
Appendix A

State Prevailing Wage Rates

State of Washington
Department of Labor & Industries
Prevailing Wage Section - Telephone 360-902-5335
PO Box 44540, Olympia, WA 98504-4540

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: 6/13/2023

<u>County</u>	<u>Trade</u>	<u>Job Classification</u>	<u>Wage</u>	<u>Holiday</u>	<u>Overtime</u>	<u>Note</u>	<u>*Risk Class</u>
Pierce	Cement Masons	Application of all Composition Mastic	\$70.09	15J	4U		View
Pierce	Cement Masons	Application of all Epoxy Material	\$69.59	15J	4U		View
Pierce	Cement Masons	Application of all Plastic Material	\$70.09	15J	4U		View
Pierce	Cement Masons	Application of Sealing Compound	\$69.59	15J	4U		View
Pierce	Cement Masons	Application of Underlayment	\$70.09	15J	4U		View
Pierce	Cement Masons	Building General	\$69.59	15J	4U		View
Pierce	Cement Masons	Composition or Kalman Floors	\$70.09	15J	4U		View
Pierce	Cement Masons	Concrete Paving	\$69.59	15J	4U		View
Pierce	Cement Masons	Curb & Gutter Machine	\$70.09	15J	4U		View
Pierce	Cement Masons	Curb & Gutter, Sidewalks	\$69.59	15J	4U		View
Pierce	Cement Masons	Curing Concrete	\$69.59	15J	4U		View
Pierce	Cement Masons	Finish Colored Concrete	\$70.09	15J	4U		View
Pierce	Cement Masons	Floor Grinding	\$70.09	15J	4U		View
Pierce	Cement Masons	Floor Grinding/Polisher	\$69.59	15J	4U		View
Pierce	Cement Masons	Green Concrete Saw, self-powered	\$70.09	15J	4U		View
Pierce	Cement Masons	Grouting of all Plates	\$69.59	15J	4U		View
Pierce	Cement Masons	Grouting of all Tilt-up Panels	\$69.59	15J	4U		View
Pierce	Cement Masons	Guniting Nozzleman	\$70.09	15J	4U		View
Pierce	Cement Masons	Hand Powered Grinder	\$70.09	15J	4U		View
Pierce	Cement Masons	Journey Level	\$69.59	15J	4U		View
Pierce	Cement Masons	Patching Concrete	\$69.59	15J	4U		View
Pierce	Cement Masons	Pneumatic Power Tools	\$70.09	15J	4U		View
Pierce	Cement Masons	Power Chipping & Brushing	\$70.09	15J	4U		View
Pierce	Cement Masons	Sand Blasting Architectural Finish	\$70.09	15J	4U		View
Pierce	Cement Masons	Screed & Rodding Machine	\$70.09	15J	4U		View

Pierce	Cement Masons	Spackling or Skim Coat Concrete	\$69.59	15J	4U		View
Pierce	Cement Masons	Troweling Machine Operator	\$70.09	15J	4U		View
Pierce	Cement Masons	Troweling Machine Operator on Colored Slabs	\$70.09	15J	4U		View
Pierce	Cement Masons	Tunnel Workers	\$70.09	15J	4U		View
Pierce	Electricians - Powerline Construction	Cable Splicer	\$93.00	5A	4D		View
Pierce	Electricians - Powerline Construction	Certified Line Welder	\$85.42	5A	4D		View
Pierce	Electricians - Powerline Construction	Groundperson	\$55.27	5A	4D		View
Pierce	Electricians - Powerline Construction	Heavy Line Equipment Operator	\$85.42	5A	4D		View
Pierce	Electricians - Powerline Construction	Journey Level Lineperson	\$85.42	5A	4D		View
Pierce	Electricians - Powerline Construction	Line Equipment Operator	\$73.35	5A	4D		View
Pierce	Electricians - Powerline Construction	Meter Installer	\$55.27	5A	4D	8W	View
Pierce	Electricians - Powerline Construction	Pole Sprayer	\$85.42	5A	4D		View
Pierce	Electricians - Powerline Construction	Powderperson	\$63.50	5A	4D		View
Pierce	Fabricated Precast Concrete Products	Journey Level	\$15.74		1		View
Pierce	Flaggers	Journey Level	\$48.14	15J	4V	8Y	View
Pierce	Laborers	Air, Gas Or Electric Vibrating Screed	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Airtrac Drill Operator	\$58.56	15J	4V	8Y	View
Pierce	Laborers	Ballast Regular Machine	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Batch Weighman	\$48.14	15J	4V	8Y	View
Pierce	Laborers	Brick Pavers	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Brush Cutter	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Brush Hog Feeder	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Burner	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Caisson Worker	\$58.56	15J	4V	8Y	View
Pierce	Laborers	Carpenter Tender	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Cement Dumper-paving	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Cement Finisher Tender	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Change House Or Dry Shack	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Chipping Gun (30 Lbs. And Over)	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Chipping Gun (Under 30 Lbs.)	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Choker Setter	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Chuck Tender	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Clary Power Spreader	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Clean-up Laborer	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Concrete Dumper/Chute Operator	\$57.84	15J	4V	8Y	View

