
Appendix B

State Prevailing Wage Rates

Washington State Prevailing Wage

The PREVAILING WAGES listed here include both the hourly wage rate and the hourly rate of fringe benefits. On public works projects, worker's wage and benefit rates must add to not less than this total. A brief description of overtime calculation requirements are provided on the Benefit Code Key.

Journey Level Prevailing Wage Rates for the Effective Date: 2/21/2020

County	Trade	Job Classification	Wage	Holiday	Overtime	Notes
Pierce	Cement Masons	Application of all Composition Mastic	\$62.97	7A	4U	
Pierce	Cement Masons	Application of all Epoxy Material	\$62.47	7A	4U	
Pierce	Cement Masons	Application of all Plastic Material	\$62.97	7A	4U	
Pierce	Cement Masons	Application of Sealing Compound	\$62.47	7A	4U	
Pierce	Cement Masons	Application of Underlayment	\$62.97	7A	4U	
Pierce	Cement Masons	Building General	\$62.47	7A	4U	
Pierce	Cement Masons	Composition or Kalman Floors	\$62.97	7A	4U	
Pierce	Cement Masons	Concrete Paving	\$62.47	7A	4U	
Pierce	Cement Masons	Curb & Gutter Machine	\$62.97	7A	4U	
Pierce	Cement Masons	Curb & Gutter, Sidewalks	\$62.47	7A	4U	
Pierce	Cement Masons	Curing Concrete	\$62.47	7A	4U	
Pierce	Cement Masons	Finish Colored Concrete	\$62.97	7A	4U	
Pierce	Cement Masons	Floor Grinding	\$62.97	7A	4U	
Pierce	Cement Masons	Floor Grinding/Polisher	\$62.47	7A	4U	
Pierce	Cement Masons	Green Concrete Saw, self-powered	\$62.97	7A	4U	
Pierce	Cement Masons	Grouting of all Plates	\$62.47	7A	4U	
Pierce	Cement Masons	Grouting of all Tilt-up Panels	\$62.47	7A	4U	
Pierce	Cement Masons	Gunite Nozzleman	\$62.97	7A	4U	
Pierce	Cement Masons	Hand Powered Grinder	\$62.97	7A	4U	
Pierce	Cement Masons	Journey Level	\$62.47	7A	4U	
Pierce	Cement Masons	Patching Concrete	\$62.47	7A	4U	
Pierce	Cement Masons	Pneumatic Power Tools	\$62.97	7A	4U	
Pierce	Cement Masons	Power Chipping & Brushing	\$62.97	7A	4U	
Pierce	Cement Masons	Sand Blasting Architectural Finish	\$62.97	7A	4U	
Pierce	Cement Masons	Screed & Rodding Machine	\$62.97	7A	4U	
Pierce	Cement Masons	Spackling or Skim Coat Concrete	\$62.47	7A	4U	
Pierce	Cement Masons	Troweling Machine Operator	\$62.97	7A	4U	
Pierce	Cement Masons	Troweling Machine Operator on Colored Slabs	\$62.97	7A	4U	
Pierce	Cement Masons	Tunnel Workers	\$62.97	7A	4U	
Pierce	Fabricated Precast Concrete Products	Journey Level	\$15.00		1	
Pierce	Flaggers	Journey Level	\$43.11	7A	4V	8Y
Pierce	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Cleaner Operator, Foamer Operator	\$13.50		1	
Pierce	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Grout Truck Operator	\$13.50		1	

<u>County</u>	<u>Trade</u>	<u>Job Classification</u>	<u>Wage</u>	<u>Holiday</u>	<u>Overtime</u>	<u>Notes</u>
Pierce	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Head Operator	\$13.50		1	
Pierce	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Technician	\$13.50		1	
Pierce	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Tv Truck Operator	\$13.50		1	
Pierce	Laborers	Air, Gas Or Electric Vibrating Screed	\$50.86	7A	4V	8Y
Pierce	Laborers	Airtrac Drill Operator	\$52.44	7A	4V	8Y
Pierce	Laborers	Ballast Regular Machine	\$50.86	7A	4V	8Y
Pierce	Laborers	Batch Weighman	\$43.11	7A	4V	8Y
Pierce	Laborers	Brick Pavers	\$50.86	7A	4V	8Y
Pierce	Laborers	Brush Cutter	\$50.86	7A	4V	8Y
Pierce	Laborers	Brush Hog Feeder	\$50.86	7A	4V	8Y
Pierce	Laborers	Burner	\$50.86	7A	4V	8Y
Pierce	Laborers	Caisson Worker	\$52.44	7A	4V	8Y
Pierce	Laborers	Carpenter Tender	\$50.86	7A	4V	8Y
Pierce	Laborers	Cement Dumper-paving	\$51.80	7A	4V	8Y
Pierce	Laborers	Cement Finisher Tender	\$50.86	7A	4V	8Y
Pierce	Laborers	Change House Or Dry Shack	\$50.86	7A	4V	8Y
Pierce	Laborers	Chipping Gun (30 Lbs. And Over)	\$51.80	7A	4V	8Y
Pierce	Laborers	Chipping Gun (Under 30 Lbs.)	\$50.86	7A	4V	8Y
Pierce	Laborers	Choker Setter	\$50.86	7A	4V	8Y
Pierce	Laborers	Chuck Tender	\$50.86	7A	4V	8Y
Pierce	Laborers	Clary Power Spreader	\$51.80	7A	4V	8Y
Pierce	Laborers	Clean-up Laborer	\$50.86	7A	4V	8Y
Pierce	Laborers	Concrete Dumper/Chute Operator	\$51.80	7A	4V	8Y
Pierce	Laborers	Concrete Form Stripper	\$50.86	7A	4V	8Y
Pierce	Laborers	Concrete Placement Crew	\$51.80	7A	4V	8Y
Pierce	Laborers	Concrete Saw Operator/Core Driller	\$51.80	7A	4V	8Y
Pierce	Laborers	Crusher Feeder	\$43.11	7A	4V	8Y
Pierce	Laborers	Curing Laborer	\$50.86	7A	4V	8Y
Pierce	Laborers	Demolition: Wrecking & Moving (Incl. Charred Material)	\$50.86	7A	4V	8Y
Pierce	Laborers	Ditch Digger	\$50.86	7A	4V	8Y
Pierce	Laborers	Diver	\$52.44	7A	4V	8Y
Pierce	Laborers	Drill Operator (Hydraulic, Diamond)	\$51.80	7A	4V	8Y
Pierce	Laborers	Dry Stack Walls	\$50.86	7A	4V	8Y
Pierce	Laborers	Dump Person	\$50.86	7A	4V	8Y
Pierce	Laborers	Epoxy Technician	\$50.86	7A	4V	8Y
Pierce	Laborers	Erosion Control Worker	\$50.86	7A	4V	8Y
Pierce	Laborers	Faller & Bucker Chain Saw	\$51.80	7A	4V	8Y
Pierce	Laborers	Fine Graders	\$50.86	7A	4V	8Y
Pierce	Laborers	Firewatch	\$43.11	7A	4V	8Y
Pierce	Laborers	Form Setter	\$50.86	7A	4V	8Y
Pierce	Laborers	Gabian Basket Builders	\$50.86	7A	4V	8Y
Pierce	Laborers	General Laborer	\$50.86	7A	4V	8Y

