATERIAL REMOVER.....	\$ 36.65	19.97
LABORER, GENERAL: AREA 3 (AREA 1: BARRON, CLARK (WEST 1/3), DUNN, PEPIN, POLK, RUSK TAYLOR (WEST 1/3) AREA 2: CLARK (EAST 2/3), LANGLADE, LINCOLN, ONEIDA, PRICE, TAYLOR (EAST 2/3), VILAS, WOOD AREA 3: BURNETT, IRON, SAWYER, WASHBURN).....	\$ 36.35	19.97
LABORER, GENERAL: AREA 2 (AREA 1: BARRON, CLARK (WEST 1/3), DUNN, PEPIN, POLK, RUSK TAYLOR (WEST 1/3) AREA 2: CLARK (EAST 2/3), LANGLADE, LINCOLN, ONEIDA, PRICE, TAYLOR (EAST 2/3), VILAS, WOOD AREA 3: BURNETT, IRON, SAWYER, WASHBURN).....	\$ 37.05	19.97
LABORER, GENERAL: AREA 1 (AREA 1: BARRON, CLARK (WEST 1/3), DUNN, PEPIN, POLK, RUSK TAYLOR (WEST 1/3) AREA 2: CLARK (EAST 2/3), LANGLADE, LINCOLN, ONEIDA, PRICE, TAYLOR (EAST 2/3), VILAS, WOOD AREA 3: BURNETT, IRON, SAWYER, WASHBURN).....	\$ 37.70	19.97
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LAB00330-001 06/01/2025		
	Rates	Fringes
LABORERS, GENERAL (DODGE, DOOR, FLORENCE, FOND DU LAC, FOREST, GREEN LAKE, KEWAUNEE, MANITOWOC, MARINETTE, MARQUETTE, MENOMINEE, OCONTO, PORTAGE, SHAWANO, WAUPACA, WAUSHARA).....	\$ 37.05	19.97
LABORER: ASBESTOS/HAZARDOUS MATERIAL REMOVER, PREPARATION, REMOVAL, ENCAPSULATION OF HAZARDOUS MATERIALS FROM NON-MECHANICAL SYSTEMS (DODGE, DOOR, FLORENCE, FOND DU LAC, FOREST, GREEN LAKE, KEWAUNEE, MANITOWOC, MARINETTE, MARQUETTE, MENOMINEE, OCONTO, PORTAGE, SHAWANO, WAUPACA, WAUSHARA).....	\$ 36.65	19.97
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LAB00464-005 06/01/2025		

	Rates	Fringes
LABORER: ASBESTOS/HAZARDOUS MATERIAL REMOVER, PREPARATION, REMOVAL, ENCAPSULATION OF HAZARDOUS MATERIALS FROM NON-MECHANICAL SYSTEMS (ADAMS, COLUMBIA, GREEN, IOWA, JEFFERSON, LAFAYETTE, SAUK, AND WALWORTH COUNTIES) (Remaining Area).....	\$ 36.65	19.97
LABORER: ASBESTOS/HAZARDOUS MATERIAL REMOVER, PREPARATION, REMOVAL, ENCAPSULATION OF HAZARDOUS MATERIALS FROM NON-MECHANICAL SYSTEMS (ADAMS, COLUMBIA, GREEN, IOWA, JEFFERSON, LAFAYETTE, SAUK, AND WALWORTH COUNTIES) (Adams County).....	\$ 36.65	19.97
LABORER, GENERAL: REMAINING AREA (ADAMS, COLUMBIA, GREEN, IOWA, JEFFERSON, LAFAYETTE, SAUK, AND WALWORTH COUNTIES).....	\$ 37.70	19.97
LABORER, GENERAL: ADAMS COUNTY (ADAMS, COLUMBIA, GREEN, IOWA, JEFFERSON, LAFAYETTE, SAUK, AND WALWORTH COUNTIES).....	\$ 37.05	19.97

LAB00464-008 06/01/2025

	Rates	Fringes
LANDSCAPE LABORER.....	\$ 21.52	18.94

LAB01091-001 05/01/2025

	Rates	Fringes
LABORER: ASBESTOS/HAZARDOUS MATERIAL REMOVER: PREPARATION, REMOVAL, ENCAPSULATION OF HAZARDOUS MATERIALS FROM NON-MECHANICAL SYSTEMS (BAYFIELD (WEST OF COUNTY TRUNK A INCLUDING THE IRON RIVER NATIONAL FISH HATCHERY AND GREAT LAKES TRANSMISSION CO., STATION 6) COUNTY).....	\$ 37.04	23.47
LABORER, GENERAL (BAYFIELD (WEST OF COUNTY TRUNK A INCLUDING THE IRON RIVER NATIONAL FISH HATCHERY AND GREAT LAKES TRANSMISSION CO., STATION 6) COUNTY)....	\$ 36.04	23.47

LAB01091-002 05/01/2025

	Rates	Fringes
LABORER: ASBESTOS/HAZARDOUS MATERIAL REMOVER: PREPARATION, REMOVAL, ENCAPSULATION OF HAZARDOUS MATERIALS FROM NON-MECHANICAL SYSTEMS (ASHLAND & BAYFIELD (EAST OF COUNTY TRUNK A EXCLUSIVE OF THE IRON RIVER NATIONAL FISH HATCHERY AND GREAT LAKES TRANSMISSION CO., STATION 6) COUNTIES).....	\$ 35.59	23.47
LABORER, GENERAL (ASHLAND & BAYFIELD (EAST OF COUNTY TRUNK A EXCLUSIVE OF THE IRON RIVER NATIONAL FISH HATCHERY AND GREAT LAKES TRANSMISSION CO., STATION 6) COUNTIES).....	\$ 34.59	23.47

PLAS0599-003 06/01/2025

	Rates	Fringes
PLASTERER (PEPIN COUNTY).....	\$ 39.75	25.10
CEMENT MASON/CONCRETE FINISHER (PEPIN COUNTY).....	\$ 37.25	27.84

PLAS0599-007 06/01/2025

	Rates	Fringes
PLASTERER (BUFFALO, CRAWFORD, JACKSON, JUNEAU, MONROE, POLK, RICHLAND, TREMPPEALEAU, AND VERNON COUNTIES).....	\$ 39.75	25.10
CEMENT MASON/CONCRETE FINISHER (BUFFALO, CRAWFORD, JACKSON, JUNEAU, MONROE, POLK, RICHLAND, TREMPPEALEAU, AND VERNON COUNTIES).....	\$ 37.25	27.84

PLAS0599-011 06/01/2025

	Rates	Fringes
PLASTERER (GRANT, GREEN, IOWA, AND LAFAYETTE COUNTIES).....	\$ 39.89	28.04
CEMENT MASON/CONCRETE FINISHER (GRANT, GREEN, IOWA, AND LAFAYETTE COUNTIES).....	\$ 43.27	25.69

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PLAS0633-046 05/01/2025		
	Rates	Fringes
PLASTERER (BAYFIELD, PRICE, AND SAWYER COUNTIES)...	\$ 40.84	25.66
CEMENT MASON/CONCRETE FINISHER (BAYFIELD, PRICE, AND SAWYER COUNTIES).....	\$ 47.22	31.90

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PLAS0633-046 06/01/2025		
	Rates	Fringes
PLASTERER (BAYFIELD, PRICE, AND SAWYER COUNTIES)...	\$ 40.84	25.66
CEMENT MASON/CONCRETE FINISHER (BAYFIELD, PRICE, AND SAWYER COUNTIES).....	\$ 47.22	31.90

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PLUM0011-009 05/06/2024		
	Rates	Fringes
PLUMBER/PIPEFITTER: INCLUDING HVAC WORK (ASHLAND BAYFIELD, BURNETT, IRON, SAWYER, AND WASHBURN COUNTIES).....	\$ 49.32	27.18

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PLUM0075-006 06/01/2025		
	Rates	Fringes
PLUMBER: INCLUDING HVAC WORK (DODGE (WATERTOWN), GREEN, JEFFERSON, AND LAFAYETTE COUNTIES).....	\$ 60.05	27.90

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PLUM0075-008 06/01/2025		
	Rates	Fringes
PLUMBER: INCLUDING HVAC WORK (COLUMBIA, IOWA, MARQUETTE, RICHLAND, AND SAUK COUNTIES).....	\$ 60.57	27.34

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PLUM0118-003 06/01/2025		
	Rates	Fringes
PLUMBER/PIPEFITTER: INCLUDING HVAC WORK (WALWORTH COUNTY).....	\$ 57.35	29.37

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PLUM0400-002 06/01/2025		
	Rates	Fringes
PLUMBER/PIPEFITTER, INCLUDING HVAC WORK (ADAMS, CALUMET, DODGE (EXCEPT WATERTOWN), DOOR, FOND DU LAC, GREEN LAKE, KEWAUNEE, MANITOWOC, MARINETTE (EXCEPT NIAGARA), MENOMINEE, OCONTO, OUTAGAMIE, SHAWANO, WAUPACA, WAUSHARA, AND WINNEBAGO COUNTIES) ((2) All other work).....	\$ 53.23	23.40
PLUMBER/PIPEFITTER, INCLUDING HVAC WORK (ADAMS, CALUMET, DODGE (EXCEPT WATERTOWN), DOOR, FOND DU LAC, GREEN LAKE, KEWAUNEE, MANITOWOC, MARINETTE (EXCEPT NIAGARA), MENOMINEE, OCONTO, OUTAGAMIE, SHAWANO, WAUPACA, WAUSHARA, AND WINNEBAGO COUNTIES) ((1) Small buildings (except industrial and power plants) where plumbing or heating is \$50,000 or less).....	\$ 50.02	23.29

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PLUM0434-004 06/01/2025		
	Rates	Fringes
PLUMBER/PIPEFITTER: INCLUDING HVAC WORK (BARRON, BUFFALO, CLARK, CRAWFORD, DUNN, FLORENCE, FOREST, GRANT, JACKSON, JUNEAU, LANGLADE, LINCOLN, MONROE, ONEIDA, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RUSK, TAYLOR, TREMPALEAU, VERNON, VILAS, AND WOOD COUNTIES).....	\$ 50.94	25.98

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PLUM0601-006 06/01/2025		
	Rates	Fringes
PIPEFITTER: INCLUDING HVAC WORK (DODGE (WATERTOWN), GREEN, JEFFERSON, AND LAFAYETTE COUNTIES).....	\$ 58.92	31.34

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PLUM0601-008 06/01/2025		
	Rates	Fringes
PIPEFITTER: INCLUDING HVAC WORK (COLUMBIA, IOWA, MARQUETTE, RICHLAND, AND SAUK COUNTIES).....	\$ 60.13	30.16
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SHEE0010-031 05/01/2025		
	Rates	Fringes
SHEET METAL WORKER (ASHLAND, BAYFIELD AND IRON COUNTIES).....	\$ 40.43	29.99
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SHEE0010-035 06/05/2023		
	Rates	Fringes
SHEET METAL WORKER (HVAC DUCT INSTALLATION ONLY)....	\$ 31.97	20.67
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SHEE0018-003 06/01/2025		
	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (FOND DU LAC AND MANITOWOC COUNTIES).....	\$ 45.07	31.04
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SHEE0018-004 06/01/2025		
	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (ADAMS, DOOR, FLORENCE, FOREST, GREEN LAKE, KEWAUNEE, MARINETTE, MARQUETTE, MENOMINEE, OCONTO, SHAWANO, WAUPACA, AND WAUSHARA COUNTIES).....	\$ 46.47	31.33
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SHEE0018-014 06/01/2025		
	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (DODGE AND JEFFERSON COUNTIES).....	\$ 58.03	29.98
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SHEE0018-015 09/01/2025		
	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (WALWORTH COUNTY).....	\$ 48.92	38.21
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SHEE0018-017 06/01/2025		
	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (GREEN AND IOWA COUNTIES).....	\$ 48.51	35.86
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SHEE0018-022 06/01/2025		
	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (BARRON, BUFFALO, BURNETT, CLARK, DUNN, JACKSON, PEPIN, POLK, PRICE, RUSK, SAWYER, TAYLOR, TREMPLEAU, AND WASHBURN COUNTIES).....	\$ 42.00	31.56
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SHEE0018-023 06/02/2025		
	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (COLUMBIA AND SAUK COUNTIES).....	\$ 51.92	34.78
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SHEE0018-024 06/01/2025		
	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (CRAWFORD, GRANT, JUNEAU, MONROE, RICHLAND, AND VERNON COUNTIES).....	\$ 45.63	29.02
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SHEE0018-036 05/26/2025		

	Rates	Fringes
SHEET METAL WORKER: INCLUDING HVAC WORK (LANGLADE, LINCOLN, ONEIDA, PORTAGE, AND WOOD COUNTIES).....	\$ 42.90	32.47