Pierce	Laborers	Concrete Form Stripper	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Concrete Placement Crew	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Concrete Saw Operator/Core Driller	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Crusher Feeder	\$48.14	15J	4V	8Y	View
Pierce	Laborers	Curing Laborer	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Demolition: Wrecking & Moving (Incl. Charred Material)	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Ditch Digger	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Diver	\$58.56	15J	4V	8Y	View
Pierce	Laborers	Drill Operator (Hydraulic, Diamond)	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Dry Stack Walls	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Dump Person	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Epoxy Technician	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Erosion Control Worker	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Faller & Bucker Chain Saw	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Fine Graders	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Firewatch	\$48.14	15J	4V	8Y	View
Pierce	Laborers	Form Setter	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Gabian Basket Builders	\$56.80	15J	4V	8Y	View
Pierce	Laborers	General Laborer	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Grade Checker & Transit Person	\$59.85	15J	4V	8Y	View
Pierce	Laborers	Grinders	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Grout Machine Tender	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Groutmen (Pressure) Including Post Tension Beams	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Guardrail Erector	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Hazardous Waste Worker (Level A)	\$58.56	15J	4V	8Y	View
Pierce	Laborers	Hazardous Waste Worker (Level B)	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Hazardous Waste Worker (Level C)	\$56.80	15J	4V	8Y	View
Pierce	Laborers	High Scaler	\$58.56	15J	4V	8Y	View
Pierce	Laborers	Jackhammer	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Laserbeam Operator	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Maintenance Person	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Manhole Builder-Mudman	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Material Yard Person	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Mold Abatement Worker	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Motorman-Dinky Locomotive	\$59.95	15J	4V	8Y	View
Pierce	Laborers	nozzleman (concrete pump, green cutter when using combination of high pressure air & water on concrete & rock, sandblast, gunite, shotcrete, water blaster, vacuum blaster)	\$59.85	15J	4V	8Y	View
Pierce	Laborers	Pavement Breaker	\$57.84	15J	4V	8Y	View

Pierce	Laborers	Pilot Car	\$48.14	15J	4V	8Y	View
Pierce	Laborers	Pipe Layer (Lead)	\$59.85	15J	4V	8Y	View
Pierce	Laborers	Pipe Layer/Tailor	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Pipe Pot Tender	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Pipe Reliner	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Pipe Wrapper	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Pot Tender	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Powderman	\$58.56	15J	4V	8Y	View
Pierce	Laborers	Powderman's Helper	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Power Jacks	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Railroad Spike Puller - Power	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Raker - Asphalt	\$59.85	15J	4V	8Y	View
Pierce	Laborers	Re-timberman	\$58.56	15J	4V	8Y	View
Pierce	Laborers	Remote Equipment Operator	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Rigger/Signal Person	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Rip Rap Person	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Rivet Buster	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Rodder	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Scaffold Erector	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Scale Person	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Sloper (Over 20")	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Sloper Sprayer	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Spreader (Concrete)	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Stake Hopper	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Stock Piler	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Swinging Stage/Boatswain Chair	\$48.14	15J	4V	8Y	View
Pierce	Laborers	Tamper & Similar Electric, Air & Gas Operated Tools	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Tamper (Multiple & Self-propelled)	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Timber Person - Sewer (Lagger, Shorer & Cribber)	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Toolroom Person (at Jobsite)	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Topper	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Track Laborer	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Track Liner (Power)	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Traffic Control Laborer	\$51.48	15J	4V	9C	View
Pierce	Laborers	Traffic Control Supervisor	\$54.55	15J	4V	9C	View
Pierce	Laborers	Truck Spotter	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Tugger Operator	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Tunnel Work-Compressed Air Worker 0-30 psi	\$158.87	15J	4V	9B	View
Pierce	Laborers	Tunnel Work-Compressed Air Worker 30.01-44.00 psi	\$163.90	15J	4V	9B	View
Pierce	Laborers	Tunnel Work-Compressed Air Worker 44.01-54.00 psi	\$167.58	15J	4V	9B	View
Pierce	Laborers	Tunnel Work-Compressed Air Worker 54.01-60.00 psi	\$173.28	15J	4V	9B	View