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Pierce	Laborers	Grade Checker & Transit Person	\$52.44	7A	4V	8Y
Pierce	Laborers	Grinders	\$50.86	7A	4V	8Y
Pierce	Laborers	Grout Machine Tender	\$50.86	7A	4V	8Y
Pierce	Laborers	Groutmen (Pressure) Including Post Tension Beams	\$51.80	7A	4V	8Y
Pierce	Laborers	Guardrail Erector	\$50.86	7A	4V	8Y
Pierce	Laborers	Hazardous Waste Worker (Level A)	\$52.44	7A	4V	8Y
Pierce	Laborers	Hazardous Waste Worker (Level B)	\$51.80	7A	4V	8Y
Pierce	Laborers	Hazardous Waste Worker (Level C)	\$50.86	7A	4V	8Y
Pierce	Laborers	High Scaler	\$52.44	7A	4V	8Y
Pierce	Laborers	Jackhammer	\$51.80	7A	4V	8Y
Pierce	Laborers	Laserbeam Operator	\$51.80	7A	4V	8Y
Pierce	Laborers	Maintenance Person	\$50.86	7A	4V	8Y
Pierce	Laborers	Manhole Builder-Mudman	\$51.80	7A	4V	8Y
Pierce	Laborers	Material Yard Person	\$50.86	7A	4V	8Y
Pierce	Laborers	Motorman-Dinky Locomotive	\$51.80	7A	4V	8Y
Pierce	Laborers	Nozzleman (Concrete Pump, Green Cutter When Using Combination Of High Pressure Air & Water On Concrete & Rock, Sandblast, Guniting, Shotcrete, Water Blaster, Vacuum Blaster)	\$51.80	7A	4V	8Y
Pierce	Laborers	Pavement Breaker	\$51.80	7A	4V	8Y
Pierce	Laborers	Pilot Car	\$43.11	7A	4V	8Y
Pierce	Laborers	Pipe Layer Lead	\$52.44	7A	4V	8Y
Pierce	Laborers	Pipe Layer/Tailor	\$51.80	7A	4V	8Y
Pierce	Laborers	Pipe Pot Tender	\$51.80	7A	4V	8Y
Pierce	Laborers	Pipe Reliner	\$51.80	7A	4V	8Y
Pierce	Laborers	Pipe Wrapper	\$51.80	7A	4V	8Y
Pierce	Laborers	Pot Tender	\$50.86	7A	4V	8Y
Pierce	Laborers	Powderman	\$52.44	7A	4V	8Y
Pierce	Laborers	Powderman's Helper	\$50.86	7A	4V	8Y
Pierce	Laborers	Power Jacks	\$51.80	7A	4V	8Y
Pierce	Laborers	Railroad Spike Puller - Power	\$51.80	7A	4V	8Y
Pierce	Laborers	Raker - Asphalt	\$52.44	7A	4V	8Y
Pierce	Laborers	Re-timberman	\$52.44	7A	4V	8Y
Pierce	Laborers	Remote Equipment Operator	\$51.80	7A	4V	8Y
Pierce	Laborers	Rigger/Signal Person	\$51.80	7A	4V	8Y
Pierce	Laborers	Rip Rap Person	\$50.86	7A	4V	8Y
Pierce	Laborers	Rivet Buster	\$51.80	7A	4V	8Y
Pierce	Laborers	Rodder	\$51.80	7A	4V	8Y
Pierce	Laborers	Scaffold Erector	\$50.86	7A	4V	8Y
Pierce	Laborers	Scale Person	\$50.86	7A	4V	8Y
Pierce	Laborers	Sloper (Over 20)"	\$51.80	7A	4V	8Y
Pierce	Laborers	Sloper Sprayer	\$50.86	7A	4V	8Y
Pierce	Laborers	Spreader (Concrete)	\$51.80	7A	4V	8Y
Pierce	Laborers	Stake Hopper	\$50.86	7A	4V	8Y
Pierce	Laborers	Stock Piler	\$50.86	7A	4V	8Y
Pierce	Laborers	Swinging Stage/Boatswain Chair	\$43.11	7A	4V	8Y
Pierce	Laborers	Tamper & Similar Electric, Air & Gas Operated Tools	\$51.80	7A	4V	8Y

