



190 Queen Anne Ave N
PO Box 19028
Seattle, WA 98109-1028

REQUEST FOR BIDS (by Fax)

Date: 11/16/18		To: Potential Bidders for SHA Solicitation #5144	
The work described below is subject to the conditions described on Attachment A, version 1 <input type="checkbox"/> version 2 <input checked="" type="checkbox"/>			
SHA Reference No.: 5144	(Federal Prevailing Wages) <u>Federal Wage Decision No.:</u>	OR	(State Prevailing Wages) <u>Date of State Prevailing Wage Schedule:</u> 12/3/18
Number of Calendar Days to Complete Work: 60	For Questions Contact: Louise Lauff	Phone No.: (206) 615-3376	FAX No.: (206) 615-3410
		E-mail: louise.lauff@seattlehousing.org	
Project Description / Scope of Work: <input checked="" type="checkbox"/> See Scope of Work attached. <input type="checkbox"/> See Scope of Work below. Roof and Gutter Cleaning at High Point North and High Point South Limited Partnerships (approx. 80 residences)			
PRE-BID SITE VISIT: N/A			
DEADLINE FOR QUESTIONS is Monday, November 26, 2018 no later than 1:00 PM. Email your questions to: Cindy.Sribhibhadh@seattlehousing.org			
BID DUE DATE AND TIME: Monday, December 3, 2018 by 1:00 p.m. The bidder is responsible for ensuring that its Bid is received prior to the deadline. Bids received after the deadline will not be considered. FAX YOUR BID TO: (206) 615-3410 or deliver to the address above.			
BIDDER ACKNOWLEDGES RECEIPT OF ADDENDA(S) NUMBER(S): _____			
BIDDER MUST COMPLETE THE INFORMATION BELOW. In addition, if bidder has never done business with SHA, it must submit a vendor fact sheet with its bid form. Bidder must also submit the required Section 3 forms with its bid form. <input checked="" type="checkbox"/> If checked, Bidder must complete the attached Detailed Bid Price Form and provide the total bid price below.			
<i>Basic Bid Price (without Sales Tax)</i> <i>Do Not Fill in Information Here</i> <i>Complete Attached Detail Bid Form</i>	<i>Sales Tax on Materials and Labor (see Attachment A)</i> <i>Do Not Fill in Information Here</i> <i>Complete Attached Detail Bid Form</i>	<i>Total Bid Price (with Sales Tax)</i> <i>Do Not Fill in Information Here</i> <i>Complete Attached Detail Bid Form</i>	
Bidder's Business Name:	Telephone No.:	E-Mail Address:	
Address:		City, State, Zip Code:	
Business Classification: <input type="checkbox"/> WBE <input type="checkbox"/> MBE <input type="checkbox"/> MWBE <input type="checkbox"/> Section 3		Contractor Registration No.:	
Signature:	Date:	Printed Name and Title of Person Signing Bid:	
By signing above, the Bidder acknowledges receipt of Attachment A and any addenda issued for this project, and proposes to furnish all material and labor and to perform all work described herein for the Bid Price noted above. The Bidder also certifies the following: to have personally and carefully evaluated the Project Description / Scope of Work and Attachment A, and to have a clear understanding of the same, including the requirement to pay prevailing wages.			
SHADED AREA FOR USE BY SHA ONLY: Use this form only for projects estimated to cost less than \$150,000			
Required Number of Bids to Solicit for Federally Funded projects: Less than \$2,000: 1 bid \$2,001-\$150,000: 3 bids			
Required Number of Bids to Solicit for Non-Federally Funded projects: Less than \$10,000: 1 bid \$10,001-\$150,000: 5 bids			
See Purchasing policies for solicitation of projects \$150,000 and above.			

Seattle Housing Authority Detailed Bid Price Form

Bidder's Check List

- 1) The total of the bid items below must equal the total bid price on the "Request for Bids (by Fax)" form.
- 2) A bid must be submitted for each item listed below.
- 3) The Bidder's Business Name must be filled in below.
- 4) This "Detailed Bid Price Form" must be returned with the "Request for Bids (by Fax)" form.
- 5) All sites and potential contract work is subject to availability of funds.
- 6) Addresses for all sites are provided on the attached list and a map is included for bidders' convenience.
- 7) The deductive alternate is required for all sites marked with an X on the attached list with addresses.