Pierce	Laborers	Tunnel Work-Compressed Air Worker 60.01-64.00 psi	\$175.40	15J	4V	9B	View
Pierce	Laborers	Tunnel Work-Compressed Air Worker 64.01-68.00 psi	\$180.50	15J	4V	9B	View
Pierce	Laborers	Tunnel Work-Compressed Air Worker 68.01-70.00 psi	\$182.40	15J	4V	9B	View
Pierce	Laborers	Tunnel Work-Compressed Air Worker 70.01-72.00 psi	\$184.40	15J	4V	9B	View
Pierce	Laborers	Tunnel Work-Compressed Air Worker 72.01-74.00 psi	\$186.40	15J	4V	9B	View
Pierce	Laborers	Tunnel Work-Guage and Lock Tender	\$59.95	15J	4V	8Y	View
Pierce	Laborers	Tunnel Work-Miner	\$59.95	15J	4V	8Y	View
Pierce	Laborers	Vibrator	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Vinyl Seamer	\$56.80	15J	4V	8Y	View
Pierce	Laborers	Watchman	\$43.76	15J	4V	8Y	View
Pierce	Laborers	Welder	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Well Point Laborer	\$57.84	15J	4V	8Y	View
Pierce	Laborers	Window Washer/Cleaner	\$43.76	15J	4V	8Y	View
Pierce	Laborers - Underground Sewer & Water	General Laborer & Topman	\$56.80	15J	4V	8Y	View
Pierce	Laborers - Underground Sewer & Water	Pipe Layer	\$57.84	15J	4V	8Y	View
Pierce	Landscape Construction	Landscape Construction/Landscaping Or Planting Laborers	\$43.76	15J	4V	8Y	View
Pierce	Landscape Construction	Landscape Operator	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Asphalt Plant Operator	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Assistant Engineer	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators	Barrier Machine (zipper)	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Batch Plant Operator: Concrete	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Bobcat	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Brokk - Remote Demolition Equipment	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Brooms	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Bump Cutter	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Cableways	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Chipper	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Compressor	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Over 42m	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Concrete Finish Machine -laser Screed	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$76.56	15J	3K	8X	View

Pierce	Power Equipment Operators	Conveyors	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Cranes Friction: 200 tons and over	\$82.76	7A	11H	8X	View
Pierce	Power Equipment Operators	Cranes, A-frame: 10 tons and under	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators	Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments)	\$81.12	7A	11H	8X	View
Pierce	Power Equipment Operators	Cranes: 20 tons through 44 tons with attachments	\$79.62	7A	11H	8X	View
Pierce	Power Equipment Operators	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$81.97	7A	11H	8X	View
Pierce	Power Equipment Operators	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$82.76	7A	11H	8X	View
Pierce	Power Equipment Operators	Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments)	\$80.33	7A	11H	8X	View
Pierce	Power Equipment Operators	Cranes: Friction cranes through 199 tons	\$81.97	7A	11H	8X	View
Pierce	Power Equipment Operators	Cranes: through 19 tons with attachments, A-frame over 10 tons	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators	Crusher	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Deck Engineer/deck Winches (power)	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Derricks: on building work	\$80.33	7A	11H	8X	View
Pierce	Power Equipment Operators	Dozers D-9 & Under	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Drill Oilers: Auger Type, Truck Or Crane Mount	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Drilling Machine	\$78.03	15J	3K	8X	View
Pierce	Power Equipment Operators	Elevator and man-lift: permanent and shaft type	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Forklift: 3000 lbs and over with attachments	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators	Forklifts: under 3000 lbs. with attachments	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators	Grade Engineer: Using Blueprints, Cut Sheets,etc.	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Gradechecker/stakeman	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Guardrail punch/Auger	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Horizontal/directional Drill Locator	\$75.97	15J	3K	8X	View