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Pierce	Laborers	Tamper (Multiple & Self-propelled)	\$51.80	7A	4V	8Y
Pierce	Laborers	Timber Person - Sewer (Lagger, Shorer & Cribber)	\$51.80	7A	4V	8Y
Pierce	Laborers	Toolroom Person (at Jobsite)	\$50.86	7A	4V	8Y
Pierce	Laborers	Topper	\$50.86	7A	4V	8Y
Pierce	Laborers	Track Laborer	\$50.86	7A	4V	8Y
Pierce	Laborers	Track Liner (Power)	\$51.80	7A	4V	8Y
Pierce	Laborers	Traffic Control Laborer	\$46.10	7A	4V	9C
Pierce	Laborers	Traffic Control Supervisor	\$46.10	7A	4V	9C
Pierce	Laborers	Truck Spotter	\$50.86	7A	4V	8Y
Pierce	Laborers	Tugger Operator	\$51.80	7A	4V	8Y
Pierce	Laborers	Tunnel Work-Compressed Air Worker 0-30 psi	\$120.61	7A	4V	9B
Pierce	Laborers	Tunnel Work-Compressed Air Worker 30.01-44.00 psi	\$125.64	7A	4V	9B
Pierce	Laborers	Tunnel Work-Compressed Air Worker 44.01-54.00 psi	\$129.32	7A	4V	9B
Pierce	Laborers	Tunnel Work-Compressed Air Worker 54.01-60.00 psi	\$135.02	7A	4V	9B
Pierce	Laborers	Tunnel Work-Compressed Air Worker 60.01-64.00 psi	\$137.14	7A	4V	9B
Pierce	Laborers	Tunnel Work-Compressed Air Worker 64.01-68.00 psi	\$142.24	7A	4V	9B
Pierce	Laborers	Tunnel Work-Compressed Air Worker 68.01-70.00 psi	\$144.14	7A	4V	9B
Pierce	Laborers	Tunnel Work-Compressed Air Worker 70.01-72.00 psi	\$146.14	7A	4V	9B
Pierce	Laborers	Tunnel Work-Compressed Air Worker 72.01-74.00 psi	\$148.14	7A	4V	9B
Pierce	Laborers	Tunnel Work-Guage and Lock Tender	\$52.54	7A	4V	8Y
Pierce	Laborers	Tunnel Work-Miner	\$52.54	7A	4V	8Y
Pierce	Laborers	Vibrator	\$51.80	7A	4V	8Y
Pierce	Laborers	Vinyl Seamer	\$50.86	7A	4V	8Y
Pierce	Laborers	Watchman	\$39.18	7A	4V	8Y
Pierce	Laborers	Welder	\$51.80	7A	4V	8Y
Pierce	Laborers	Well Point Laborer	\$51.80	7A	4V	8Y
Pierce	Laborers	Window Washer/Cleaner	\$39.18	7A	4V	8Y
Pierce	Laborers - Underground Sewer & Water	General Laborer & Topman	\$50.86	7A	4V	8Y
Pierce	Laborers - Underground Sewer & Water	Pipe Layer	\$51.80	7A	4V	8Y
Pierce	Landscape Construction	Landscape Construction/Landscaping Or Planting Laborers	\$39.18	7A	4V	8Y
Pierce	Landscape Construction	Landscape Operator	\$65.71	7A	3K	8X
Pierce	Plumbers & Pipefitters	Journey Level	\$74.72	5A	1G	
Pierce	Power Equipment Operators	Asphalt Plant Operator	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Assistant Engineers	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Barrier Machine (zipper)	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Batch Plant Operator: Concrete	\$66.72	7A	3K	8X

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Pierce	Power Equipment Operators	Bobcat	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Brokk - Remote Demolition Equipment	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Brooms	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Bump Cutter	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Cableways	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Chipper	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Compressor	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Over 42m	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Concrete Finish Machine -laser Screed	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Conveyors	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Cranes, 100 Tons - 199 Tons, Or 150 Ft Of Boom (including Jib With Attachments)	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators	Cranes: 20 Tons Through 44 Tons With Attachments	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Cranes: 200 tons to 299 tons, or 250' of boom (including jib with attachments)	\$68.68	7A	3K	8X
Pierce	Power Equipment Operators	Cranes: 300 tons and over, or 300' of boom (including jib with attachments)	\$69.36	7A	3K	8X
Pierce	Power Equipment Operators	Cranes: 45 Tons Through 99 Tons, Under 150' Of Boom (including Jib With Attachments)	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Cranes: A-frame - 10 Tons And Under	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Cranes: Friction 200 tons and over. Tower Cranes: over 250' in height from base to boom.	\$69.36	7A	3K	8X
Pierce	Power Equipment Operators	Cranes: Friction cranes through 199 tons	\$68.68	7A	3K	8X
Pierce	Power Equipment Operators	Cranes: Through 19 Tons With Attachments A-frame Over 10 Tons	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Crusher	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Deck Engineer/deck Winches (power)	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Derricks, On Building Work	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Dozers D-9 & Under	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Drill Oilers: Auger Type, Truck Or Crane Mount	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Drilling Machine	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators	Elevator And Man-lift: Permanent And Shaft Type	\$63.32	7A	3K	8X

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Pierce	Power Equipment Operators	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Forklift: 3000 Lbs And Over With Attachments	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Forklifts: Under 3000 Lbs. With Attachments	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Grade Engineer: Using Blueprints, Cut Sheets,etc.	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Gradechecker/stakeman	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Guardrail punch/Auger	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Hard Tail End Dump Articulating Off-Road Equipment 45 Yards. & Over	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Horizontal/directional Drill Locator	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Horizontal/directional Drill Operator	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Hydralifts/Boom Trucks Over 10 Tons	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Hydralifts/boom Trucks, 10 Tons And Under	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Loader, Overhead 8 Yards. & Over	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Loaders, Overhead Under 6 Yards	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Loaders, Plant Feed	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Loaders: Elevating Type Belt	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Locomotives, All	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Material Transfer Device	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Mechanics, All (Leadmen - \$0.50 Per Hour Over Mechanic)	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators	Motor patrol graders	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Outside Hoists (elevators And Manlifts), Air Tuggers,strato	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Overhead, Bridge Type: 100 Tons And Over	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators	Overhead, Bridge Type: 45 Tons Through 99 Tons	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Pavement Breaker	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Pile Driver (other Than Crane Mount)	\$66.72	7A	3K	8X