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SUWI2002-001 01/23/2002

	Rates	Fringes
TRUCK DRIVER (3-AXLE).....	\$ 15.28	4.78
ROOFER.....	\$ 15.52	3.21
POWER EQUIPMENT OPERATOR (FRONT END LOADER).....	\$ 23.36	4.61
POWER EQUIPMENT OPERATOR (EXCAVATOR).....	\$ 17.37	7.45
POWER EQUIPMENT OPERATOR (BACKHOE).....	\$ 17.45	7.61
PAINTERS: SPRAY.....	\$ 13.72	2.25
PAINTERS: (BRUSH & ROLLER (EXCLUDING DRYWALL FINISHING)).....	\$ 14.64	2.55
GLAZIER.....	\$ 20.21	1.86
FENCE INSTALLERS.....	\$ 15.00	2.37

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TEAM0346-003 05/01/2025

	Rates	Fringes
TRUCK DRIVER: 2 AXLE TRUCKS (ASHLAND, BAYFIELD, BURNETT, SAWYER & WASHINGTON COUNTIES).....	\$ 35.79	24.13

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TEAM0662-002 06/01/2025

	Rates	Fringes
TRUCK DRIVER: 3 OR MORE AXLES (ADAMS, BARRON, BUFFALO, CLARK , DOOR, DUNN, JACKSON, JUNEAU, KEWAUNEE, LANGLADE, LINCOLN, MANITOWOC, MENOMINEE, OCONTO, ONEIDA, PEPIN, POLK, PORTAGE, PRICE, RUSK, SHAWANO, TAYLOR, TEMPEALEAU, WAUPACA & WOOD COUNTIES).....	\$ 39.72	28.57
TRUCK DRIVER: 2 AXLE TRUCKS (ADAMS, BARRON, BUFFALO, CLARK , DOOR, DUNN, JACKSON, JUNEAU, KEWAUNEE, LANGLADE, LINCOLN, MANITOWOC, MENOMINEE, OCONTO, ONEIDA, PEPIN, POLK, PORTAGE, PRICE, RUSK, SHAWANO, TAYLOR, TEMPEALEAU, WAUPACA & WOOD COUNTIES).....	\$ 39.57	28.57

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

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The

applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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

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

#### Union Rate Identifiers

A four-letter identifier beginning with characters other than ♦SU♦, ♦UAVG♦, ♦SA♦, or ♦SC♦ denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

#### Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

#### Survey Rate Identifiers

The ♦SU♦ identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

◆SU◆ wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

#### State Adopted Rate Identifiers

The ◆SA◆ identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ◆SA◆ identifier took effect under state law in the state from which the rates were adopted.

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#### WAGE DETERMINATION APPEALS PROCESS

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

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

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

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

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

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

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

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

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

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

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END OF GENERAL DECISION

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**FEDERAL WAGE RATES (HEAVY) –**

**HEAVY CONSTRUCTION PROJECTS  
(TUNNEL, SEWER, & WATER LINES)**

State: Wisconsin

Construction Types: Heavy

Counties: Wisconsin Counties of  
 Adams, Ashland, Barron, Bayfield, Brown,  
 Buffalo, Burnett, Calumet, Chippewa,  
 Clark, Columbia, Crawford, Dane, Dodge,  
 Door, Douglas, Dunn, Eau Claire,  
 Florence, Fond Du Lac, Forest, Grant,  
 Green, Green Lake, Iowa, Iron, Jackson,  
 Jefferson, Juneau, Kenosha, Kewaunee, La  
 Crosse, Lafayette, Langlade, Lincoln,  
 Manitowoc, Marathon, Marinette,  
 Marquette, Menominee, Milwaukee, Monroe,  
 Oconto, Oneida, Outagamie, Ozaukee,  
 Pepin, Pierce, Polk, Portage, Price,  
 Racine, Richland, Rock, Rusk, Sauk,  
 Sawyer, Shawano, Sheboygan, St Croix,  
 Taylor, Trempealeau, Vernon, Vilas,  
 Walworth, Washburn, Washington,  
 Waukesha, Waupaca, Waushara, Winnebago  
 and Wood

Tunnel, Sewer & Water Line Construction Projects

Modification Number	Publication Date
0	01/02/2026
1	05/18/2026

BRWI0001-002 06/01/2025	Rates	Fringes
BRICKLAYER (CRAWFORD, JACKSON, JUNEAU, LA CROSSE, MONROE, TREMPEALEAU, AND VERNON COUNTIES).....	\$ 40.09	28.10
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BRWI0002-002 06/01/2025	Rates	Fringes
BRICKLAYER (ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES).....	\$ 48.60	29.31
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BRWI0002-005 06/01/2025	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER (ADAMS, BARRON, BROWN, CALUMET, CHIPPEWA, CLARK, COLUMBIA, DODGE, DOOR, DUNN, FLORENCE, FOND DU LAC, FOREST, GREEN LAKE, JEFFERSON, KEWAUNEE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, OCONTO, ONEIDA, OUTAGAMIE, POLK, PORTAGE, RUSK, SAUK, SHAWANO, SHEBOYGAN, ST. CROIX, TAYLOR, VILAS, WALWORTH, WAUPACA, WAUSHARA, WINNEBAGO, AND WOOD COUNTIES).....	\$ 46.01	29.31
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BRWI0003-002 06/01/2024	Rates	Fringes
BRICKLAYER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, AND OCONTO COUNTIES).....	\$ 38.45	27.41
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BRWI0004-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (KENOSHA, RACINE, AND WALWORTH COUNTIES).....	\$ 44.71	28.90
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BRWI0006-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (ADAMS, CLARK, FOREST, LANGLADE, LINCOLN, MARATHON, MENOMINEE, ONEIDA, PORTAGE, PRICE, TAYLOR, VILAS AND WOOD COUNTIES).....	\$ 39.36	28.83
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BRWI0007-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (GREEN, LAFAYETTE, AND ROCK COUNTIES)....	\$ 40.34	29.49
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BRWI0008-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 45.72	27.42
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BRWI0009-001 06/01/2024		
	Rates	Fringes
BRICKLAYER (GREEN LAKE, MARQUETTE, OUTAGAMIE, SHAWANO, WAUPACA, WASHARA, AND WINNEBAGO COUNTIES)..	\$ 38.45	27.41
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BRWI0011-002 06/01/2024		
	Rates	Fringes
BRICKLAYER (CALUMET, FOND DU LAC, MANITOWOC, AND SHEBOYGAN COUNTIES).....	\$ 38.45	27.41
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BRWI0013-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (DANE, GRANT, IOWA, AND RICHLAND COUNTIES).....	\$ 41.17	28.66
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BRWI0019-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (BARRON, BUFFALO, BURNETT, CHIPPEWA, DUNN, EAU CLAIRE, PEPIN, PIERCE, POLK, RUSK, ST. CROIX, SAWYER AND WASHBURN COUNTIES).....	\$ 39.50	28.69
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BRWI0021-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (DODGE AND JEFFERSON COUNTIES).....	\$ 40.14	29.67
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BRWI0034-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (COLUMBIA AND SAUK COUNTIES).....	\$ 41.17	28.66
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CARP0068-011 05/05/2025		
	Rates	Fringes
PILEDRIVERMAN (BURNETT (W. OF HWY 48), PIERCE (W. OF HWY 29), POLK (W. OF HWYS 35, 48 & 65), AND ST. CROIX (W. OF HWY 65) COUNTIES).....	\$ 47.71	30.98
CARPENTER (BURNETT (W. OF HWY 48), PIERCE (W. OF HWY 29), POLK (W. OF HWYS 35, 48 & 65), AND ST. CROIX (W. OF HWY 65) COUNTIES).....	\$ 47.57	31.17
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CARP0231-002 06/01/2025		
	Rates	Fringes
CARPENTER (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 45.46	31.52
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CARP0310-002 06/01/2025

	Rates	Fringes
PILEDRIIVER (ADAMS, ASHLAND, BAYFIELD (EASTERN 2/3), FOREST, IRON, JUNEAU, LANGLADE, LINCOLN, MARATHON, ONEIDA, PORTAGE, PRICE, SHAWANO (WESTERN PORTION OF THE COUNTY), TAYLOR, VILAS, AND WOOD COUNTIES).....	\$ 44.43	29.95
CARPENTER (ADAMS, ASHLAND, BAYFIELD (EASTERN 2/3), FOREST, IRON, JUNEAU, LANGLADE, LINCOLN, MARATHON, ONEIDA, PORTAGE, PRICE, SHAWANO (WESTERN PORTION OF THE COUNTY), TAYLOR, VILAS, AND WOOD COUNTIES).....	\$ 44.43	29.95

CARP0314-001 06/02/2025

	Rates	Fringes
CARPENTER: PILEDRIIVERMEN (COLUMBIA, DANE, DODGE, GRANT, GREEN, IOWA, JEFFERSON, LAFAYETTE, RICHLAND, ROCK, SAUK, AND WALWORTH COUNTIES).....	\$ 44.45	28.78

CARP0361-004 05/05/2025

	Rates	Fringes
CARPENTER (BAYFIELD (WEST OF HWY 63) AND DOUGLAS COUNTIES).....	\$ 46.82	31.92

CARP0731-002 06/03/2024

	Rates	Fringes
CARPENTER: PILEDRIIVER (CALUMET (EASTERN PORTION OF THE COUNTY), FOND DU LAC (EASTERN PORTION OF THE COUNTY), MANITOWOC, AND SHEBOYGAN COUNTIES).....	\$ 42.44	28.44
CARPENTER (CALUMET (EASTERN PORTION OF THE COUNTY), FOND DU LAC (EASTERN PORTION OF THE COUNTY), MANITOWOC, AND SHEBOYGAN COUNTIES).....	\$ 42.44	28.44

CARP0955-002 06/01/2025

	Rates	Fringes
PILEDRIIVER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95
CARPENTER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95

CARP0955-002 06/02/2025

	Rates	Fringes
PILEDRIIVER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95
CARPENTER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95

CARP1056-002 06/01/2024

	Rates	Fringes
MILLWRIGHT (ADAMS, ASHLAND, BARRON, BAYFIELD , BROWN, BUFFALO, BURNETT ,CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DANE, DODGE, DOOR, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, IRON, JACKSON, JEFFERSON, JUNEAU, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), PORTAGE, PRICE, RICHLAND, ROCK,.....	\$ 42.00	28.85

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CARP1074-002 06/02/2025

	Rates	Fringes
PILEDRIVER (BARRON, BURNETT, CHIPPEWA, CLARK, DUNN, EAU CLAIRE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), RUSK, SAWYER, ST. CROIX (E. OF HWY. 65), AND WASHBURN).....	\$ 44.43	29.95
CARPENTER (BARRON, BURNETT, CHIPPEWA, CLARK, DUNN, EAU CLAIRE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), RUSK, SAWYER, ST. CROIX (E. OF HWY. 65), AND WASHBURN).....	\$ 44.43	29.95

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CARP1143-002 06/02/2025

	Rates	Fringes
PILEDRIVER (BUFFALO, CRAWFORD, JACKSON, LA CROSSE, MONROE, TREMPALEAU AND VERNON COUNTIES).....	\$ 44.43	29.95
CARPENTER (BUFFALO, CRAWFORD, JACKSON, LA CROSSE, MONROE, TREMPALEAU AND VERNON COUNTIES).....	\$ 44.43	29.95

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CARP1146-002 06/02/2025

	Rates	Fringes
PILEDRIVER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, MENOMINEE, OCONTO, AND SHAWANO (WESTERN PORTION OF THE COUNTY) COUNTIES).....	\$ 44.43	29.95
CARPENTER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, MENOMINEE, OCONTO, AND SHAWANO (WESTERN PORTION OF THE COUNTY) COUNTIES).....	\$ 44.43	29.95

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CARP2337-009 06/02/2025

	Rates	Fringes
PILEDRIVERMAN (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WASHINGTON, AND WAUKESHA).....	\$ 44.39	34.79

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CARP2337-010 06/02/2025

	Rates	Fringes
MILLWRIGHT (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WASHINGTON, AND WAUKESHA).....	\$ 44.03	32.94

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ELEC0014-002 05/25/2025

	Rates	Fringes
ELECTRICIANS: (ASHLAND, BARRON, BAYFIELD, BUFFALO, BURNETT, CHIPPEWA, CLARK (EXCEPT MARYVILLE, COLBY, UNITY, SHERMAN, FREMONT, LYNN & SHERWOOD), CRAWFORD, DUNN, EAU CLAIRE, GRANT, IRON, JACKSON, LA CROSSE, MONROE, PEPIN, PIERCE, POLK, PRICE, RICHLAND, RUSK, ST CROIX, SAWYER, TAYLOR, TREMPALEAU, VERNON, AND WASHBURN COUNTIES).....	\$ 44.29	25.21

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ELEC0127-002 06/01/2025

	Rates	Fringes
ELECTRICIANS: (KENOSHA COUNTY).....	\$ 50.01	28.40

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ELEC0158-002 05/25/2025

	Rates	Fringes
ELECTRICIAN (BROWN, DOOR, KEWAUNEE, MANITOWOC (EXCEPT SCHLESWIG), MARINETTE(WAUSUAKEE AND AREA SOUTH THEREOF), OCONTO, MENOMINEE (EAST OF A INE 6 MILES WEST OF THE WEST BOUNDARY OF OCONTO COUNTY), SHAWANO (EXCEPT AREA NORTH OF TOWNSHIPS OF ANIWA AND HUTCHINS) COUNTIES).....	\$ 42.00	23.93