SHA Reference No: 5144	Project Title: Roof and Gutter Cleaning at High Point North Limited Partnership and High Point South Limited Partnership			
Bidder's Business Name:				
Item:	Description / Location	Basic Bid Price (without Sales Tax):	Sales Tax on Materials and Labor (see Attachment A, Version 2):	1A) Total Bid Price (with Sales Tax):
1	Roof and Gutter Cleaning at High Point North Limited Partnership & High Point South Limited Partnership (80 sites per attached list)	\$	\$	\$

Deductive Alternate:

Item:	Description / Location	Alternate Deduct Price (without Sales Tax):	Sales Tax on Materials and Labor (see Attachment A, Version 2):	2A) Total Alternate Deduct Price (with Sales Tax):	Total Bid Price (including Sales Tax) Item 1A Above With Alternate Deduct Item 2A Subtracted:
2	Roof and Gutter Cleaning at 61 Sites* High Point North Limited Partnership and High Point South Limited Partnership				\$

*The nineteen sites to be deducted for the deductive alternate are noted on the attached lists with an "X" or an *asterisk. They are: 5922, 5924, 5942, 5948, 5958, 5964, 5968, 5970, and 5976 on SW 32nd Street for the High Point North Limited Partnership properties and 6427, 6429, 6431, 6433, 6421, 6423, 6451 and 6438 on SW 30th Street for High Point South Limited Partnership.