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Pierce	Power Equipment Operators	Plant Oiler - Asphalt, Crusher	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Posthole Digger, Mechanical	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Power Plant	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Pumps - Water	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Quad 9, HD 41, D10 And Over	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Quick Tower - No Cab, Under 100 Feet In Height Based To Boom	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Rigger And Bellman	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Rigger/Signal Person, Bellman (Certified)	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Rollagon	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Roller, Other Than Plant Mix	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Roller, Plant Mix Or Multi-lift Materials	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Roto-mill, Roto-grinder	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Saws - Concrete	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Scraper, Self Propelled Under 45 Yards	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Scrapers - Concrete & Carry All	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Scrapers, Self-propelled: 45 Yards And Over	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Service Engineers - Equipment	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Shotcrete/gunite Equipment	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoe, Tractors Under 15 Metric Tons	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$68.68	7A	3K	8X
Pierce	Power Equipment Operators	Slipform Pavers	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Spreader, Topsider & Screedman	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Subgrader Trimmer	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Tower Bucket Elevators	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Tower crane over 175' through 250' in height, base to boom	\$68.68	7A	3K	8X
Pierce	Power Equipment Operators	Tower Crane Up: To 175' In Height, Base To Boom	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators	Transporters, All Track Or Truck Type	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Trenching Machines	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Truck Crane Oiler/driver - 100 Tons And Over	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators	Truck Crane Oiler/driver Under 100 Tons	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators	Truck Mount Portable Conveyor	\$66.72	7A	3K	8X

<u>County</u>	<u>Trade</u>	<u>Job Classification</u>	<u>Wage</u>	<u>Holiday</u>	<u>Overtime</u>	<u>Notes</u>
Pierce	Power Equipment Operators	Welder	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators	Wheel Tractors, Farmall Type	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators	Yo Yo Pay Dozer	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Asphalt Plant Operator	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Assistant Engineers	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Barrier Machine (zipper)	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Batch Plant Operator: Concrete	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Bobcat	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Brokk - Remote Demolition Equipment	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Brooms	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Bump Cutter	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cableways	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Chipper	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Compressor	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Concrete Pump: Truck Mount With Boom Attachment Over 42m	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Concrete Finish Machine -laser Screed	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Conveyors	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes, 100 Tons - 199 Tons, Or 150 Ft Of Boom (including Jib With Attachments)	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes, 200 tons to 299 tons, or 250' of boom (including jib with attachments)	\$68.68	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes, Over 300 Tons, Or 300' Of Boom Including Jib With Attachments	\$69.36	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes: 20 Tons Through 44 Tons With Attachments	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	cranes: 300 tons and over, or 300' of boom (including jib with attachments)	\$69.36	7A	3K	8X

<u>County</u>	<u>Trade</u>	<u>Job Classification</u>	<u>Wage</u>	<u>Holiday</u>	<u>Overtime</u>	<u>Notes</u>
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes: 45 Tons Through 99 Tons, Under 150' Of Boom (including Jib With Attachments)	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes: A-frame - 10 Tons And Under	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes: Friction 200 tons and over. Tower Cranes: over 250' in height from base to boom.	\$69.36	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes: Friction cranes through 199 tons	\$68.68	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Cranes: Through 19 Tons With Attachments A-frame Over 10 Tons	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Crusher	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Deck Engineer/deck Winches (power)	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Derricks, On Building Work	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Dozers D-9 & Under	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Drill Oilers: Auger Type, Truck Or Crane Mount	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Drilling Machine	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Elevator And Man-lift: Permanent And Shaft Type	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Forklift: 3000 Lbs And Over With Attachments	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Forklifts: Under 3000 Lbs. With Attachments	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Grade Engineer: Using Blueprints, Cut Sheets,etc.	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Gradechecker/stakeman	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Guardrail punch/Auger	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off- road Equipment Under 45 Yards	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Horizontal/directional Drill Locator	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Horizontal/directional Drill Operator	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Hydralifts/Boom Trucks Over 10 Tons	\$66.20	7A	3K	8X

<u>County</u>	<u>Trade</u>	<u>Job Classification</u>	<u>Wage</u>	<u>Holiday</u>	<u>Overtime</u>	<u>Notes</u>
Pierce	Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom Trucks, 10 Tons And Under	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Loader, Overhead 8 Yards. & Over	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Loaders, Overhead Under 6 Yards	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Loaders, Plant Feed	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Loaders: Elevating Type Belt	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Locomotives, All	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Material Transfer Device	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Mechanics, All (Leadmen - \$0.50 Per Hour Over Mechanic)	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Motor patrol graders	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Outside Hoists (elevators And Manlifts), Air Tuggers, strato	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Overhead, Bridge Type: 100 Tons And Over	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Overhead, Bridge Type: 45 Tons Through 99 Tons	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Pavement Breaker	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Pile Driver (other Than Crane Mount)	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Plant Oiler - Asphalt, Crusher	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Posthole Digger, Mechanical	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Power Plant	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Pumps - Water	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Quad 9, HD 41, D10 And Over	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Quick Tower - No Cab, Under 100 Feet In Height Based To Boom	\$63.32	7A	3K	8X