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ELEC0159-003 05/26/2024

	Rates	Fringes
ELECTRICIAN (COLUMBIA, DANE, DODGE (AREA WEST OF		

HWY 26, EXCEPT CHESTER AND EMMET TOWNSHIPS), GREEN, LAKE (EXCEPT TOWNSHIPS OF BERLIN, SENECA, AND ST. MARIE), IOWA, MARQUETTE (EXCEPT TOWNSHIPS OF NESHKOKA, CRYSTAL LAKE, NEWTON, AND SPRINGFIELD), AND SAUK COUNTIES).....	\$ 48.55	25.91
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ELEC0219-004 06/01/2019		
	Rates	Fringes
ELECTRICIANS: ELECTRICAL CONTRACTS UNDER \$180,000 (FLORENCE COUNTY (TOWNSHIPS OF AURORA, COMMONWEALTH, FERN, FLORENCE AND HOMESTEAD) AND MARINETTE COUNTY (TOWNSHIP OF NIAGARA)).....	\$ 31.75	21.73
ELECTRICIANS: ELECTRICAL CONTRACTS OVER \$180,000 (FLORENCE COUNTY (TOWNSHIPS OF AURORA, COMMONWEALTH, FERN, FLORENCE AND HOMESTEAD) AND MARINETTE COUNTY (TOWNSHIP OF NIAGARA)).....	\$ 33.94	21.80
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ELEC0242-005 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (DOUGLAS COUNTY).....	\$ 47.46	33.34
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ELEC0388-002 06/01/2024		
	Rates	Fringes
ELECTRICIANS: (ADAMS, CLARK (COLBY, FREEMONT, LYNN, MAYVILLE, SHERMAN, SHERWOOD, UNITY), FOREST, JUNEAU, LANGLADE, LINCOLN, MARATHON, MARINETTE (BEECHER, DUNBAR, GOODMAN & PEMBINE), MENOMINEE (AREA WEST OF A LINE 6 MILES WEST OF THE WEST BOUNDARY OF OCONTO COUNTY), ONEIDA, PORTAGE, SHAWANO (ANIWA AND HUTCHINS), VILAS AND WOOD COUNTIES).....	\$ 40.19	22.90
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ELEC0430-002 06/01/2024		
	Rates	Fringes
ELECTRICIANS: (RACINE COUNTY (EXCEPT BURLINGTON TOWNSHIP)).....	\$ 48.50	26.25
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ELEC0494-005 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 50.86	28.26
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ELEC0494-006 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (CALUMET (TOWNSHIP OF NEW HOLSTEIN), DODGE (EAST OF HWY 26 INCLUDING CHESTER TOWNSHIP), FOND DU LAC, MANITOWOC (SCHLESWIG), AND SHEBOYGAN COUNTIES).....	\$ 45.20	25.27
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ELEC0577-003 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (CALUMET (EXCEPT TOWNSHIP OF NEW HOLSTEIN), GREEN LAKE (N. PART INCLUDING TOWNSHIPS OF BERLIN, ST MARIE, AND SENECA), MARQUETTE (N. PART INCLUDING TOWNSHIPS OF CRYSTAL LAKE, NESHKORO, NEWTON, AND SPRINGFIELD), OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO COUNTIES).....	\$ 41.76	23.65
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ELEC0890-003 06/01/2024		
	Rates	Fringes
ELECTRICIANS: (DODGE (EMMET TOWNSHIP ONLY), GREEN, JEFFERSON, LAFAYETTE, RACINE (BURLINGTON TOWNSHIP), ROCK AND WALWORTH COUNTIES).....	\$ 43.65	23.59
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POWER EQUIPMENT OPERATOR: GROUP 6 SHOULDERING MACHINE OPERATOR; FARM OR INDUSTRIAL TRACTOR MOUNTED EQUIPMENT; POST HOLE DIGGER; AUGER (VERTICAL AND HORIZONTAL); SKID STEER LOADER WITH OR WITHOUT ATTACHMENTS; ROBOTIC TOOL CARRIER WITH OR WITHOUT ATTACHMENTS; POWER PACK VIBRATORY/ULTRA SOUND DRIVER AND EXTRACTOR; FIREMAN (ASPHALT PLANTS); SCREED OPERATOR; STONE CRUSHERS AND SCREENING PLANTS; AIR, ELECTRIC, HYDRAULIC JACKS (SLIP FORM); PRESTRESS MACHINES; AIR COMPRESSOR, 400 CFM OR OVER; REFRIGERATION PLANT/FREEZE MACHINE; BOILER OPERATORS (TEMPORARY HEAT); FORKLIFTS; WELDING MACHINES; GENERATORS; PUMPS OVER 3"; HEATERS, MECHANICAL; COMBINATION SMALL EQUIPMENT OPERATOR; WINCHES, SMALL ELECTRIC; OILER; GREASER; ROTARY DRILL TENDER; CONVEYOR; ELEVATOR OPERATOR. (REMAINING COUNTIES)

HAZARDOUS WASTE PREMIUMS: EPA

LEVEL "A" PROTECTION: \$3.00 PER HOUR EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA LEVEL "C" PROTECTION: \$1.00 PER HOUR.....\$ 41.60

27.89

POWER EQUIPMENT OPERATOR: GROUP 5 TRACTOR, BULLDOZER, OR ENDLOADER (UNDER 40 HP); TAMPERS -COMPACTORS, RIDING TYPE; STUMP CHIPPER, LARGE; ROLLER, RUBBER TIRE; BACKFILLER; TRENCHER, CHAIN TYPE (BUCKET UNDER 8 INCH); CONCRETE AUTO BREAKER, LARGE; CONCRETE FINISHING MACHINE (ROAD TYPE); CONCRETE BATCH HOPPER; CONCRETE CONVEYOR SYSTEMS; CONCRETE MIXERS, 14S OR OVER; PUMPS, SCREW TYPE AND GYPSUM); HYDROHAMMERS, SMALL; BROOMS AND SWEEPR; LIFT SLAB MACHINE; ROLLER UNDER 5 TONS; INDUSTRIAL LOCOMOTIVES; FIREMAN (PILE DRIVERS AND DERRICKS); PUMPS (WELL POINTS); HOISTS, AUTOMATIC; A-FRAMES AND WINCH TRUCKS; HOISTS (TUGGERS); BOATS (TUG, SAFETY, WORK BARGES AND LAUNCHES); ASSISTANT ENGINEER.

(REMAINING COUNTIES)

HAZARDOUS

WASTE PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00 PER HOUR EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA LEVEL "C" PROTECTION: \$1.00 PER HOUR.....\$ 43.13

27.89

POWER EQUIPMENT OPERATOR: GROUP 4 HYDRAULIC BACKHOE (TRACTOR OR TRUCK MOUNTED); HYDRAULIC CRANE, 10 TONS OR LESS; TRACTOR, BULLDOZER, OR END LOADER (OVER 40 HP); MOTOR PATROL; SCRAPER OPERATOR; BITUMINOUS PLANT AND PAVER OPERATOR; SCREED-MILLING MACHINE; ROLLER OVER 5 TONS; CONCRETE PUMPS 46 METER AND UNDER; GROUT PUMPS; ROTEC TYPE MACHINE; HYDRO BLASTER, 10,000 PSI AND OVER; ROTARY DRILL OPERATOR; PERCUSSION DRILLING MACHINE; AIR TRACK DRILL WITH OR WITHOUT INTEGRAL HAMMER; BLASTER; BORING MACHINE (VERTICAL OR HORIZONTAL); SIDE BOOM; TRENCHER, WHEEL TYPE OR CHAIN TYPE HAVING 8 INCH OR LARGER BUCKET; RAIL LEVELING MACHINE (RAILROAD); TIE PLACER; TIE EXTRACTOR; TIE TAMPER; STONE LEVELER; STRADDLE CARRIER; MATERIAL HOISTS; STACK HOIST; MAN HOISTS; MECHANIC AND WELDER; OFF ROAD

MATERIAL HAULERS.

(REMAINING  
COUNTIES)

HAZARDOUS

WASTE PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00  
 PER HOUR EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR  
 EPA LEVEL "C" PROTECTION: \$1.00 PER HOUR.....\$ 45.20 27.89  
 POWER EQUIPMENT OPERATOR: GROUP 3 BACKHOES  
 (EXCAVATORS) WEIGHING UNDER 130,000 LBS; TRAVELLING  
 CRANE (BRIDGE TYPE); MILLING MACHINE; CONCRETE  
 PAVER OVER 27 E; CONCRETE SPREADER AND DISTRIBUTOR;  
 CONCRETE LASER SCREED; CONCRETE GRINDER AND PLANING  
 MACHINE; SLIPFORM CURB AND GUTTER MACHINE; BORING  
 MACHINE (DIRECTIONAL); DREDGE OPERATOR; SKID RIGS;  
 OVER 46 METER CONCRETE PUMP.

(REMAINING COUNTIES)

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A"

PROTECTION: \$3.00 PER HOUR EPA LEVEL "B"  
 PROTECTION: \$2.00 PER HOUR EPA LEVEL "C"  
 PROTECTION: \$1.00 PER HOUR.....\$ 45.73 27.89  
 POWER EQUIPMENT OPERATOR: GROUP 2 BACKHOES WEIGHING  
 130,00 LBS AND OVER; CRANES, TOWER CRANES AND  
 DERRICKS WITH OR WITHOUT ATTACHMENTS WITH A LIFTING  
 CAPACITY OF 100 TONS OR LESS; CRANES, TOWER CRANES,  
 AND DERRICKS WITH BOOM, LEADS, AND/OR JIB LENGTHS  
 175 FT OR LESS; CAISSON RIGS; PILE DRIVER.

(REMAINING COUNTIES)

HAZARDOUS WASTE

PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00 PER HOUR  
 EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA  
 LEVEL "C" PROTECTION: \$1.00 PER HOUR.....\$ 49.28 27.89  
 POWER EQUIPMENT OPERATOR: GROUP 1 CRANES, TOWER  
 CRANES AND DERRICKS WITH OR WITHOUT ATTACHMENTS  
 WITH A LIFTING CAPACITY OF OVER 100 TONS; CRANES,  
 TOWER CRANES, AND DERRICKS WITH BOOM, LEADS AND/OR  
 JIB LENGTHS 176 FT OR LONGER.

(REMAINING COUNTIES)

HAZARDOUS WASTE PREMIUMS: EPA  
 LEVEL "A" PROTECTION: \$3.00 PER HOUR EPA LEVEL "B"  
 PROTECTION: \$2.00 PER HOUR EPA LEVEL "C"  
 PROTECTION: \$1.00 PER HOUR.....\$ 50.53 27.89

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ENGI0139-007 06/02/2025

	Rates	Fringes
POWER EQUIPMENT OPERATOR: GROUP 5 HOISTS (AUTOMATIC); FORKLIFT, 12 FT TO 25 FT; TAMPER-COMPACTORS, RIDING TYPE; A-FRAME ANDWINCH TRUCKS; CONCRETE AUTO BREAKER; HYDROHAMMER, SMALL; BROOMS AND SWEEPERS; HOIST (TUGGERS); STUMP CHIPPER, LARGE; BOATS (TUG, SAFETY, WORK BARGES AND LAUNCH); SHOULDERING MACHINE OPERATOR; SCREED OPERATOR; FARM OR INDUSTRIAL TRACTOR; POST HOLE DIGGER; STONE CRUSHERS AND SCREENING PLANTS; FIREMEN (ASPHALT PLANTS); AIR COMPRESSOR (400 CFM OR OVER); AUGERS (VERTICAL AND HORIZONTAL); GENERATORS, 150 KW AND OVER; AIR, ELECTRIC HYDRAULIC JACKS (SLIPFORM); PRESTRESS MACHINES; SKID STEER LOADER WITH OR WITHOUT ATTACHMENTS; BOILER OPERATORS (TEMPORARY HEAT); FORKLIFT, 12 FT AND UNDER; SCREED OPERATOR MILLING MACHINE; REFRIGERATION PLANT/FREEZE MACHINE; POWER PACK VIBRATORY/ULTRA SOUND DRIVER AND EXTRACTOR; GENERATORS UNDER 150 KW; COMBINATION SMALL EQUIPMENT OPERATOR; COMPRESSORS UNDER 400 CFM; WELDING MACHINES; HEATERS, MECHANICAL; PUMPS; WINCHES, SMALL ELECTRIC; OILER AND GREASER; CONVEYOR; HIGH PRESSURE UTILITY LOCATING MACHINE (DAYLIGHTING MACHINE). (DODGE, FOND DU LAC, JEFFERSON, KENOSHA, MILWAUKEE, OZAUKEE, RACINE, SHEBOYGAN, WALWORTH, WASHINGTON, AND WAUKESHA COUNTIES)		

HAZARDOUS WASTE  
 PREMIUMS: EPA LEVEL "A" PROTECTION: \$3.00 PER HOUR  
 EPA LEVEL "B" PROTECTION: \$2.00 PER HOUR EPA  
 LEVEL "C" PROTECTION: \$1.00 PER HOUR.....\$ 43.01 28.15

POWER EQUIPMENT OPERATOR: GROUP 4 BACKFILLER;  
 CONCRETE AUTO BREAKER (LARGE); CONCRETE FINISHING  
 MACHINE (ROAD TYPE); ROLLER, RUBBER TIRE; CONCRETE  
 BATCH HOPPER; CONCRETE CONVEYOR SYSTEM; CONCRETE  
 MIXERS (14S OR OVER); SCREW TYPE PUMPS AND GYPSUM  
 PUMPS; GROUT PUMPS; TRACTOR, BULLDOZER, END LOADER,  
 UNDER 40 HP; PUMPS (WELL POINTS); TRENCHER (CHAIN  
 TYPE 8 INCH OR SMALLER BUCKET; INDUSTRIAL  
 LOCOMOTIVES; ROLLER UNDER 5 TONS; FIREMAN  
 (PILEDRIVERS AND DERRICKS); ROBOTIC TOOL CARRIER  
 WITH OR WITHOUT ATTACHMENTS.