Pierce	Power Equipment Operators	Horizontal/directional Drill Operator	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Hydralifts/boom trucks: 10 tons and under	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators	Hydralifts/boom trucks: over 10 tons	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators	Loader, Overhead 8 Yards. & Over	\$78.03	15J	3K	8X	View
Pierce	Power Equipment Operators	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Loaders, Overhead Under 6 Yards	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Loaders, Plant Feed	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Loaders: Elevating Type Belt	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Locomotives, All	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Material Transfer Device	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Mechanics: all (Leadmen - \$0.50 per hour over mechanic)	\$81.12	7A	11H	8X	View
Pierce	Power Equipment Operators	Motor patrol graders	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Outside Hoists (elevators and manlifts), Air Tuggers, Strato	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators	Overhead, bridge type Crane: 20 tons through 44 tons	\$79.62	7A	11H	8X	View
Pierce	Power Equipment Operators	Overhead, bridge type: 100 tons and over	\$81.12	7A	11H	8X	View
Pierce	Power Equipment Operators	Overhead, bridge type: 45 tons through 99 tons	\$80.33	7A	11H	8X	View
Pierce	Power Equipment Operators	Pavement Breaker	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Pile Driver (other Than Crane Mount)	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Plant Oiler - Asphalt, Crusher	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Posthole Digger, Mechanical	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Power Plant	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Pumps - Water	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Quad 9, HD 41, D10 And Over	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Quick Tower: no cab, under 100 feet in height based to boom	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Rigger and Bellman	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators	Rigger/Signal Person, Bellman(Certified)	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators	Rollagon	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Roller, Other Than Plant Mix	\$72.66	15J	3K	8X	View

Pierce	Power Equipment Operators	Roller, Plant Mix Or Multi-lift Materials	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Roto-mill, Roto-grinder	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Saws - Concrete	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Scraper, Self Propelled Under 45 Yards	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Scrapers - Concrete & Carry All	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Scrapers, Self-propelled: 45 Yards And Over	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Service Engineers: equipment	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators	Shotcrete/gunite Equipment	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoe, Tractors Under 15 Metric Tons	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$78.03	15J	3K	8X	View
Pierce	Power Equipment Operators	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$78.81	15J	3K	8X	View
Pierce	Power Equipment Operators	Slipform Pavers	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Spreader, Topsider & Screedman	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Subgrader Trimmer	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Tower Bucket Elevators	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Tower Crane: over 175' through 250' in height, base to boom	\$81.97	7A	11H	8X	View
Pierce	Power Equipment Operators	Tower crane: up to 175' in height base to boom	\$81.12	7A	11H	8X	View
Pierce	Power Equipment Operators	Tower Cranes: over 250' in height from base to boom.	\$82.76	7A	11H	8X	View
Pierce	Power Equipment Operators	Transporters, All Track Or Truck Type	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators	Trenching Machines	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators	Truck Crane Oiler/Driver: 100 tons and over	\$79.62	7A	11H	8X	View
Pierce	Power Equipment Operators	Truck crane oiler/driver: under 100 tons	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators	Truck Mount Portable Conveyor	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Vac Truck (Vactor Guzzler, Hydro Excavator)	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators	Welder	\$80.33	7A	11H	8X	View
Pierce	Power Equipment Operators	Wheel Tractors, Farmall Type	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators	Yo Yo Pay Dozer	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Asphalt Plant Operator	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Assistant Engineer	\$75.55	7A	11H	8X	View

Pierce	Power Equipment Operators-Underground Sewer & Water	Barrier Machine (zipper)	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Batch Plant Operator: Concrete	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Bobcat	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Brokk - Remote Demolition Equipment	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Brooms	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Bump Cutter	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cableways	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Chipper	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Compressor	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Concrete Pump: Truck Mount With Boom Attachment Over 42m	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Concrete Finish Machine -laser Screed	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Conveyors	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes Friction: 200 tons and over	\$82.76	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes, A-frame: 10 tons and under	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments)	\$81.12	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes: 20 tons through 44 tons with attachments	\$79.62	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$81.97	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$82.76	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments)	\$80.33	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes: Friction cranes through 199 tons	\$81.97	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Cranes: through 19 tons with attachments, A-frame over 10	\$79.00	7A	11H	8X	View