<u>County</u>	<u>Trade</u>	<u>Job Classification</u>	<u>Wage</u>	<u>Holiday</u>	<u>Overtime</u>	<u>Notes</u>
Pierce	Power Equipment Operators- Underground Sewer & Water	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Rigger And Bellman	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Rigger/Signal Person, Bellman (Certified)	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Rollagon	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Roller, Other Than Plant Mix	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Roller, Plant Mix Or Multi-lift Materials	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Roto-mill, Roto-grinder	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Saws - Concrete	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Scraper, Self Propelled Under 45 Yards	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Scrapers - Concrete & Carry All	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Scrapers, Self-propelled: 45 Yards And Over	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Service Engineers - Equipment	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Shotcrete/gunite Equipment	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoe, Tractors Under 15 Metric Tons	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$68.68	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Slipform Pavers	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Spreader, Topsider & Screedman	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Subgrader Trimmer	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Tower Bucket Elevators	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Tower crane over 175' through 250' in height, base to boom	\$68.68	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Tower Crane: Up To 175' In Height, Base To Boom	\$68.00	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Transporters, All Track Or Truck Type	\$67.31	7A	3K	8X

<u>County</u>	<u>Trade</u>	<u>Job Classification</u>	<u>Wage</u>	<u>Holiday</u>	<u>Overtime</u>	<u>Notes</u>
Pierce	Power Equipment Operators- Underground Sewer & Water	Trenching Machines	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Truck Crane Oiler/driver - 100 Tons And Over	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Truck Crane Oiler/driver Under 100 Tons	\$66.20	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Truck Mount Portable Conveyor	\$66.72	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Welder	\$67.31	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Wheel Tractors, Farmall Type	\$63.32	7A	3K	8X
Pierce	Power Equipment Operators- Underground Sewer & Water	Yo Yo Pay Dozer	\$66.72	7A	3K	8X
Pierce	Residential Cement Masons	Journey Level	\$62.47	7A	4U	
Pierce	Residential Laborers	Journey Level	\$23.86		1	
Pierce	Street And Parking Lot Sweeper Workers	Journey Level	\$21.69		1	
Pierce	Surveyors	Chain Person	\$65.11	7A	3K	
Pierce	Surveyors	Instrument Person	\$65.71	7A	3K	
Pierce	Surveyors	Party Chief	\$66.81	7A	3K	
Pierce	Traffic Control Stripers	Journey Level	\$47.68	7A	1K	
Pierce	Truck Drivers	Asphalt Mix Over 16 Yards	\$61.59	5D	4Y	8L
Pierce	Truck Drivers	Asphalt Mix To 16 Yards	\$60.75	5D	4Y	8L
Pierce	Truck Drivers	Dump Truck	\$60.75	5D	4Y	8L
Pierce	Truck Drivers	Dump Truck & Trailer	\$61.59	5D	4Y	8L
Pierce	Truck Drivers	Other Trucks	\$61.59	5D	4Y	8L
Pierce	Truck Drivers - Ready Mix	Transit Mix	\$61.59	5D	4Y	8L

Benefit Code Key – Effective 8/31/2019 thru 3/3/2020

Overtime Codes

Overtime calculations are based on the hourly rate actually paid to the worker. On public works projects, the hourly rate must be not less than the prevailing rate of wage minus the hourly rate of the cost of fringe benefits actually provided for the worker.

1. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
 - B. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - C. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - D. The first two (2) hours before or after a five-eight (8) hour workweek day or a four-ten (10) hour workweek day and the first eight (8) hours worked the next day after either workweek shall be paid at one and one-half times the hourly rate of wage. All additional hours worked and all worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - E. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - F. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours worked, except Labor Day, shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
 - G. The first ten (10) hours worked on Saturdays and the first ten (10) hours worked on a fifth calendar weekday in a four-ten hour schedule, shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day Monday through Saturday and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - H. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions or equipment breakdown) shall be paid at one and one-half times the hourly rate of wage. All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - I. All hours worked on Sundays and holidays shall also be paid at double the hourly rate of wage.
 - J. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over ten (10) hours Monday through Saturday, Sundays and holidays shall be paid at double the hourly rate of wage.
 - K. All hours worked on Saturdays and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
 - M. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - N. All hours worked on Saturdays (except makeup days) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

1. O. The first ten (10) hours worked on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays, holidays and after twelve (12) hours, Monday through Friday and after ten (10) hours on Saturday shall be paid at double the hourly rate of wage.
- P. All hours worked on Saturdays (except makeup days if circumstances warrant) and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- Q. The first two (2) hours after eight (8) regular hours Monday through Friday and up to ten (10) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day Monday through Saturday and all hours worked on Sundays and holidays (except Christmas day) shall be paid at double the hourly rate of wage. All hours worked on Christmas day shall be paid at two and one-half times the hourly rate of wage.
- R. All hours worked on Sundays and holidays shall be paid at two times the hourly rate of wage.
- S. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays and all other overtime hours worked, except Labor Day, shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
- U. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays (except Labor Day) shall be paid at two times the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
- V. All hours worked on Sundays and holidays (except Thanksgiving Day and Christmas day) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Thanksgiving Day and Christmas day shall be paid at double the hourly rate of wage.
- W. All hours worked on Saturdays and Sundays (except make-up days due to conditions beyond the control of the employer)) shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- X. The first four (4) hours after eight (8) regular hours Monday through Friday and the first twelve (12) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over twelve (12) hours Monday through Saturday, Sundays and holidays shall be paid at double the hourly rate of wage. When holiday falls on Saturday or Sunday, the day before Saturday, Friday, and the day after Sunday, Monday, shall be considered the holiday and all work performed shall be paid at double the hourly rate of wage.
- Y. All hours worked outside the hours of 5:00 am and 5:00 pm (or such other hours as may be agreed upon by any employer and the employee) and all hours worked in excess of eight (8) hours per day (10 hours per day for a 4 x 10 workweek) and on Saturdays and holidays (except labor day) shall be paid at one and one-half times the hourly rate of wage. (except for employees who are absent from work without prior approval on a scheduled workday during the workweek shall be paid at the straight-time rate until they have worked 8 hours in a day (10 in a 4 x 10 workweek) or 40 hours during that workweek.) All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and Labor Day shall be paid at double the hourly rate of wage.
- Z. All hours worked on Saturdays and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid the straight time rate of pay in addition to holiday pay.