HPN 39 Units

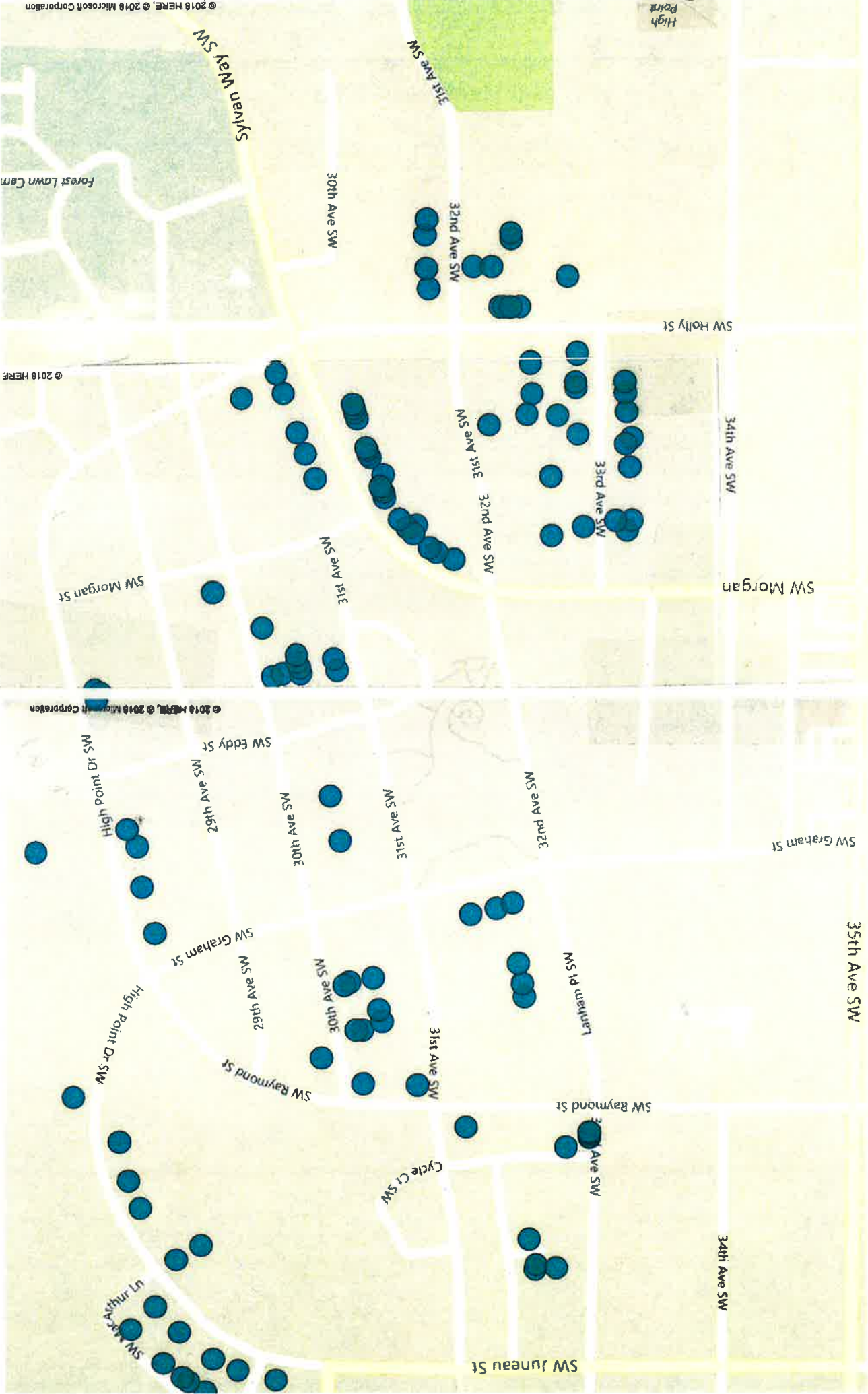
deduct for budgetary reason

Unit ID	Street Address	Description	
AK3118	3118 SW Graham Street	Roof/Moss	
AL3114	3114 SW Graham Street	Roof/Moss Light	
AM3108	3108 SW Graham Street	Roof/Moss Heavy	
BC5922	5922 SW 32nd Street	Roof/Moss Light	x
BC5924	5924 SW 32nd Street	Roof/Moss Moderate	x
BD5928	5928 SW 32nd Street	Roof/Moss Power Wash	x
BE5942	5942 SW 32nd Street	Roof/Moss Heavy	x
BE5948	5948 SW 32nd Street	Roof/Moss Light	x
BH5958	5958 SW 32nd Street	Roof/Moss Power Wash	x
BH5964	5964 SW 32nd Street	Roof/Moss Power Wash	x
BI5968	5968 SW 32nd Street	Roof/Moss Pine Needles	x
BJ5970	5970 SW 32nd Street	Roof/Moss Light	x
BK5976	5976 SW 32nd Street	Roof/Moss Power Wash	x
BS3104	3104 Raymond St	Roof/Moss/Moderate	
CB5910	5910 High Point DR	Roof/Moss/Heavy	
CC5918	5918 High Point DR	Roof/Moss/Heavy In Spots	
CK5924	5924 High Point DR	Roof/Moss/ Heavy On North Side	
CL5932	5932 High Point DR	Roof/Moss/Light	
CM5940	5940 High Point DR	Roof/Moss /Light	
CV5952	5952 SW 32nd Street	Roof/Moss Light	
EN6366	6366 High Point DR	Roof/Moss/Heavy	
HA6000	6000 High Point DR	Roof/Moss /Moderate	
JA5951	5951 High Point DR	Roof/Moss/Light	
JB5957	5957 High Point DR	Roof/Moss/Light	
JD5973	5973 High Point DR	Roof/Moss/Light	
JE5981	5981 High Point DR	Roof/Moss/Power Wash Front	
KI6301	6301 SW 29th Street	Roof/Moss Light	
LA3001	3001 Raymond St	Roof/Moss/Light	
LF6019	6019 SW 30th Street	Roof/Moss	
LF6023	6023 SW 30th Street	Roof /Moss Heavy	
LF6035	6035 SW 30th Street	Roof/Moss Heavy	
LG6011	6011 SW 30th Street	Roof/Moss	
LG6013	6013 SW 30th Street	Roof/Moss	
LH6039	6039 SW 30th Street	Roof/Moss Light	
LH6041	6041 SW 30th Street	Roof/Moss Light	
LI6000	6000 SW 31st Street	Roof/Moss /Pw	
LI6004	6004 SW 30th Street	Roof/Moss	
MA6319	6319 SW 30th Street	Roof/Moss Moderate Top 3	
MC6331	6331 SW 30th Street	Roof/Moss Light	