(DODGE, FOND DU LAC, JEFFERSON, KENOSHA,  
 MILWAUKEE, OZAUKEE, RACINE, SHEBOYGAN, WALWORTH,  
 WASHINGTON, AND WAUKESHA COUNTIES)

""A"" PROTECTION: \$3.00 PER HOUR EPA LEVEL ""B""  
 PROTECTION: \$2.00 PER HOUR EPA LEVEL ""C""  
 PROTECTION: \$1.00 PER HOUR.....\$ 44.41 28.15  
 POWER EQUIPMENT OPERATOR: GROUP 3 MATERIAL HOISTS;  
 STACK HOISTS; TRACTOR OR TRUCK MOUNTED HYDRAULIC  
 BACKHOE; TRACTOR OR TRUCK MOUNTED HYDRAULIC CRANE,  
 5 TONS OR UNDER; MANHOIST; TRACTOR OVER 40 HP;  
 BULLDOZER OVER 40 HP; ENDLOADER OVER 40 HP;  
 FORKLIFT, 25 FT AND OVER; MOTOR PATROL; SCRAPER  
 OPERATOR; SIDEBOOM; STRADDLE CARRIER; MECHANIC AND  
 WELDER; BITUMINOUS PLANT AND PAVER OPERATOR; ROLLER  
 OVER 5 TONS; PERCUSSION DRILL OPERATOR; ROTARY  
 DRILL OPERATOR; BLASTER; AIR TRACK DRILL; TRENCHER  
 (WHEEL TYPE OR CHAIN TYPE HAVING OVER 8 INCH  
 BUCKET); ELEVATOR; MILLING MACHINE AND BORING  
 MACHINE (HORIZONTAL OR VERTICAL); BACKHOE MOUNTED  
 COMPACTOR.

(DODGE, FOND DU LAC, JEFFERSON, KENOSHA,  
 MILWAUKEE, OZAUKEE, RACINE, SHEBOYGAN, WALWORTH,  
 WASHINGTON, AND WAUKESHA COUNTIES)

HAZARDOUS WASTE PREMIUMS: EPA LEVEL ""A""  
 PROTECTION: \$3.00 PER HOUR EPA LEVEL ""B""  
 PROTECTION: \$2.00 PER HOUR EPA LEVEL ""C""  
 PROTECTION: \$1.00 PER HOUR.....\$ 45.46 28.15  
 POWER EQUIPMENT OPERATOR: GROUP 2 CRANES, TOWER  
 CRANES AND DERRICKS WITH OR WITHOUT ATTACHMENTS  
 WITH A LIFTING CAPACITY OF 100 TONS OR UNDER; OR  
 CRANES, TOWER CRANES, AND DERRICKS WITH BOOM, LEAD,  
 AND/OR JIB LENGTHS MEASURING 175 FEET OR UNDER;  
 BACKHOES (EXCAVATORS) UNDER 130,000 LBS; SKID RIGS;  
 DREDGE OPERATOR: TRAVELING CRANE (BRIDGE TYPE);  
 CONCRETE PAVER OVER 27 E; CONCRETE SPREADER AND  
 DISTRIBUTOR; CONCRETE PUMPS AND BORING MACHINES  
 (DIRECTIONAL).

(DODGE, FOND DU LAC, JEFFERSON, KENOSHA,  
 MILWAUKEE, OZAUKEE, RACINE, SHEBOYGAN, WALWORTH,  
 WASHINGTON, AND WAUKESHA COUNTIES)

HAZARDOUS WASTE PREMIUMS: EPA  
 LEVEL ""A"" PROTECTION: \$3.00 PER HOUR EPA LEVEL ""B""  
 PROTECTION: \$2.00 PER HOUR EPA LEVEL ""C""  
 PROTECTION: \$1.00 PER HOUR.....\$ 46.41 28.15  
 POWER EQUIPMENT OPERATOR: GROUP 1 CRANES, TOWER  
 CRANES, AND DERRICKS WITH OR WITHOUT ATTACHMENTS,  
 WITH A LIFTING CAPACITY OF OVER 100 TONS; OR  
 CRANES, TOWER CRANES, AND DERRICKS WITH BOOM,  
 LEADS, AND/OR JIB LENGTHS MEASURING 176 FEET OR  
 LONGER; BACKHOES (EXCAVATORS) 130,000 LBS AND OVER;  
 CAISSON RIGS AND PILE DRIVERS. (DODGE, FOND DU LAC,  
 JEFFERSON, KENOSHA, MILWAUKEE, OZAUKEE, RACINE,  
 SHEBOYGAN, WALWORTH, WASHINGTON, AND WAUKESHA  
 COUNTIES)

HAZARDOUS WASTE  
 PREMIUMS: EPA LEVEL ""A"" PROTECTION: \$3.00 PER HOUR  
 EPA LEVEL ""B"" PROTECTION: \$2.00 PER HOUR EPA  
 LEVEL ""C"" PROTECTION: \$1.00 PER HOUR.....\$ 47.19 28.15

IRON0008-002 06/01/2025

	Rates	Fringes
IRONWORKER (BROWN, CALUMET, DOOR, FOND DU LAC, KEWAUNEE, MANITOWOC, MARINETTE, OCONTO, OUTAGAMI, SHAWANO, SHEBOYGAN, AND WINNEBAGO COUNTIES:)	\$ 44.66	33.67

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IRON0008-003 06/01/2025

	Rates	Fringes
IRONWORKER (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WALWORTH (N.E. 2/3), WASHINGTON, AND WAUKESHA COUNTIES)	\$ 47.52	33.67

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IRON0383-001 06/01/2025

	Rates	Fringes
IRONWORKER (ADAMS, COLUMBIA, CRAWFORD, DANE, DODGE, FLORENCE, FOREST, GRANT, GREENE, (EXCLUDING S.E. TIP), GREEN LAKE, IOWA, JEFFERSON, JUNEAU, LA CROSSE, LAFAYETTE, LANGLADE, MARATHON, MARQUETTE, MENOMINEE, MONROE, PORTAGE, RICHLAND, ROCK (NORTHERN AREA, VICINITY OF EDGERTON AND MILTON), SAUK, VERNON, WAUPACA, WAUSHARA, AND WOOD COUNTIES)	\$ 44.00	32.66

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IRON0498-005 06/01/2025

	Rates	Fringes
IRONWORKER (GREEN (S.E. 1/3), ROCK (SOUTH OF EDGERTON AND MILTON), AND WALWORTH (S.W. 1/3) COUNTIES:)	\$ 48.74	49.65

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IRON0512-008 05/01/2025

	Rates	Fringes
IRONWORKER (BARRON, BUFFALO, CHIPPEWA, CLARK, DUNN, EAU CLAIRE, JACKSON, PEPIN, PIERCE, POLK, RUSK, ST CROIX, TAYLOR, AND TREMPLEAU COUNTIES)	\$ 46.35	36.86

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IRON0512-021 05/01/2025

	Rates	Fringes
IRONWORKER (ASHLAND, BAYFIELD, BURNETT, DOUGLAS, IRON, LINCOLN, ONEIDA, PRICE, SAWYER, VILAS AND WASHBURN COUNTIES)	\$ 42.89	36.86

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LABO0113-004 06/01/2025

	Rates	Fringes
LABORER: OPEN CUT: GROUP 9 BLASTER		

(MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES)	\$ 45.51	24.42
LABORER: OPEN CUT: GROUP 8 CONCRETE MANHOLE BUILDER; CAISSON WORKER; MINER; PIPE LAYER; ROCK DRILLER AND JOINT MAN; TIMBER MAN AND CONCRETE BRUSHER; BRACER IN TRENCH BEHIND MACHINE & TIGHT SHEETING; CONCRETE FORMSETTER AND SHOVELER; JACKHAMMER OPERATOR		

(MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES)	\$ 44.78	24.42
LABORER: OPEN CUT: GROUP 7 MUCKER; FORM STRIPPER; BOTTOM DIGGER AND MISC; BOTTOM MAN AND WELDER ON SURFACE		

(MILWAUKEE, OZAUKEE, WASHINGTON, AND

WAUKESHA COUNTIES).....\$ 41.62 24.42  
LABORER: OPEN CUT: GROUP 6 MUD MIXER

(MILWAUKEE,  
OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....\$ 37.29 24.42  
LABORER: OPEN CUT: GROUP 5 GENERAL LABORER ON  
SURFACE; TOP MAN

(MILWAUKEE, OZAUKEE, WASHINGTON, AND  
WAUKESHA COUNTIES).....\$ 37.23 24.42  
LABORER: OPEN CUT: GROUP 4 PAVING LABORER

(MILWAUKEE,  
OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....\$ 37.05 24.42  
LABORER: OPEN CUT: GROUP 3 FLAG PERSON

(MILWAUKEE,  
OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....\$ 26.53 24.42  
LABORER: OPEN CUT: GROUP 2 LANDSCAPER

(MILWAUKEE,  
OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....\$ 22.54 24.42  
LABORER: OPEN CUT: GROUP 1 YARD LABORER

(MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA  
COUNTIES).....\$ 19.99 24.42  
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LABO0113-005 06/01/2025

LABORER: SEWER, TUNNEL & UNDERGROUND: GROUP 4  
PIPELAYER, MINER AND LASER OPERATOR

Rates Fringes

(KENOSHA  
AND RACINE COUNTIES)

TUNNEL WORK  
UNDER COMPRESSED AIR: 0-15 LBS ADD \$1.00, 15-30 LBS  
ADD \$2.00, OVER 30 LBS ADD \$3.00.....\$ 40.88 24.42  
LABORER: SEWER, TUNNEL & UNDERGROUND: GROUP 3:  
MACHINE AND EQUIPMENT OPERATOR, SHEETING, FORM  
SETTING, PATCH FINISHER, BOTTOM MAN, JOINT SAWER,  
GUNNITE MAN, MANHOLE BUILDER, WELDER-TORCHMAN,  
BLASTER, CAULKER, BRACER, BULL FLOAT, CONDUIT  
WORKER, MUCKER AND CAR PUSHER, RAKER AND LUTEMAN,  
HYDRAULIC JACKING OF SHIELDS, SHIELD DRIVERS,  
MINING MACHINE, LOCK TENDERS, MUCKING MACHINE

OPERATOR, MOTOR MEN & GAUGE TENDERS AND OPERATION  
 OF INCIDENTAL MECHANICAL EQUIPMENT AND ALL POWER  
 DRIVEN TOOLS

(KENOSHA AND RACINE COUNTIES)

TUNNEL WORK UNDER  
 COMPRESSED AIR: 0-15 LBS ADD \$1.00, 15-30 LBS ADD  
 \$2.00, OVER 30 LBS ADD \$3.00.....\$ 38.89 24.42  
 LABORER: SEWER, TUNNEL & UNDERGROUND: GROUP 2 TOP  
 MAN, GENERAL LABORER, WELLPOINT INSTALLATION, WIRE  
 MESH AND REINFORCEMENT, CONCRETE WORKER, FORM  
 STRIPPER, STRIKE-OFF WORK

(KENOSHA AND RACINE  
 COUNTIES)

TUNNEL WORK UNDER  
 COMPRESSED AIR: 0-15 LBS ADD \$1.00, 15-30 LBS ADD  
 \$2.00, OVER 30 LBS ADD \$3.00.....\$ 34.17 24.42  
 LABORER: SEWER, TUNNEL & UNDERGROUND: GROUP 1  
 FLAGPERSON

(KENOSHA AND RACINE COUNTIES)

TUNNEL WORK UNDER  
 COMPRESSED AIR: 0-15 LBS ADD \$1.00, 15-30 LBS ADD  
 \$2.00, OVER 30 LBS ADD \$3.00.....\$ 27.49 24.42

LABO0113-008 06/01/2025  
 LABORER: TUNNEL-FREE AIR: GROUP 7 BLASTER  
 Rates Fringes

(MILWAUKEE,  
 OZAUKEE, WASHINGTON & WAUKESHA COUNTIES).....\$ 45.51 24.42  
 LABORER: TUNNEL-FREE AIR: GROUP 6 CONCRETE MANHOLE  
 BUILDER; MUCKING MACHINE; MINER; MINING MACHINE;  
 WELDER; ROCK DRILLER; CONCRETE BUSTER; JACK HAMMER  
 OPERATOR; CAISSON WORKER; PIPELAYER AND JOINT MAN;  
 BRACERMAN

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA COUNTIES).....\$ 44.78 24.42  
 LABORER: TUNNEL-FREE AIR: GROUP 5 MUCKER; DINKEY;  
 WELDER (RATE ON SURFACE)

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA COUNTIES).....\$ 41.77 24.42  
 LABORER: TUNNEL-FREE AIR: GROUP 4 FORM STRIPPER;  
 CAR PUSHER

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA COUNTIES).....\$ 41.62 24.42  
 LABORER: TUNNEL-FREE AIR: GROUP 3 SAW MAN; TOP MAN

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA COUNTIES).....\$ 37.29 24.42  
 LABORER: TUNNEL-FREE AIR: GROUP 2 GENERAL LABORER  
 ON SURFACE; TOWER MAN

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA COUNTIES).....\$ 37.23 24.42  
 LABORER: TUNNEL-FREE AIR: GROUP 1 FLAGPERSON

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA COUNTIES).....\$ 26.53 24.42

LAB00113-009 06/01/2025

	Rates	Fringes
LABORER: TUNNEL - *COMPRESSED AIR 0 - 15 LBS.: GROUP 7 BLASTER		

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA COUNTIES) NOTE: HAZARDOUS & TOXIC WASTE  
 REMOVAL: ADD \$0.15 PER HOUR.