		tons					
Pierce	Power Equipment Operators-Underground Sewer & Water	Crusher	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Deck Engineer/deck Winches (power)	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Derricks: on building work	\$80.33	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Dozers D-9 & Under	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Drill Oilers: Auger Type, Truck Or Crane Mount	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Drilling Machine	\$78.03	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Elevator and man-lift: permanent and shaft type	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Forklift: 3000 lbs and over with attachments	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Forklifts: under 3000 lbs. with attachments	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Grade Engineer: Using Blueprints, Cut Sheets,etc.	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Gradechecker/stakeman	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Guardrail punch/Auger	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Horizontal/directional Drill Locator	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Horizontal/directional Drill Operator	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Hydralifts/boom trucks: 10 tons and under	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Hydralifts/boom trucks: over 10 tons	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Loader, Overhead 8 Yards. & Over	\$78.03	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Loaders, Overhead Under 6 Yards	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Loaders, Plant Feed	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Loaders: Elevating Type Belt	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Locomotives, All	\$76.56	15J	3K	8X	View

Pierce	Power Equipment Operators-Underground Sewer & Water	Material Transfer Device	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Mechanics: all (Leadmen - \$0.50 per hour over mechanic)	\$81.12	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Motor patrol graders	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Outside Hoists (elevators and manlifts), Air Tuggers, Strato	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Overhead, bridge type Crane: 20 tons through 44 tons	\$79.62	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Overhead, bridge type: 100 tons and over	\$81.12	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Overhead, bridge type: 45 tons through 99 tons	\$80.33	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Pavement Breaker	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Pile Driver (other Than Crane Mount)	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Plant Oiler - Asphalt, Crusher	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Posthole Digger, Mechanical	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Power Plant	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Pumps - Water	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Quad 9, HD 41, D10 And Over	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Quick Tower: no cab, under 100 feet in height based to boom	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Rigger and Bellman	\$75.55	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Rigger/Signal Person, Bellman(Certified)	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Rollagon	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Roller, Other Than Plant Mix	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Roller, Plant Mix Or Multi-lift Materials	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Roto-mill, Roto-grinder	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Saws - Concrete	\$75.97	15J	3K	8X	View

Pierce	Power Equipment Operators-Underground Sewer & Water	Scraper, Self Propelled Under 45 Yards	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Scrapers - Concrete & Carry All	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Scrapers, Self-propelled: 45 Yards And Over	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Service Engineers: equipment	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Shotcrete/gunite Equipment	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Shovel, Excavator, Backhoe, Tractors Under 15 Metric Tons	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$78.03	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Slipform Pavers	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Spreader, Topsider & Screedman	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Subgrader Trimmer	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Tower Bucket Elevators	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Tower Crane: over 175' through 250' in height, base to boom	\$81.97	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Tower crane: up to 175' in height base to boom	\$81.12	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Tower Cranes: over 250' in height from base to boom.	\$82.76	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Transporters, All Track Or Truck Type	\$77.24	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Trenching Machines	\$75.97	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Truck Crane Oiler/Driver: 100 tons and over	\$79.62	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Truck crane oiler/driver: under 100 tons	\$79.00	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Truck Mount Portable Conveyor	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Vac Truck (Vactor Guzzler, Hydro Excavator)	\$76.56	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Welder	\$80.33	7A	11H	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Wheel Tractors, Farmall Type	\$72.66	15J	3K	8X	View
Pierce	Power Equipment Operators-Underground Sewer & Water	Yo Yo Pay Dozer	\$76.56	15J	3K	8X	View

Pierce	Street And Parking Lot Sweeper Workers	Journey Level	\$21.69		1		View
Pierce	Surveyors	Assistant Construction Site Surveyor	\$79.00	7A	11H	8X	View
Pierce	Surveyors	Chainman	\$75.55	7A	11H	8X	View
Pierce	Surveyors	Construction Site Surveyor	\$80.33	7A	11H	8X	View
Pierce	Surveyors	Drone Operator (when used in conjunction with surveying work only)	\$75.55	7A	11H	8X	View
Pierce	Surveyors	Ground Penetrating Radar	\$75.55	7A	11H	8X	View
Pierce	Truck Drivers	Asphalt Mix Over 16 Yards	\$72.45	15J	11M	8L	View
Pierce	Truck Drivers	Asphalt Mix To 16 Yards	\$71.61	15J	11M	8L	View
Pierce	Truck Drivers	Dump Truck	\$71.61	15J	11M	8L	View
Pierce	Truck Drivers	Dump Truck & Trailer	\$72.45	15J	11M	8L	View
Pierce	Truck Drivers	Other Trucks	\$72.45	15J	11M	8L	View
Pierce	Truck Drivers - Ready Mix	Transit Mix	\$72.45	15J	11M	8L	View

Benefit Code Key – Effective 3/3/2023 thru 8/30/2023

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.
- 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.
- 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.
- M. This code appears to be missing. All hours worked on Saturdays, Sundays and holidays shall be paid at double 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.
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.
- 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.