Overtime Codes Continued

2. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- B. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage.
 - C. All hours worked on Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at two times the hourly rate of wage.
 - F. The first eight (8) hours worked on holidays shall be paid at the straight hourly rate of wage in addition to the holiday pay. All hours worked in excess of eight (8) hours on holidays shall be paid at double the hourly rate of wage.
 - G. All hours worked on Sunday shall be paid at two times the hourly rate of wage. All hours worked on paid holidays shall be paid at two and one-half times the hourly rate of wage including holiday pay.
 - H. All hours worked on Sunday shall be paid at two times the hourly rate of wage. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage.
 - O. All hours worked on Sundays and holidays shall be paid at one and one-half times the hourly rate of wage.
 - R. All hours worked on Sundays and holidays and all hours worked over sixty (60) in one week shall be paid at double the hourly rate of wage.
 - U. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked over 12 hours in a day or on Sundays and holidays shall be paid at double the hourly rate of wage.
 - W. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage. On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the hourly rate of wage. The first eight (8) hours worked on the fifth day shall be paid at one and one-half times the hourly rate of wage. All other hours worked on the fifth, sixth, and seventh days and on holidays shall be paid at double the hourly rate of wage.
3. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- A. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal shift, and all work on Saturdays shall be paid at time and one-half the straight time rate. Hours worked over twelve hours (12) in a single shift and all work performed after 6:00 pm Saturday to 6:00 am Monday and holidays shall be paid at double the straight time rate of pay. Any shift starting between the hours of 6:00 pm and midnight shall receive an additional one dollar (\$1.00) per hour for all hours worked that shift. The employer shall have the sole discretion to assign overtime work to employees. Primary consideration for overtime work shall be given to employees regularly assigned to the work to be performed on overtime situations. After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.
 - C. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays shall be paid at double the hourly rate of wage. After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

Overtime Codes Continued

3. E. All hours worked Sundays and holidays shall be paid at double the hourly rate of wage. Each week, once 40 hours of straight time work is achieved, then any hours worked over 10 hours per day Monday through Saturday shall be paid at double the hourly wage rate.
- F. All hours worked on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sunday shall be paid at two times the hourly rate of wage. All hours worked on paid holidays shall be paid at two and one-half times the hourly rate of wage including holiday pay.
- H. All work performed on Sundays between March 16th and October 14th and all Holidays shall be compensated for at two (2) times the regular rate of pay. Work performed on Sundays between October 15th and March 15th shall be compensated at one and one half (1-1/2) times the regular rate of pay.
- J. All hours worked between the hours of 10:00 pm and 5:00 am, Monday through Friday, and all hours worked on Saturdays shall be paid at a one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- K. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more. When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the eight (8) hours rest period.

4. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- A. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at double the hourly rate of wage. All hours worked on Saturdays, Sundays and holidays shall be paid at double the hourly rate of wage.
- B. All hours worked over twelve (12) hours per day and all hours worked on holidays shall be paid at double the hourly rate of wage.
- C. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay. On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay. All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.

Overtime Codes Continued

4. D. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at double the hourly rate of wage. All hours worked on Saturday, Sundays and holidays shall be paid at double the hourly rate of pay. Rates include all members of the assigned crew.

EXCEPTION:

On all multipole structures and steel transmission lines, switching stations, regulating, capacitor stations, generating plants, industrial plants, associated installations and substations, except those substations whose primary function is to feed a distribution system, will be paid overtime under the following rates:

The first two (2) hours after eight (8) regular hours Monday through Friday of overtime on a regular workday, shall be paid at one and one-half times the hourly rate of wage. All hours in excess of ten (10) hours will be at two (2) times the hourly rate of wage. The first eight (8) hours worked on Saturday will be paid at one and one-half (1-1/2) times the hourly rate of wage. All hours worked in excess of eight (8) hours on Saturday, and all hours worked on Sundays and holidays will be at the double the hourly rate of wage.

All overtime eligible hours performed on the above described work that is energized, shall be paid at the double the hourly rate of wage.

- E. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the hourly rate of wage. The Monday or Friday not utilized in the normal four-day, ten hour work week, and Saturday shall be paid at one and one half (1½) times the regular shift rate for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

- F. All hours worked between the hours of 6:00 pm and 6:00 am, Monday through Saturday, shall be paid at a premium rate of 20% over the hourly rate of wage. All hours worked on Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- G. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- H. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours worked, except Labor Day, and all hours on Sunday shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
- I. The First eight (8) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of eight (8) per day on Saturdays shall be paid at double the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- J. The first eight (8) hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of eight (8) hours on a Saturday shall be paid at double the hourly rate of wage. All hours worked over twelve (12) in a day, and all hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- K. All hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage, so long as Saturday is the sixth consecutive day worked. All hours worked over twelve (12) in a day Monday through Saturday, and all hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