\*COMPRESSED AIR 15 - 30 LBS ADD \$2.00 TO ALL CLASSIFICATIONS \*COMPRESSED AIR OVER 30 LBS ADD \$3.00 TO ALL CLASSIFICATIONS.....\$ 46.99 24.42  
 LABORER: TUNNEL - \*COMPRESSED AIR 0 - 15 LBS.:  
 GROUP 6 MUCKING MACHINE; MINER; MINING MACHINE;  
 WELDER & ROCK DRILLER; LOCK TENDER IN TUNNEL;  
 CONCRETE BUSTER; JACK HAMMER OPERATOR; CAISSON  
 WORKER; PIELAYER AND JOINT MAN; BRACERMAN; NOZZLE  
 MAN ON GUNITE; TIMBER MAN; CONCRETE BRUSHER

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA COUNTIES)

\*COMPRESSED  
AIR 15 - 30 LBS ADD \$2.00 TO ALL CLASSIFICATIONS  
\*COMPRESSED AIR OVER 30 LBS ADD \$3.00 TO ALL  
CLASSIFICATIONS.....\$ 46.30 24.42  
LABORER: TUNNEL - \*COMPRESSED AIR 0 - 15 LBS.:  
GROUP 5 MUCKER; DINKEY

(MILWAUKEE, OZAUKEE, WASHINGTON &  
WAUKESHA COUNTIES)

\*COMPRESSED AIR 15 - 30 LBS ADD \$2.00 TO ALL  
CLASSIFICATIONS \*COMPRESSED AIR OVER 30 LBS ADD  
\$3.00 TO ALL CLASSIFICATIONS.....\$ 43.27 24.42  
LABORER: TUNNEL - \*COMPRESSED AIR 0 - 15 LBS.:  
GROUP 4 FORM STRIPPER; CAR PUSHER

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA  
COUNTIES)

\*COMPRESSED AIR  
15 - 30 LBS ADD \$2.00 TO ALL CLASSIFICATIONS  
\*COMPRESSED AIR OVER 30 LBS ADD \$3.00 TO ALL  
CLASSIFICATIONS.....\$ 43.12 24.42  
LABORER: TUNNEL - \*COMPRESSED AIR 0 - 15 LBS.:  
GROUP 3 LOCK TENDER ON SURFACE

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA  
COUNTIES)

\*COMPRESSED AIR 15 - 30 LBS ADD  
\$2.00 TO ALL CLASSIFICATIONS \*COMPRESSED AIR OVER  
30 LBS ADD \$3.00 TO ALL CLASSIFICATIONS.....\$ 42.22 24.42  
LABORER: TUNNEL - \*COMPRESSED AIR 0 - 15 LBS.:  
GROUP 2 GENERAL LABORER ON SURFACE

(MILWAUKEE, OZAUKEE, WASHINGTON & WAUKESHA  
COUNTIES)

\*COMPRESSED AIR 15 - 30 LBS ADD \$2.00  
TO ALL CLASSIFICATIONS \*COMPRESSED AIR OVER 30 LBS  
ADD \$3.00 TO ALL CLASSIFICATIONS.....\$ 37.23 24.42  
LABORER: TUNNEL - \*COMPRESSED AIR 0 - 15 LBS.:  
GROUP 1 FLAGPERSON

(MILWAUKEE, OZAUKEE,  
WASHINGTON & WAUKESHA COUNTIES)

\*COMPRESSED AIR 15 - 30 LBS ADD \$2.00 TO  
 ALL CLASSIFICATIONS \*COMPRESSED AIR OVER 30 LBS  
 ADD \$3.00 TO ALL CLASSIFCATIONS.....\$ 26.53 24.42

LAB00140-005 06/01/2025

	Rates	Fringes
LABORER, SEWER & WATER: GROUP 4 (ADAMS, ASHLAND, BARRON, BROWN, BUFFALO, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, JACKSON, JEFFERSON, JUNEAU, KEWAUNEE, LACROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, ST CROIX, SAUK, SAWYER, SHAWANO, SHEBOYGAN, TAYLOR, TREMM.....\$ 39.78	39.78	19.97
LABORER, SEWER & WATER: GROUP 3 (ADAMS, ASHLAND, BARRON, BROWN, BUFFALO, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, JACKSON, JEFFERSON, JUNEAU, KEWAUNEE, LACROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, ST CROIX, SAUK, SAWYER, SHAWANO, SHEBOYGAN, TAYLOR, TREMM.....\$ 39.13	39.13	19.97
LABORER, SEWER & WATER: GROUP 2 (ADAMS, ASHLAND, BARRON, BROWN, BUFFALO, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, JACKSON, JEFFERSON, JUNEAU, KEWAUNEE, LACROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, ST CROIX, SAUK, SAWYER, SHAWANO, SHEBOYGAN, TAYLOR, TREMM.....\$ 38.83	38.83	19.97
LABORER, SEWER & WATER: GROUP 1 (ADAMS, ASHLAND, BARRON, BROWN, BUFFALO, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, JACKSON, JEFFERSON, JUNEAU, KEWAUNEE, LACROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, ST CROIX, SAUK, SAWYER, SHAWANO, SHEBOYGAN, TAYLOR, TREMM.....\$ 36.98	36.98	19.97

LAB00464-002 06/01/2025

	Rates	Fringes
LABORER: GROUP 4 PIPELAYER, MINER, AND LASER OPERATOR		

(DANE AND  
 DOUGLAS COUNTIES)

FOR ALL TUNNEL WORK UNDER  
 COMPRESSED AIR: 0 - 15 LBS ADD \$1.00, 15- 30 LBS  
 ADD \$2.00, OVER 30 LBS ADD \$3.00.....\$ 40.03 19.97  
 LABORER: GROUP 3 SHEETING FORMSETTING; PATCH  
 FINISHER; BOTTOM MAN; JOINT SAWER; GUNNITE MAN;  
 MANHOLE BUILDER; WELDER; TORCHMAN; BLASTER; CAULKER  
 BRACER; BULL FLOAT; MUCKER AND CAR PUSHER; RAKER  
 AND LUTEMAN; HYDRAULIC JACKING OF SHIELDS, SHIELD  
 DIRVERS; MINING MACHINE; LOCK TENDERS; MUCKING  
 MACHINE OPERATORS; MOTOR MEN AND GAUGE TENDERS;  
 POWER TOOL OPERATORS

(DANE AND DOUGLAS COUNTIES)

FOR ALL TUNNEL WORK  
 UNDER COMPRESSED AIR: 0 - 15 LBS ADD \$1.00, 15- 30  
 LBS ADD \$2.00, OVER 30 LBS ADD \$3.00.....\$ 39.38 19.97  
 LABORER: GROUP 2 GENERAL LABORER; WELLPOINT  
 INSTALLATION; CONCRETE WORKER; FORM STRIPPER;  
 STRIKE OFF WORKER

(DANE AND DOUGLAS COUNTIES)

FOR ALL TUNNEL WORK UNDER COMPRESSED  
 AIR: 0 - 15 LBS ADD \$1.00, 15- 30 LBS ADD \$2.00,  
 OVER 30 LBS ADD \$3.00.....\$ 39.08 19.97  
 LABORER: GROUP 1 FLAGPERSON

(DANE AND DOUGLAS COUNTIES)

FOR ALL TUNNEL WORK UNDER COMPRESSED AIR: 0 - 15  
 LBS ADD \$1.00, 15- 30 LBS ADD \$2.00, OVER 30 LBS  
 ADD \$3.00.....\$ 36.88 19.97

LAB01091-010 06/01/2025

LABORER: SEWER & WATER: GROUP 4 PIPELAYER, MINER,  
 AND LASER OPERATOR

Rates

Fringes

(BAYFIELD, BURNETT, IRON, SAWYER,  
 AND WASHBURN COUNTIES)

FOR

ALL TUNNEL WORK UNDER COMPRESSED AIR: 0 - 15 LBS  
 ADD \$1.00, 15-30 LBS ADD \$2.00, OVER 30 LBS ADD  
 \$3.00.....\$ 39.68 19.97

LABORER: SEWER & WATER: GROUP 3 SHEETING  
 FORMSETTING; PATCH FINISHER; BOTTOM MAN; JOINT  
 SAWER; GUNNITE MAN; MANHOLE BUILDER; WELDER;  
 TORCHMAN; BLASTER; CAULKER BRACER; BULL FLOAT;  
 MUCKER AND CAR PUSHER; RAKER AND LUTEMAN; HYDRAULIC  
 JACKING OF SHIELDS, SHIELD DIRVERS; MINING MACHINE;  
 LOCK TENDERS; MUCKING MACHINE OPERATORS; MOTOR MEN  
 AND GAUGE TENDERS; POWER TOOL OPERATORS

(BAYFIELD, BURNETT, IRON, SAWYER, AND WASHBURN  
 COUNTIES)

FOR ALL

TUNNEL WORK UNDER COMPRESSED AIR: 0 - 15 LBS ADD  
 \$1.00, 15-30 LBS ADD \$2.00, OVER 30 LBS ADD \$3.00...\$ 39.03 19.97

LABORER: SEWER & WATER: GROUP 2 LABORERS, WELLPOINT  
 INSTALLATION; FORM STRIPPER; STRIKE OFF WORKER

(BAYFIELD, BURNETT,  
 IRON, SAWYER, AND WASHBURN COUNTIES)

FOR ALL TUNNEL WORK UNDER COMPRESSED

AIR: 0 - 15 LBS ADD \$1.00, 15-30 LBS ADD \$2.00,  
 OVER 30 LBS ADD \$3.00.....\$ 38.73 19.97

LABORER: SEWER & WATER: GROUP 1 FLAGPERSON

(BAYFIELD, BURNETT, IRON,  
 SAWYER, AND WASHBURN COUNTIES)

FOR ALL TUNNEL WORK UNDER COMPRESSED AIR: 0 -  
 15 LBS ADD \$1.00, 15-30 LBS ADD \$2.00, OVER 30 LBS  
 ADD \$3.00.....\$ 36.67 19.97

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PLAS0599-002 06/01/2025

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER: AREA D: MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES.....	\$ 42.28	26.43
CEMENT MASON/CONCRETE FINISHER, AREA F: KENOSHA AND RACINE COUNTIES.....	\$ 37.33	31.38
CEMENT MASON/CONCRETE FINISHER, AREA E: DANE, GRANT, GREEN, IOWA, LAFAYETTE, AND ROCK COUNTIES....	\$ 41.16	27.54
CEMENT MASON/CONCRETE FINISHER AREA C: BUFFALO, CRAWFORD, EAU CLAIRE, JACKSON, JUNEAU, LA CROSSE, MONROE, PEPIN, PIERCE, RICHLAND, TREMPLEAU, AND VERNON COUNTIES .....	\$ 40.06	28.65
CEMENT MASON/CONCRETE FINISHER AREA A: ASHLAND, BURNETT, BAYFIELD, DOUGLAS, IRON, PRICE, SAWYER, AND WASHBURN COUNTIES.....	\$ 47.22	31.90

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	Rates	Fringes
TRUCK DRIVER 3 OR MORE AXLES; EUCLIDS, DUMPTOR & ARTICULATED, TRUCK MECHANIC.....	\$ 39.72	28.70
TRUCK DRIVER 1 & 2 AXLES.....	\$ 39.57	28.70

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

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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

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

Union Rate Identifiers

A four-letter identifier beginning with characters other than ♦SU♦, ♦UAVG♦, ♦SA♦, or ♦SC♦ denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

#### Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

#### Survey Rate Identifiers

The  $\diamond$ SU $\diamond$  identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

$\diamond$ SU $\diamond$  wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

#### State Adopted Rate Identifiers

The  $\diamond$ SA $\diamond$  identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the  $\diamond$ SA $\diamond$  identifier took effect under state law in the state from which the rates were adopted.