Overtime Codes Continued

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
- 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.
- 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.
- 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.
- 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.

Overtime Codes Continued

4. 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.
- 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.
- 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.
- S. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, work performed in excess of (10) hours shall be paid at one and one half (1-1/2) times the hourly rate of pay. On Monday through Friday, work performed outside the normal work hours of 6:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations).

All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed 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.

Multiple Shift Operations: When the first shift of a multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. Special Shifts: The Special Shift Premium is the basic hourly rate of pay plus \$2.00 an 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 more than four (4) hours of a special shift can only be performed outside the normal 6am 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 the 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).

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.

- 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.

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

- C 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. All non-overtime and non-holiday hours worked between 4:00 pm and 5:00 am, Monday through Friday, shall be paid at a premium rate of 15% over the hourly rate of wage.

Overtime Codes Continued

11. D. 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.
- After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.
- E. The first two (2) hours after eight (8) regular hours Monday through Friday, the first ten (10) hours on Saturday, and the first ten (10) hours worked on Holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked over ten (10) hours Monday through Saturday, and Sundays shall be paid at double the hourly rate of wage.
- After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.
- F. 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-half times the hourly rate of wage 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.
- G. 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 nine (9) hours or more. When an employee returns to work without at least nine (9) 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 nine (9) hours rest period.
- H. 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 ten (10) hours or more. When an employee returns to work without at least ten (10) 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 ten (10) hours rest period.

Overtime Codes Continued

11. J. All hours worked on holidays shall be paid at double the hourly rate of wage.
- K. On Monday through Friday hours worked outside 4:00 am and 5:00 pm, and the first two (2) hours after eight (8) hours worked shall be paid at one and one-half times the hourly rate. All hours worked over 10 hours per day Monday through Friday, and all hours worked on Saturdays, Sundays, and Holidays worked shall be paid at double the hourly rate of wage.
- L. An employee working outside 5:00 am and 5:00 pm shall receive an additional two dollar (\$2.00) per hour for all hours worked that shift. All hours worked on holidays shall be paid at one and one-half 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.
- M. 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.
- Work performed outside the normal work hours of 5:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations). When the first shift of a multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that 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 of 5:00 am to 6:00 pm, then a special shift may be worked at the straight time rate, plus the shift pay premium when applicable. The starting time of work will be arranged to fit such conditions of work. Such shift shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten shifts.
- 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. All work performed after 6:00 pm Saturday to 5:00 am Monday, all work performed over twelve (12) hours, and all work performed on holidays shall be paid at double the straight time rate of pay.
- Shift Pay Premium: In an addition to any overtime already required, all hours worked between the hours of 6:00 pm and 5:00 am shall receive an additional two dollars (\$2.00) per hour.
- N. All work performed over twelve hours in a shift and all work performed on Sundays and Holidays shall be paid at double the straight time rate.
- Any time worked over eight (8) hours on Saturday shall be paid double the straight time rate, except employees assigned to work six 10-hour shifts per week shall be paid double the straight time rate for any time worked on Saturday over 10 hours.

Benefit Code Key – Effective 3/3/2023 thru 8/30/2023

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).
- 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).
- 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).
- 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. 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).

Holiday Codes Continued

6. 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.
- 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.

Holiday Codes Continued

7. 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.
- 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.
- 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.
- 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.
- 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, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, Christmas Eve, and Christmas Day (9). Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday. Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.

Holiday Codes Continued

15. G. New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, the last scheduled workday before Christmas, and Christmas Day (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.
- 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.

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.
- 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.

Note Codes Continued

8. 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.
- 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.

- F. Industrial Painter wages are required for painting within industrial facilities such as treatment plants, pipelines, towers, dams, 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.

Note Codes Continued

9. H. One (1) person crew shall consist of a Party Chief. (Total Station or similar one (1) person survey system). Two (2) person survey party shall consist of at least a Party Chief and a Chain Person. Three (3) person survey party shall consist of at least a Party Chief, an Instrument Person, and a Chain Person.