4. L. The first twelve (12) hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on a Saturday in excess of twelve (12) hours shall be paid at double the hourly rate of pay. All hours worked over twelve (12) in a day Monday through Friday, and all hours worked on Sundays shall be paid at double the hourly rate of wage. All hours worked on a holiday shall be paid at one and one-half times the hourly rate of wage, except that all hours worked on Labor Day shall be paid at double the hourly rate of pay.
- M. All hours worked on Sunday and Holidays shall be paid at double the hourly rate. Any employee reporting to work less than nine (9) hours from their previous quitting time shall be paid for such time at time and one-half times the hourly rate.
- N. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays, and all work performed between the hours of midnight (12:00 AM) and eight AM (8:00 AM) every day shall be paid at double the hourly rate of wage.
- O. All hours worked between midnight Friday to midnight Sunday shall be paid at one and one-half the hourly rate of wage. After an employee has worked in excess of eight (8) continuous hours in any one or more calendar days, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of six (6) hours or more. All hours worked on Holidays shall be paid at double the hourly rate of wage.
- P. All hours worked on Holidays shall be paid at one and one-half times the hourly rate of wage.
- Q. The first four (4) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over twelve (12) hours Monday through Saturday shall be paid at double the hourly rate. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- R. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage, so long as Saturday is the sixth consecutive day worked. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- S. All hours worked on Saturdays and Holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays shall be paid at double the hourly rate of wage.
- T. The first two (2) hours of overtime for hours worked Monday-Friday shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day shall be paid at double the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage. For work on Saturday which is scheduled prior to the end of shift on Friday, the first six (6) hours work shall be paid at one and one-half times the hourly rate of wage, and all hours over (6) shall be paid double the hourly rate of wage. For work on Saturday which was assigned following the close of shift on Friday, all work shall be paid at double the hourly rate of wage.
- U. The first four (4) hours after eight (8) regular hours Monday through Friday and the first twelve (12) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. (Except on makeup days if work is lost due to inclement weather, then the first eight (8) hours on Saturday may be paid the regular rate.) All hours worked over twelve (12) hours Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

4. V. Work performed in excess of ten (10) hours of straight time per day when four ten (10) hour shifts are established or outside the normal shift (5 am to 6pm), and all work on Saturdays, except for make-up days shall be paid at time and one-half (1 ½) the straight time rate.

In the event the job is down due to weather conditions, then Saturday may, be worked as a voluntary make-up day at the straight time rate. However, Saturday shall not be utilized as a make-up day when a holiday falls on Friday. All work performed on Sundays and holidays and work in excess of twelve (12) hours per day shall be paid at double (2x) the straight time rate of pay.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

- W. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

- X. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage. Work performed outside the normal shift of 6 am to 6pm shall be paid at one and one-half the straight time rate, (except for special shifts or three shift operations). All work performed on Sundays and holidays shall be paid at double the hourly rate of wage. Shifts may be established when considered necessary by the Employer.

The Employer may establish shifts consisting of eight (8) or ten (10) hours of work (subject to WAC 296-127-022), that shall constitute a normal forty (40) hour work week. The Employer can change from a 5-eight to a 4-ten hour schedule or back to the other. All hours of work on these shifts shall be paid for at the straight time hourly rate. Work performed in excess of eight hours (or ten hours per day (subject to WAC 296-127-022) shall be paid at one and one-half the straight time rate.

When due to conditions beyond the control of the Employer, or when contract specifications require that work can only be performed outside the regular day shift, then by mutual agreement a special shift may be worked at the straight time rate, eight (8) hours work for eight (8) hours pay. The starting time shall be arranged to fit such conditions of work.

When an employee returns to work without at a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

Overtime Codes Continued

4. Y. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal shift, and all work on Saturdays shall be paid at time and one-half the straight time rate. All work performed after 6:00 pm Saturday to 6:00 am Monday and holidays shall be paid at double the straight time rate of pay.

Any shift starting between the hours of 6:00 pm and midnight shall receive an additional one dollar (\$1.00) per hour for all hours worked that shift.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

Holiday Codes

5. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, and Christmas Day (7).
- B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, the day before Christmas, and Christmas Day (8).
- C. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).
- D. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8).
- H. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Day after Thanksgiving Day, And Christmas (6).
- I. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6).
- J. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve Day, And Christmas Day (7).
- K. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, The Day Before Christmas, And Christmas Day (9).
- L. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (8).
- N. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, The Friday After Thanksgiving Day, And Christmas Day (9).
- P. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday And Saturday After Thanksgiving Day, The Day Before Christmas, And Christmas Day (9). If A Holiday Falls On Sunday, The Following Monday Shall Be Considered As A Holiday.
- Q. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6).

Holiday Codes Continued

5. R. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, One-Half Day Before Christmas Day, And Christmas Day. (7 1/2).
- S. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, And Christmas Day (7).
- T. Paid Holidays: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, Christmas Day, And The Day Before Or After Christmas (9).
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).
6. A. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).
- E. Paid Holidays: New Year's Day, Day Before Or After New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and a Half-Day On Christmas Eve Day. (9 1/2).
- G. Paid Holidays: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and Christmas Eve Day (11).
- H. Paid Holidays: New Year's Day, New Year's Eve Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, Christmas Day, The Day After Christmas, And A Floating Holiday (10).
- I. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, And Christmas Day (7).
- T. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Last Working Day Before Christmas Day, And Christmas Day (9).
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (7). If a holiday falls on Saturday, the preceding Friday shall be considered as the holiday. If a holiday falls on Sunday, the following Monday shall be considered as the holiday.
7. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any Holiday Which Falls On A Sunday Shall Be Observed As A Holiday On The Following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- C. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

Holiday Codes Continued

7. D. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8). Unpaid Holidays: President's Day. Any paid holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any paid holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- E. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- F. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the last working day before Christmas day and Christmas day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- G. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- H. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- I. Holidays: New Year's Day, President's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Day Before Christmas Day And Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- J. Holidays: New Year's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day (6). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- K. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- L. Holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving Day, the Last Work Day before Christmas Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- M. Paid Holidays: New Year's Day, The Day after or before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, And the Day after or before Christmas Day (10). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- N. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. When Christmas falls on a Saturday, the preceding Friday shall be observed as a holiday.
- P. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.