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#### WAGE DETERMINATION APPEALS PROCESS

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

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to [davisbaconinfo@dol.gov](mailto:davisbaconinfo@dol.gov) or by mail to:

Branch of Wage Surveys

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

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to [BCWD-Office@dol.gov](mailto:BCWD-Office@dol.gov) or by mail to:

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

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to [dba.reconsideration@dol.gov](mailto:dba.reconsideration@dol.gov) or by mail to:

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

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

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

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

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" END OF GENERAL DECISION

**FEDERAL WAGE RATES (HIGHWAY) –  
(HIGHWAY, AIRPORT RUNWAY, AND TAXIWAY PROJECTS)**

State: Wisconsin

Construction Types: Highway

Counties: Wisconsin Counties of  
 Adams, Ashland, Barron, Bayfield, Brown,  
 Buffalo, Burnett, Calumet, Chippewa,  
 Clark, Columbia, Crawford, Dane, Dodge,  
 Door, Douglas, Dunn, Eau Claire,  
 Florence, Fond Du Lac, Forest, Grant,  
 Green, Green Lake, Iowa, Iron, Jackson,  
 Jefferson, Juneau, Kenosha, Kewaunee, La  
 Crosse, Lafayette, Langlade, Lincoln,  
 Manitowoc, Marathon, Marinette,  
 Marquette, Menominee, Milwaukee, Monroe,  
 Oconto, Oneida, Outagamie, Ozaukee,  
 Pepin, Pierce, Polk, Portage, Price,  
 Racine, Richland, Rock, Rusk, Sauk,  
 Sawyer, Shawano, Sheboygan, St Croix,  
 Taylor, Trempealeau, Vernon, Vilas,  
 Walworth, Washburn, Washington,  
 Waukesha, Waupaca, Waushara, Winnebago  
 and Wood

Modification Number	Publication Date
0	01/02/2026
1	05/18/2026

BRWI0001-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (CRAWFORD, JACKSON, JUNEAU, LA CROSSE, MONROE, TREMPEALEAU, AND VERNON COUNTIES).....	\$ 40.09	28.10
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BRWI0002-002 06/01/2025		
	Rates	Fringes
BRICKLAYER (ASHLAND, BAYFIELD, DOUGLAS, AND IRON COUNTIES).....	\$ 48.60	29.31
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BRWI0002-005 06/01/2025		
	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER (ADAMS, BARRON, BROWN, CALUMET, CHIPPEWA, CLARK, COLUMBIA, DODGE, DOOR, DUNN, FLORENCE, FOND DU LAC, FOREST, GREEN LAKE, JEFFERSON, KEWAUNEE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, OCONTO, ONEIDA, OUTAGAMIE, POLK, PORTAGE, RUSK, SAUK, SHAWANO, SHEBOYGAN, ST. CROIX, TAYLOR, VILAS, WALWORTH, WAUPACA, WAUSHARA, WINNEBAGO, AND WOOD COUNTIES).....	\$ 46.01	29.31
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BRWI0003-002 06/01/2024		
	Rates	Fringes
BRICKLAYER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, AND OCONTO COUNTIES).....	\$ 38.45	27.41
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BRWI0004-002 06/01/2025		

BRICKLAYER (KENOSHA, RACINE, AND WALWORTH COUNTIES).....	Rates \$ 44.71	Fringes 28.90
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BRWI0006-002 06/01/2025		
BRICKLAYER (ADAMS, CLARK, FOREST, LANGLADE, LINCOLN, MARATHON, MENOMINEE, ONEIDA, PORTAGE, PRICE, TAYLOR, VILAS AND WOOD COUNTIES).....	Rates \$ 39.36	Fringes 28.83
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BRWI0007-002 06/01/2025		
BRICKLAYER (GREEN, LAFAYETTE, AND ROCK COUNTIES)....	Rates \$ 40.34	Fringes 29.49
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BRWI0008-002 06/01/2025		
BRICKLAYER (MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	Rates \$ 45.72	Fringes 27.42
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BRWI0011-002 06/01/2024		
BRICKLAYER (CALUMET, FOND DU LAC, MANITOWOC, AND SHEBOYGAN COUNTIES).....	Rates \$ 38.45	Fringes 27.41
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BRWI0019-002 06/01/2025		
BRICKLAYER (BARRON, BUFFALO, BURNETT, CHIPPEWA, DUNN, EAU CLAIRE, PEPIN, PIERCE, POLK, RUSK, ST. CROIX, SAWYER AND WASHBURN COUNTIES).....	Rates \$ 39.50	Fringes 28.69
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BRWI0034-002 06/01/2025		
BRICKLAYER (COLUMBIA AND SAUK COUNTIES).....	Rates \$ 41.17	Fringes 28.66
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CARP0068-011 05/05/2025		
PILEDRIVERMAN (BURNETT (W. OF HWY 48), PIERCE (W. OF HWY 29), POLK (W. OF HWYS 35, 48 & 65), AND ST. CROIX (W. OF HWY 65) COUNTIES).....	Rates \$ 47.71	Fringes 30.98
CARPENTER (BURNETT (W. OF HWY 48), PIERCE (W. OF HWY 29), POLK (W. OF HWYS 35, 48 & 65), AND ST. CROIX (W. OF HWY 65) COUNTIES).....	\$ 47.57	31.17
-----		
CARP0231-002 06/01/2025		
CARPENTER (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WASHINGTON, AND WAUKESHA COUNTIES).....	Rates \$ 45.46	Fringes 31.52
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CARP0310-002 06/01/2025		
PILEDRIVER (ADAMS, ASHLAND, BAYFIELD (EASTERN 2/3), FOREST, IRON, JUNEAU, LANGLADE, LINCOLN, MARATHON, ONEIDA, PORTAGE, PRICE, SHAWANO (WESTERN PORTION OF THE COUNTY), TAYLOR, VILAS, AND WOOD COUNTIES).....	Rates \$ 44.43	Fringes 29.95
CARPENTER (ADAMS, ASHLAND, BAYFIELD (EASTERN 2/3), FOREST, IRON, JUNEAU, LANGLADE, LINCOLN, MARATHON, ONEIDA, PORTAGE, PRICE, SHAWANO (WESTERN PORTION OF THE COUNTY), TAYLOR, VILAS, AND WOOD COUNTIES).....	\$ 44.43	29.95
-----		
CARP0314-001 06/02/2025		
CARPENTER: PILEDRIVERMEN (COLUMBIA, DANE, DODGE, GRANT, GREEN, IOWA, JEFFERSON, LAFAYETTE, RICHLAND, ROCK, SAUK, AND WALWORTH COUNTIES).....	Rates \$ 44.45	Fringes 28.78

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CARP0361-004 05/05/2025		
	Rates	Fringes
CARPENTER (BAYFIELD (WEST OF HWY 63) AND DOUGLAS COUNTIES).....	\$ 46.82	31.92

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CARP0731-002 06/03/2024		
	Rates	Fringes
CARPENTER: PILEDRIVER (CALUMET (EASTERN PORTION OF THE COUNTY), FOND DU LAC (EASTERN PORTION OF THE COUNTY), MANITOWOC, AND SHEBOYGAN COUNTIES).....	\$ 42.44	28.44
CARPENTER (CALUMET (EASTERN PORTION OF THE COUNTY), FOND DU LAC (EASTERN PORTION OF THE COUNTY), MANITOWOC, AND SHEBOYGAN COUNTIES).....	\$ 42.44	28.44

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CARP0955-002 06/01/2025		
	Rates	Fringes
PILEDRIVER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95
CARPENTER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95

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CARP0955-002 06/02/2025		
	Rates	Fringes
PILEDRIVER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95
CARPENTER (CALUMET (WESTERN PORTION OF THE COUNTY), FOND DU LAC (WESTERN PORTION OF THE COUNTY), GREEN LAKE, MARQUETTE, OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO).....	\$ 44.43	29.95

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CARP1056-002 06/01/2024		
	Rates	Fringes
MILLWRIGHT (ADAMS, ASHLAND, BARRON, BAYFIELD , BROWN, BUFFALO, BURNETT ,CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DANE, DODGE, DOOR, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, IRON, JACKSON, JEFFERSON, JUNEAU, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), PORTAGE, PRICE, RICHLAND, ROCK,.....	\$ 42.00	28.85

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CARP1074-002 06/02/2025		
	Rates	Fringes
PILEDRIVER (BARRON, BURNETT, CHIPPEWA, CLARK, DUNN, EAU CLAIRE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), RUSK, SAWYER, ST. CROIX (E. OF HWY. 65), AND WASHBURN).....	\$ 44.43	29.95
CARPENTER (BARRON, BURNETT, CHIPPEWA, CLARK, DUNN, EAU CLAIRE, PEPIN, PIERCE (E. OF HWY. 29 & 65), POLK (E. OF HWY. 35, 48 & 65), RUSK, SAWYER, ST. CROIX (E. OF HWY. 65), AND WASHBURN).....	\$ 44.43	29.95

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CARP1143-002 06/02/2025		
	Rates	Fringes
PILEDRIVER (BUFFALO, CRAWFORD, JACKSON, LA CROSSE, MONROE, TREMPLEAU AND VERNON COUNTIES).....	\$ 44.43	29.95

CARPENTER (BUFFALO, CRAWFORD, JACKSON, LA CROSSE, MONROE, TREMPLEALEU AND VERNON COUNTIES).....	\$ 44.43	29.95
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CARP1146-002 06/02/2025		
	Rates	Fringes
PILEDRIVER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, MENOMINEE, OCONTO, AND SHAWANO (WESTERN PORTION OF THE COUNTY) COUNTIES).....	\$ 44.43	29.95
CARPENTER (BROWN, DOOR, FLORENCE, KEWAUNEE, MARINETTE, MENOMINEE, OCONTO, AND SHAWANO (WESTERN PORTION OF THE COUNTY) COUNTIES).....	\$ 44.43	29.95
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CARP2337-009 06/02/2025		
	Rates	Fringes
PILEDRIVERMAN (KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WASHINGTON, AND WAUKESHA).....	\$ 44.39	34.79
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ELEC0014-002 05/25/2025		
	Rates	Fringes
ELECTRICIANS: (ASHLAND, BARRON, BAYFIELD, BUFFALO, BURNETT, CHIPPEWA, CLARK (EXCEPT MARYVILLE, COLBY, UNITY, SHERMAN, FREMONT, LYNN & SHERWOOD), CRAWFORD, DUNN, EAU CLAIRE, GRANT, IRON, JACKSON, LA CROSSE, MONROE, PEPIN, PIERCE, POLK, PRICE, RICHLAND, RUSK, ST CROIX, SAWYER, TAYLOR, TREMPLEALEU, VERNON, AND WASHBURN COUNTIES).....	\$ 44.29	25.21
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ELEC0014-007 05/25/2025		
	Rates	Fringes
TELEDATA SYSTEM INSTALLER: INSTALLER/TECHNICIAN (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DANE, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IOWA, IRON, JACKSON, JEFFERSON, JUNEAU, KENOSHA, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RACINE, RICHLAND, ROCK, RUS.....	\$ 31.17	20.08
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ELEC0127-002 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (KENOSHA COUNTY).....	\$ 50.01	28.40
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ELEC0158-002 05/25/2025		
	Rates	Fringes
ELECTRICIAN (BROWN, DOOR, KEWAUNEE, MANITOWOC (EXCEPT SCHLESWIG), MARINETTE(WAUSUAKEE AND AREA SOUTH THEREOF), OCONTO, MENOMINEE (EAST OF A INE 6 MILES WEST OF THE WEST BOUNDARY OF OCONTO COUNTY), SHAWANO (EXCEPT AREA NORTH OF TOWNSHIPS OF ANIWA AND HUTCHINS) COUNTIES).....	\$ 42.00	23.93
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ELEC0159-003 05/26/2024		
	Rates	Fringes
ELECTRICIAN (COLUMBIA, DANE, DODGE (AREA WEST OF HWY 26, EXCEPT CHESTER AND EMMET TOWNSHIPS), GREEN, LAKE (EXCEPT TOWNSHIPS OF BERLIN, SENECA, AND ST. MARIE), IOWA, MARQUETTE (EXCEPT TOWNSHIPS OF NESHKOKA, CRYSTAL LAKE, NEWTON, AND SPRINGFIELD), AND SAUK COUNTIES).....	\$ 48.55	25.91
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ELEC0219-004 06/01/2019		
	Rates	Fringes

ELECTRICIANS: ELECTRICAL CONTRACTS UNDER \$180,000 (FLORENCE COUNTY (TOWNSHIPS OF AURORA, COMMONWEALTH, FERN, FLORENCE AND HOMESTEAD) AND MARINETTE COUNTY (TOWNSHIP OF NIAGARA)).....	\$ 31.75	21.73
ELECTRICIANS: ELECTRICAL CONTRACTS OVER \$180,000 (FLORENCE COUNTY (TOWNSHIPS OF AURORA, COMMONWEALTH, FERN, FLORENCE AND HOMESTEAD) AND MARINETTE COUNTY (TOWNSHIP OF NIAGARA)).....	\$ 33.94	21.80
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ELEC0242-005 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (DOUGLAS COUNTY).....	\$ 47.46	33.34
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ELEC0388-002 06/01/2024		
	Rates	Fringes
ELECTRICIANS: (ADAMS, CLARK (COLBY, FREEMONT, LYNN, MAYVILLE, SHERMAN, SHERWOOD, UNITY), FOREST, JUNEAU, LANGLADE, LINCOLN, MARATHON, MARINETTE (BEECHER, DUNBAR, GOODMAN & PEMBINE), MENOMINEE (AREA WEST OF A LINE 6 MILES WEST OF THE WEST BOUNDARY OF OCONTO COUNTY), ONEIDA, PORTAGE, SHAWANO (ANIWA AND HUTCHINS), VILAS AND WOOD COUNTIES).....	\$ 40.19	22.90
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ELEC0430-002 06/01/2024		
	Rates	Fringes
ELECTRICIANS: (RACINE COUNTY (EXCEPT BURLINGTON TOWNSHIP)).....	\$ 48.50	26.25
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ELEC0494-005 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 50.86	28.26
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ELEC0494-006 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (CALUMET (TOWNSHIP OF NEW HOLSTEIN), DODGE (EAST OF HWY 26 INCLUDING CHESTER TOWNSHIP), FOND DU LAC, MANITOWOC (SCHLESWIG), AND SHEBOYGAN COUNTIES).....	\$ 45.20	25.27
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ELEC0494-013 06/01/2025		
	Rates	Fringes
SOUND & COMMUNICATIONS: TECHNICIAN (DODGE (EAST OF HWY 26 INCLUDING CHESTER TWP, EXCLUDING EMMET TWP), FOND DU LAC (EXCEPT WAUPUIN), MILWAUKEE, OZAUKEE, MANITOWOC (SCHLESWIG), WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 37.13	21.58
SOUND & COMMUNICATIONS: INSTALLER (DODGE (EAST OF HWY 26 INCLUDING CHESTER TWP, EXCLUDING EMMET TWP), FOND DU LAC (EXCEPT WAUPUIN), MILWAUKEE, OZAUKEE, MANITOWOC (SCHLESWIG), WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 37.13	21.58
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ELEC0577-003 06/01/2025		
	Rates	Fringes
ELECTRICIANS: (CALUMET (EXCEPT TOWNSHIP OF NEW HOLSTEIN), GREEN LAKE (N. PART INCLUDING TOWNSHIPS OF BERLIN, ST MARIE, AND SENECA), MARQUETTE (N. PART INCLUDING TOWNSHIPS OF CRYSTAL LAKE, NESHKORO, NEWTON, AND SPRINGFIELD), OUTAGAMIE, WAUPACA, WAUSHARA, AND WINNEBAGO COUNTIES).....	\$ 41.76	23.65
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ELEC0890-003 06/01/2024		
	Rates	Fringes

ELECTRICIANS: (DODGE (EMMET TOWNSHIP ONLY), GREEN,  
 JEFFERSON, LAFAYETTE, RACINE (BURLINGTON TOWNSHIP),  
 ROCK AND WALWORTH COUNTIES).....\$ 43.65 23.59

ELEC0953-001 06/02/2019

	Rates	Fringes
LINE CONSTRUCTION: (6) GROUNDSMAN.....	\$ 26.14	14.60
LINE CONSTRUCTION: (5) LIGHT GROUNDMAN DRIVER.....	\$ 30.89	16.11
LINE CONSTRUCTION: (4) HEAVY GROUNDMAN DRIVER.....	\$ 33.27	16.88
LINE CONSTRUCTION: (3) EQUIPMENT OPERATOR).....	\$ 38.02	18.40
LINE CONSTRUCTION: (2) HEAVY EQUIPMENT OPERATOR.....	\$ 42.78	19.80
LINE CONSTRUCTION: (1) LINEMAN.....	\$ 47.53	21.43

ENGI0139-005 06/01/2025

	Rates	Fringes
POWER EQUIPMENT OPERATOR: GROUP 6 OFF-ROAD MATERIAL HAULER WITH OR WITHOUT EJECTOR.		

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION  
 - \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00  
 PER HOUR EPA LEVEL "C" PROTECTION - \$1.00 PER HOUR.\$ 40.32 30.30  
 POWER EQUIPMENT OPERATOR: GROUP 5 AIR COMPRESSOR;  
 POWER PACK; VIBRATOR HAMMER AND EXTRACTOR; HEAVY  
 EQUIPMENT, LEADMAN; TANK CAR HEATERS; STUMP  
 CHIPPER; CURB MACHINE OPERATOR; CONCRETE  
 PROPORTIONING PLANTS; GENERATORS; MUDJACK OPERATOR;  
 ROCK BREAKER; CRUSHER OR SCREENING PLANT; SCREED  
 (MILLING MACHINE); AUTOMATIC BELT CONVEYOR AND  
 SURGE BIN; PUG MILL OPERATOR; OILER, PUMP (OVER 3  
 INCHES); DRILLING MACHINE TENDER, DAY LIGHT MACHINE

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION  
 - \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00  
 PER HOUR EPA LEVEL "C" PROTECTION - \$1.00 PER HOUR.\$ 46.22 30.30  
 POWER EQUIPMENT OPERATOR: GROUP 4 GREASER, ROLLER  
 STEEL (5 TONS OR LESS); ROLLER (PNEUMATIC TIRED) -  
 SELF PROPELLED; TRACTOR (MOUNTED OR TOWED  
 COMPACTORS & LIGHT EQUIPMENT); SHOULDERING MACHINE;  
 SELF- PROPELLED CHIP SPREADER; CONCRETE SPREADER;  
 FINISHING MACHINE; MECHANICAL FLOAT; CURING  
 MACHINE; POWER SUBGRADER; JOINT SAWER (MULTIPLE  
 BLADE) BELTING MACHINE; BURLAP MACHINE; TEXTURING  
 MACHINE; TRACTOR ENDLOADER (RUBBER TIRED) - LIGHT;  
 JEEP DIGGER; FORKLIFT; MULCHER; LAUNCH OPERATOR;  
 FIREMAN, ENVIRONMENTAL BURNER

HAZARDOUS WASTE PREMIUMS: EPA LEVEL  
 "A" PROTECTION - \$3.00 PER HOUR EPA LEVEL "B"  
 PROTECTION - \$2.00 PER HOUR EPA LEVEL "C"  
 PROTECTION - \$1.00 PER HOUR.....\$ 46.51 30.30  
 POWER EQUIPMENT OPERATOR: GROUP 3 MECHANIC OR  
 WELDER - HEAVY DUTY EQUIPMENT; CRANES WITH A  
 LIFTING CAPACITY OF 25 TONS OR UNDER; CONCRETE  
 BREAKER (MANUAL OR REMOTE); VIBRATORY/SONIC  
 CONCRETE BREAKER; CONCRETE LASER SCREED; CONCRETE  
 SLIPFORM PAVER; CONCRETE BATCH PLANT OPERATOR;  
 CONCRETE PVT. SPREADER - HEAVY DUTY (RUBBER TIRED);  
 CONCRETE SPREADER & DISTRIBUTOR; AUTOMATIC

SUBGRADER (CONCRETE); CONCRETE GRINDER & PLANING MACHINE; CONCRETE SLIPFORM CURB & GUTTER MACHINE; SLIPFORM CONCRETE PLACER; TUBE FINISHER; HYDRO BLASTER (10,000 PSI & OVER); BRIDGE PAVER; CONCRETE CONVEYOR SYSTEM; CONCRETE PUMP; ROTEC TYPE CONVEYOR; STABILIZING MIXER (SELF-PROPELLED); SHOULDER WIDENER; ASPHALT PLANT ENGINEER; BITUMINOUS PAVER; BUMP CUTTER & GROOVING MACHINE; MILLING MACHINE; SCREED (BITUMINOUS PAVER); ASPHALT HEATER, PLANER & SCARIFIER; BACKHOES (EXCAVATORS) WEIGHING UNDER 130,000 LBS; GRADER OR MOTOR PATROL; TRACTOR (SCRAPER, DOZER, PUSHER, LOADER); SCRAPER - RUBBER TIED (SINGLE OR TWIN ENGINE); ENDLOADER; HYDRAULIC BACKHOE (TRACTOR TYPE); TRENCHING MACHINE; SKID RIGS; TRACTOR, SIDE BOOM (HEAVY); DRILLING OR BORING MACHINE (MECHANICAL HEAVY); ROLLER OVER 5 TONS; PERCUSSION OR ROTARY DRILLING MACHINE; AIR TRACK; BLASTER; LOADING MACHINE (CONVEYOR); TUGGER; BOATMEN; WINCHES & A-FRAMES; POST DRIVER; MATERIAL HOIST.

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION - \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00 PER HOUR EPA LEVEL "C" PROTECTION - \$1.00 PER HOUR. \$ 46.77 30.30  
 POWER EQUIPMENT OPERATOR GROUP 2 CRANES, TOWER CRANES AND DERRICKS WITH OR WITHOUT ATTACHMENTS WITH A LIFTING CAPACITY OF 100 TONS OR LESS; OR CRANES, TOWER CRANES, AND DERRICKS WITH BOOM, LEADS, AND/OR JIBS LENGTHS MEASURING 175 FEET OR UNDER AND BACKHOES (EXCAVATORS) WEIGHING 130,000 LBS AND OVER; CAISSON RIGS; PILE DRIVER; DREDGE OPERATOR; DREDGE ENGINEER; BOAT PILOT.

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION - \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00 PER HOUR EPA LEVEL "C" PROTECTION - \$1.00 PER HOUR.....\$ 47.87 30.30  
 POWER EQUIPMENT OPERATOR GROUP 1 CRANES, TOWER CRANES, AND DERRICKS WITH OR WITHOUT ATTACHMENTS WITH A LIFTING CAPACITY OF OVER 100 TONS; OR CRANES, TOWER CRANES, AND DERRICKS WITH BOOM, LEADS AND/OR JIB LENGTHS MEASURING 176 FEET OR LONGER.

HAZARDOUS WASTE PREMIUMS: EPA LEVEL "A" PROTECTION - \$3.00 PER HOUR EPA LEVEL "B" PROTECTION - \$2.00 PER HOUR EPA LEVEL "C" PROTECTION - \$1.00 PER HOUR.....\$ 48.37 30.30

IRON0008-002 06/01/2025

	Rates	Fringes
IRONWORKER (BROWN, CALUMET, DOOR, FOND DU LAC, KEWAUNEE, MANITOWOC, MARINETTE, OCONTO, OUTAGAMI, SHAWANO, SHEBOYGAN, AND WINNEBAGO COUNTIES:)	\$ 44.66	33.67



(MILWAUKEE AND WAUKESHA COUNTIES).....\$ 38.96	25.53
LABORER: GROUP 1 GENERAL LABORER; TREE TRIMMER; CONDUIT LAYER; DEMOLITION AND WRECKING LABORER; GUARD RAIL, FENCE, AND BRIDGE BUILDER; LANDSCAPER; MULTIPLATE CULVERT ASSEMBLER; STONE HANDLER; BITUMINOUS WORKER (SHOVELER, LOADER, AND UTILITY MAN); BATCH TRUCK DUMPER OR CEMENT HANDLER; BITUMINOUS WORKER (DUMPER, IRONER, SMOOTHER, AND TAMPER); CONCRETE HANDLER	
(MILWAUKEE AND WAUKESHA COUNTIES).....\$ 38.81	25.53
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LAB00113-003 06/02/2025	
	Rates
LABORER: GROUP 6 FLAGPERSON AND TRAFFIC CONTROL PERSON	Fringes
(OZAUKEE AND WASHINGTON COUNTIES).....\$ 35.15	25.53
LABORER: GROUP 5 BLASTER; POWDERMAN	
(OZAUKEE AND WASHINGTON COUNTIES).....\$ 38.26	25.53
LABORER: GROUP 4 LINE AND GRADE SPECIALIST	
(OZAUKEE AND WASHINGTON COUNTIES).....\$ 38.41	25.53
LABORER: GROUP 3 BITUMINOUS WORKER (RAKER AND LUTEMAN); FORMSETTER (CURB, SIDEWALK, AND PAVEMENT); STRIKE OFF MAN	
(OZAUKEE AND WASHINGTON COUNTIES).....\$ 38.21	25.53
LABORER: GROUP 2 AIR TOOL OPERATOR; JOINT SAWER AND FILLER (PAVEMENT); VIBRATOR OR TAMPER OPERATOR (MECHANICAL HAND OPERATED); CHAIN SAW OPERATOR; DEMOLITION BURNING TORCH LABORER	
(OZAUKEE AND WASHINGTON COUNTIES).....\$ 38.16	25.53
LABORER: GROUP 1 GENERAL LABORER; TREE TRIMMER; CONDUIT LAYER; DEMOLITION AND WRECKING LABORER; GUARD RAIL, FENCE, AND BRIDGE BUILDER; LANDSCAPER; MULTIPLATE CULVERT ASSEMBLER; STONE HANDLER; BITUMINOUS WORKER (SHOVELER, LOADER, AND UTILITY MAN); BATCH TRUCK DUMPER OR CEMENT HANDLER; BITUMINOUS WORKER (DUMPER, IRONER, SMOOTHER, AND TAMPER); CONCRETE HANDLER	
(OZAUKEE AND WASHINGTON COUNTIES).....\$ 38.06	25.53
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LAB00113-011 06/02/2025