Holiday Codes Continued

7. Q. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- R. Paid Holidays: New Year's Day, the day after or before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and the day after or before Christmas Day (10). If any of the listed holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- S. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, the Day after Christmas, and A Floating Holiday (9). If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- T. Paid Holidays: New Year's Day, the Day after or before New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and The Day after or before Christmas Day. (10). If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- V. Holidays: New Year's Day, President's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, the day before or after Christmas, and the day before or after New Year's Day. If any of the above listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- W. Holidays: New Year's Day, Day After New Year's, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, the day after Christmas, the day before New Year's Day, and a Floating Holiday.
- X. Holidays: New Year's Day, Day before or after New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and the day before or after Christmas day. If a holiday falls on a Saturday or on a Friday that is the normal day off, then the holiday will be taken on the last normal workday. If the holiday falls on a Monday that is the normal day off or on a Sunday, then the holiday will be taken on the next normal workday.
- Y. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day. (8) If the holiday falls on a Sunday, then the day observed by the federal government shall be considered a holiday and compensated accordingly.
- Z. Holidays: New Year's Day, President's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
15. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the day before Christmas Day and Christmas Day. (8) Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- B. Holidays: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day. (9)
- C. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the day before Christmas Day and Christmas Day. (8)

Holiday Codes Continued

15. D. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, and the day after Christmas.
- E. Holidays: the day before New Years's Day, New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving Day, the day before Christmas, and Christmas Day. (12)

Note Codes

8. D. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.
- L. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$0.75, Level B: \$0.50, And Level C: \$0.25.
- M. Workers on hazmat projects receive additional hourly premiums as follows: Levels A & B: \$1.00, Levels C & D: \$0.50.
- N. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$1.00, Level B: \$0.75, Level C: \$0.50, And Level D: \$0.25.
- P. Workers on hazmat projects receive additional hourly premiums as follows -Class A Suit: \$2.00, Class B Suit: \$1.50, Class C Suit: \$1.00, And Class D Suit \$0.50.
- Q. The highest pressure registered on the gauge for an accumulated time of more than fifteen (15) minutes during the shift shall be used in determining the scale paid.
- S. Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.
- T. Effective August 31, 2012 – A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.
- U. Workers on hazmat projects receive additional hourly premiums as follows – Class A Suit: \$2.00, Class B Suit: \$1.50, And Class C Suit: \$1.00. Workers performing underground work receive an additional \$0.40 per hour for any and all work performed underground, including operating, servicing and repairing of equipment. The premium for underground work shall be paid for the entire shift worked. Workers who work suspended by a rope or cable receive an additional \$0.50 per hour. The premium for work suspended shall be paid for the entire shift worked. Workers who do “pioneer” work (break open a cut, build road, etc.) more than one hundred fifty (150) feet above grade elevation receive an additional \$0.50 per hour.

Note Codes Continued

8. V. In addition to the hourly wage and fringe benefits, the following depth and enclosure premiums shall be paid. The premiums are to be calculated for the maximum depth and distance into an enclosure that a diver reaches in a day. The premiums are to be paid one time for the day and are not used in calculating overtime pay.
- Depth premiums apply to depths of fifty feet or more. Over 50' to 100' - \$2.00 per foot for each foot over 50 feet. Over 101' to 150' - \$3.00 per foot for each foot over 101 feet. Over 151' to 220' - \$4.00 per foot for each foot over 220 feet. Over 221' - \$5.00 per foot for each foot over 221 feet.
- Enclosure premiums apply when divers enter enclosures (such as pipes or tunnels) where there is no vertical ascent and is measured by the distance travelled from the entrance. 25' to 300' - \$1.00 per foot from entrance. 300' to 600' - \$1.50 per foot beginning at 300'. Over 600' - \$2.00 per foot beginning at 600'.
- W. Meter Installers work on single phase 120/240V self-contained residential meters. The Lineman/Groundmen rates would apply to meters not fitting this description.
- X. Workers on hazmat projects receive additional hourly premiums as follows - Class A Suit: \$2.00, Class B Suit: \$1.50, Class C Suit: \$1.00, and Class D Suit: \$0.50. Special Shift Premium: Basic hourly rate plus \$2.00 per hour.
- When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that work can only be performed outside the normal 5 am to 6pm shift, then the special shift premium will be applied to the basic hourly rate. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in OT or Double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)
- Y. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay.
- Swinging Stage/Boatswains Chair: Employees working on a swinging state or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.
- Z. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.
- Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as a contractor), a government agency or the contract specifications require that more than (4) hours of a special shift can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they will be paid a special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

Note Codes Continued

9. A. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.

Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications require that more than four (4) hours of a special shift can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

Certified Crane Operator Premium: Crane operators requiring certifications shall be paid \$0.50 per hour above their classification rate.

Boom Pay Premium: All cranes including tower shall be paid as follows based on boom length:

(A) – 130' to 199' – \$0.50 per hour over their classification rate.

(B) – 200' to 299' – \$0.80 per hour over their classification rate.

(C) – 300' and over – \$1.00 per hour over their classification rate.

- B. The highest pressure registered on the gauge for an accumulated time of more than fifteen (15) minutes during the shift shall be used in determining the scale paid.

Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

- C. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. These classifications are only effective on or after August 31, 2012.

- D. Industrial Painter wages are required for painting within industrial facilities such as treatment plants, pipelines, towers, dams, bridges, power generation facilities and manufacturing facilities such as chemical plants, etc., or anywhere abrasive blasting is necessary to prepare surfaces, or hazardous materials encapsulation is required.

- E. Heavy Construction includes construction, repair, alteration or additions to the production, fabrication or manufacturing portions of industrial or manufacturing plants, hydroelectric or nuclear power plants and atomic reactor construction. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$1.00, Level B: \$0.75, Level C: \$0.50, And Level D: \$0.25.