	Rates	Fringes
LABORER: GROUP 6 FLAGMAN; TRAFFIC CONTROL PERSON		
(KENOSHA AND RACINE		
COUNTIES).....\$ 35.02	25.53	
LABORER: GROUP 5 BLASTER AND POWDERMAN		
(KENOSHA AND RACINE COUNTIES).....\$ 38.52	25.53	
LABORER: GROUP 4 LINE AND GRADE SPECIALIST		
(KENOSHA AND		
RACINE COUNTIES).....\$ 38.19	25.53	
LABORER: GROUP 3 BITUMINOUS WORKER (RAKER AND		
LUTEMAN); FORMSETTER (CURB, SIDEWALK, AND		
PAVEMENT); STRIKE OFF MAN		
(KENOSHA AND RACINE COUNTIES)...\$ 38.22	25.53	
LABORER: GROUP 2 AIR TOOL OPERATOR; JOINT SAWER AND		
FILLER (PAVEMENT); VIBRATOR OR TAMPER OPERATOR		
(MECHANICAL HAND OPERATED); CHAIN SAW OPERATOR;		
DEMOLITION BURNING TORCH LABORER		
(KENOSHA AND RACINE COUNTIES).....\$ 38.02	25.53	
LABORER: GROUP 1 GENERAL LABORER; TREE TRIMMER;		
CONDUIT LAYER; DEMOLITION AND WRECKING LABORER;		
GUARD RAIL, FENCE, AND BRIDGE BUILDER; LANDSCAPER;		
MULTIPLATE CULVERT ASSEMBLER; STONE HANDLER;		
BITUMINOUS WORKER (SHOVELER, LOADER, AND UTILITY		
MAN); BATCH TRUCK DUMPER OR CEMENT HANDLER;		
BITUMINOUS WORKER (DUMPER, IRONER, SMOOTHER, AND		
TAMPER); CONCRETE HANDLER		
(KENOSHA AND RACINE COUNTIES).....\$ 37.87	25.53	

LAB00140-002 06/02/2025

	Rates	Fringes
LABORER GROUP 6 (ADAMS, ASHLAND, BARRON, BAYFIELD,		
BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK,		
COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU		
CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT,		
GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA,		
JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE,		
LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE,		
MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA,		
OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE,		
RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO,		
SHEBOYGAN, ST. CRO.....\$ 40.40	19.97	
LABORER GROUP 5 (ADAMS, ASHLAND, BARRON, BAYFIELD,		
BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK,		
COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU		
CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT,		
GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA,		

JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 43.97	19.97
LABORER GROUP 4 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 44.12	19.97
LABORER GROUP 3 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 43.92	19.97
LABORER GROUP 2 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 43.87	19.97
LABORER GROUP 1 (ADAMS, ASHLAND, BARRON, BAYFIELD, BROWN, BUFFALO, BURNETT, CALUMET, CHIPPEWA, CLARK, COLUMBIA, CRAWFORD, DODGE, DOOR, DOUGLAS, DUNN, EAU CLAIRE, FLORENCE, FOND DU LAC, FOREST, GRANT, GREEN, GREEN LAKE, IRON, JACKSON, JUNEAU, IOWA, JEFFERSON, KEWAUNEE, LA CROSSE, LAFAYETTE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, MONROE, OCONTO, ONEIDA, OUTAGAMIE, PEPIN, PIERCE, POLK, PORTAGE, PRICE, RICHLAND, ROCK, RUSK, SAUK, SAWYER, SHAWANO, SHEBOYGAN, ST. CRO.....	\$ 43.77	19.97

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LABO0464-003 06/02/2025		
	Rates	Fringes
LABORER: GROUP 6 FLAGPERSON AND TRAFFIC CONTROL PERSON		
(DANE COUNTY).....	\$ 40.40	19.97
LABORER: GROUP 5 BLASTER; POWDERMAN		
(DANE COUNTY).....	\$ 44.25	19.97
LABORER: GROUP 4 LINE AND GRADE SPECIALIST		

COUNTY).....\$ 44.40 19.97  
 LABORER: GROUP 3 BITUMINOUS WORKER (RAKER AND  
 LUTEMAN); FORMSETTER (CURB, SIDEWALK, AND  
 PAVEMENT); STRIKE OFF MAN

(DANE COUNTY).....\$ 44.20 19.97  
 LABORER: GROUP 2 AIR TOOL OPERATOR; JOINT SAWER AND  
 FILLER (PAVEMENT); VIBRATOR OR TAMPER OPERATOR  
 (MECHANICAL HAND OPERATED); CHAIN SAW OPERATOR;  
 DEMOLITION BURNING TORCH LABORER

(DANE COUNTY).....\$ 44.15 19.97  
 LABORER: GROUP 1 GENERAL LABORER; TREE TRIMMER;  
 CONDUIT LAYER; DEMOLITION AND WRECKING LABORER;  
 GUARD RAIL, FENCE, AND BRIDGE BUILDER; LANDSCAPER;  
 MULTIPLATE CULVERT ASSEMBLER; STONE HANDLER;  
 BITUMINOUS WORKER (SHOVELER, LOADER, AND UTILITY  
 MAN); BATCH TRUCK DUMPER OR CEMENT HANDLER;  
 BITUMINOUS WORKER (DUMPER, IRONER, SMOOTHER, AND  
 TAMPER); CONCRETE HANDLER

(DANE COUNTY).....\$ 44.05 19.97

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 PAIN0106-008 05/05/2025

	Rates	Fringes
PAINTERS: REPAINT: SPRAY, SANDBLAST, STEEL: ASHLAND, BAYFIELD, BURNETT, AND DOUGLAS COUNTIES....	\$ 37.27	27.26
PAINTERS: REPAINT: BRUSH, ROLLER: ASHLAND, BAYFIELD, BURNETT, AND DOUGLAS COUNTIES.....	\$ 36.67	27.26
PAINTERS: NEW: SPRAY, SANDBLAST, STEEL: ASHLAND, BAYFIELD, BURNETT, AND DOUGLAS COUNTIES.....	\$ 38.77	27.26
PAINTERS: NEW: BRUSH, ROLLER: ASHLAND, BAYFIELD, BURNETT, AND DOUGLAS COUNTIES.....	\$ 38.17	27.26

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 PAIN0108-002 06/01/2025

	Rates	Fringes
PAINTERS: SPRAY & SANDBLAST (RACINE COUNTY).....	\$ 44.64	23.35
PAINTERS: BRUSH, ROLLER (RACINE COUNTY).....	\$ 43.64	23.35

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 PAIN0259-002 05/01/2008

	Rates	Fringes
PAINTER (BARRON, CHIPPEWA, DUNN, EAU CLAIRE, PEPIN, PIERCE, POLK, RUSK, SAWYER, ST. CROIX, AND WASHBURN COUNTIES).....	\$ 24.11	12.15

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 PAIN0259-004 05/01/2015

	Rates	Fringes
PAINTER (BUFFALO, CRAWFORD, JACKSON, LA CROSSE, MONROE, TREMPLEAU, AND VERNON COUNTIES).....	\$ 22.03	12.45

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 PAIN0781-002 06/01/2025

	Rates	Fringes
PAINTERS: SPRAY & SANDBLAST (JEFFERSON, MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 43.19	24.87
PAINTERS: BRUSH (JEFFERSON, MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 42.44	24.87
PAINTERS: BRIDGE (JEFFERSON, MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES).....	\$ 43.19	24.87

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 PAIN0802-002 06/01/2025

	Rates	Fringes
PAINTER: BRUSH (COLUMBIA, DANE, DODGE, GRANT, GREEN, IOWA, LAFAYETTE, RICHLAND, ROCK, AND SAUK COUNTIES).....	\$ 37.65	21.17

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PAIN0802-003 06/01/2025

	Rates	Fringes
PAINTER (ADAMS, BROWN, CALUMET, CLARK, DOOR, FOND DU LAC, FOREST, GREEN LAKE, IRON, JUNEAU, KEWAUNEE, LANGLADE, LINCOLN, MANITOWOC, MARATHON, MARINETTE, MARQUETTE, MENOMINEE, OCONTO, ONEIDA, OUTAGAMIE, PORTAGE, PRICE, SHAWANO, SHEBOYGAN, TAYLOR, VILAS, WAUSHARA, WAUPACA, WINNEBAGO, AND WOOD COUNTIES)...	\$ 37.65	21.17

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PAIN0934-001 06/01/2025

	Rates	Fringes
PAINTERS: STRUCTURAL STEEL (KENOSHA AND WALWORTH COUNTIES).....	\$ 40.77	26.37
PAINTERS: SPRAY (KENOSHA AND WALWORTH COUNTIES)....	\$ 41.62	26.37
PAINTERS: BRUSH (KENOSHA AND WALWORTH COUNTIES)....	\$ 40.62	26.37

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PAIN1011-002 06/01/2025

	Rates	Fringes
PAINTERS: (FLORENCE COUNTY).....	\$ 31.17	15.92

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PLAS0599-002 06/01/2025

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER: AREA D: MILWAUKEE, OZAUKEE, WASHINGTON, AND WAUKESHA COUNTIES.....	\$ 42.28	26.43
CEMENT MASON/CONCRETE FINISHER, AREA F: KENOSHA AND RACINE COUNTIES.....	\$ 37.33	31.38
CEMENT MASON/CONCRETE FINISHER, AREA E: DANE, GRANT, GREEN, IOWA, LAFAYETTE, AND ROCK COUNTIES....	\$ 41.16	27.54
CEMENT MASON/CONCRETE FINISHER AREA C: BUFFALO, CRAWFORD, EAU CLAIRE, JACKSON, JUNEAU, LA CROSSE, MONROE, PEPIN, PIERCE, RICHLAND, TREMPLEALEAU, AND VERNON COUNTIES .....	\$ 40.06	28.65
CEMENT MASON/CONCRETE FINISHER AREA A: ASHLAND, BURNETT, BAYFIELD, DOUGLAS, IRON, PRICE, SAWYER, AND WASHBURN COUNTIES.....	\$ 47.22	31.90

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	Rates	Fringes
TRUCK DRIVER 3 OR MORE AXLES; EUCLIDS, DUMPTOR & ARTICULATED, TRUCK MECHANIC.....	\$ 39.72	28.70
TRUCK DRIVER 1 & 2 AXLES.....	\$ 39.57	28.70

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

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave  
for Federal Contractors applies to all contracts subject to the  
Davis-Bacon Act for which the contract is awarded (and any  
solicitation was issued) on or after January 1, 2017. If this  
contract is covered by the EO, the contractor must provide  
employees with 1 hour of paid sick leave for every 30 hours  
they work, up to 56 hours of paid sick leave each year.  
Employees must be permitted to use paid sick leave for their  
own illness, injury or other health-related needs, including  
preventive care; to assist a family member (or person who is  
like family to the employee) who is ill, injured, or has other  
health-related needs, including preventive care; or for reasons  
resulting from, or to assist a family member (or person who is  
like family to the employee) who is a victim of, domestic  
violence, sexual assault, or stalking. Additional information  
on contractor requirements and worker protections under the EO

is available at  
<https://www.dol.gov/agencies/whd/government-contracts>.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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

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

#### Union Rate Identifiers

A four-letter identifier beginning with characters other than **◆SU◆**, **◆UAVG◆**, **◆SA◆**, or **◆SC◆** denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

#### Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

#### Survey Rate Identifiers

The **◆SU◆** identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by

computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

◆SU◆ wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

#### State Adopted Rate Identifiers

The ◆SA◆ identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ◆SA◆ identifier took effect under state law in the state from which the rates were adopted.

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#### WAGE DETERMINATION APPEALS PROCESS

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

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to [davisbaconinfo@dol.gov](mailto:davisbaconinfo@dol.gov) or by mail to:

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

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to [BCWD-Office@dol.gov](mailto:BCWD-Office@dol.gov) or by mail to:

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

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to [dba.reconsideration@dol.gov](mailto:dba.reconsideration@dol.gov) or by mail to:

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

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

the requestor considers relevant to the issue.

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

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

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END OF GENERAL DECISION

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