HPS 41 Units

deduct for budgetary reason

Unit ID	Street Address	Description	
ND6427	6427 SW 30th Street	Roof/Moss (Front) Light	*
ND6429	6429 SW 30th Street	Roof/Moss	*
ND6431	6431 SW 30th Street	Roof/Moss	*
ND6433	6433 SW 30th Street	Roof/Moss	*
NE6421	6421 SW 30th Street	Roof/Moss Pine Needles	*
NE6423	6423 SW 30th Street	Roof/Moss Light	*
NF6451	6451 SW 30th Street	Roof/Moss Pine Needles	*
OH6438	6438 SW 30th Street	Roof/Moss	*
PC6426	6426 SW 29th Street	Roof/Moss Light	*
PD6423	6423 High Point DR	Roof/Moss/Heavy	
PE6431	6431 High Point DR	Roof/Moss/Heavy	
PE6433	6433 High Point DR	Roof/Moss/Heavy	
QB6537	6537 Sylvan Way SW	Roof/Moss/Heavy	
QF6553	6553 Sylvan Way SW	Roof/Moss/Heavy	
QG6557	6557 Sylvan Way SW	Roof/Moss/Heavy	
RM3128	3128 SW Holly Street	Roof/Moss	
RN3120	3120 SW Holly Street	Roof/Moss	
RP6551	6551 Sylvan Way SW	Roof/Moss/Heavy	
SA6505	6505 Sylvan Way SW	Roof/Moss/Heavy	
SB6511	6511 Sylvan Way SW	Roof/Moss/Heavy	
SB6513	6513 Sylvan Way SW	Roof/Moss/Heavy	
SB6515	6515 Sylvan Way SW	Roof/Moss/Heavy	
SC6521	6521 Sylvan Way SW	Roof/Moss/Heavy	
SC6523	6523 Sylvan Way SW	Roof/Moss/Heavy	
SD6527	6527 Sylvan Way SW	Roof/Moss/Heavy	
SD6531	6531 Sylvan Way SW	Roof/Moss/Heavy	
SE6535	6535 Sylvan Way SW	Roof/Moss/Heavy	
SE6539	6539 Sylvan Way SW	Roof/Moss/Heavy	
SE6541	6541 Sylvan Way SW	Roof/Moss/Heavy	
SE6543	6543 SW 32nd Street	Roof/Moss	
SF6555	6555 Sylvan Way SW	Roof/Moss/Heavy	
SF6557	6557 High Point DR	Roof/Moss /Power Wash	
SG6567	6567 Sylvan Way SW	Roof/Moss/Heavy	
SG6569	6569 Sylvan Way SW	Roof/Moss/Heavy	
SG6571	6571 Sylvan Way SW	Roof/Moss/Heavy	
SG6573	6573 Sylvan Way SW	Roof/Moss/Heavy	
TB6538	6538 Sylvan Way SW	Roof/Moss/Heavy	
TC6544	6544 Sylvan Way SW	Roof/Moss/Heavy	
TD6550	6550 Sylvan Way SW	Roof/Moss/Heavy	
TF6564	6564 Sylvan Way SW	Roof/Moss/Heavy	
TG6568	6568 Sylvan Way SW	Roof/Moss/Heavy	



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Forest Lawn Cem

High Point

31st Ave SW

32nd Ave SW

30th Ave SW

32nd Ave SW

SW Holly St

34th Ave SW

NS Ave 191E

32nd Ave SW

33rd Ave SW

SW Morgan

NS Ave 191E

SW Morgan St

SW Graham St

35th Ave SW

32nd Ave SW

MS Ave 191E

30th Ave SW

SW Eddy St

High Point Dr SW

SW Graham St

MS Ave 191E

NS Ave 191E

31st Ave SW

SW Raymond St

MS Ave 191E

SW Raymond St

Cycle Ct SW

31st Ave SW

34th Ave SW

SW Juneau St

SW Juneau St

High Point North LP & High Point South LP Roof and Gutter Cleaning Services Scope

General Requirements:

- a. Provide all labor, material, supplies and equipment necessary to provide roof and gutter cleaning services described in these specification.
- b. All work shall be done in accordance with DOSH (Department of Safety and Health) practices. This includes but not limited to WAC 296-876 (Ladders, Portable and Fixed), WAC 296-807 (Portable Power Tools), WAC 296-155 (Fall Protection, Fall Restraint and Fall Arrest), WAC 296-800 (Personal Protective Equipment), WAC 296-869 (Elevating Work Platforms).
- c. At the beginning of the Contract, the Contractor shall submit a proposed schedule to accomplish the work indicated.
- d. All work shall be accomplished on a regularly scheduled basis during normal working hours (7:30 a.m. to 5:00 p.m., Monday through Friday, except holidays).
- e. After contract award and notice to proceed, the contractor has 60 days to complete the work.
- f. Contractor shall provide the name of their contact person who can be reached by phone during the hours of 7:30 a.m. through 5:00 p.m., Monday through Friday. This person shall have the authority to give supervisory instruction to the crew assigned to this Contract.
- g. Contractor shall also provide a contract phone number for 24-hour, 7-day emergency service, with a maximum response time of 12 hours.
- h. Contractor performance will be reviewed periodically for compliance with the terms of the Contract.

Scope:

One-time service for the addresses specified on the attached map of Rainier Vista.

1. Chemically treat moss and algae on roof. Then return to brush away dead moss and algae.
2. Apply environmentally safe treatment to retard moss and algae growth.
3. Flush and clean entire gutter system, including downspouts.
4. Clean up all job debris from job site – rinse down or blow off all debris.

Additional Services to be Provided as Needed

The following services are available for bid or time and materials upon the approval of Management and to be performed only after execution of an approved change order:

- a. Gutter system repairs.



VENDOR FACT SHEET

Return this Form TO: Seattle Housing Authority, Purchasing Division,
ATTN: **Louise Lauff**
190 Queen Anne Ave N, P.O Box 19028, Seattle WA 98109-1028

General Business Information:				For SHA Use Only:	
Name of Business, Organization, or Name of Person (if payment is to an individual):				JDE Vendor No.	
Mailing Address for Payments:					
City:		State:	Zip Code:	E-Mail Address:	
Telephone No.:		Fax No.:		DUNS No.:	
Washington UBI No.:		City of Seattle Business License No.:		Washington Contractor's License No.:	
President/General Manager:		Principal products and/or services offered:			
Type of Organization (check one):					
Individual <input type="checkbox"/>	Sole Proprietor <input type="checkbox"/>	Partnership <input type="checkbox"/>	Corporation <input type="checkbox"/>	Governmental Agency <input type="checkbox"/>	Other _____ <input type="checkbox"/>
Employee Tax ID No. (TIN) or Social Security No. (if Individual):					

Substitute IRS Form W-9 Certification:		
Under penalties of perjury, I hereby certify that the number shown on this form is my correct taxpayer identification number, <u>and</u> that I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, <u>and</u> I am a U.S. person (including a U.S. resident alien). Note: The Internal Revenue Service does not require your consent to any provision of this document other than the certifications required to avoid backup withholding.		
SIGN HERE →	Signature of U.S. Person	Date

Ownership Status (check all that apply):		Racial/Ethnic Status (check one):	
<input type="checkbox"/> MBE (Minority-Owned Business Enterprise)	<input type="checkbox"/> WBE (Women-Owned Business Enterprise)	<input type="checkbox"/> Caucasian (1)	<input type="checkbox"/> African American (2)
<input type="checkbox"/> MWBE (Minority / Women-Owned Business Enterprise)	<input type="checkbox"/> CBE (Combination Business Enterprise)	<input type="checkbox"/> Native American (3)	<input type="checkbox"/> Hispanic American (4)
<input type="checkbox"/> Small Business	<input type="checkbox"/> HUD Section 3 Business	<input type="checkbox"/> Asian/Pacific American (5)	<input type="checkbox"/> Hasidic Jews (6)
<input type="checkbox"/> Certified by OMWBE (Washington State Office of Minority and Women's Business Enterprises)			
<input type="checkbox"/> Self-Identified (SHA may request a signed statement re: self-certification)			

Method of Contract Payments: As outlined on the reverse side of this form, for contracts over one million dollars, SHA's method of contract payments is through an electronic virtual credit card issued by SHA's e-payables vendor, Bank of America. Unless SHA grants a waiver, Vendors will receive an enrollment form from SHA following issuance of a contract.

SIGN BELOW:	
Signature of Authorized Representative of Vendor:	Date:
By signing immediately above, the Vendor hereby represents the following:	
<p>a) The Vendor certifies that to the best of its knowledge and belief, neither it, nor any person/principal or firm which has an interest in the Vendor's firm, is ineligible to participate in a SHA contract, purchase order, direct pay or other transaction, pursuant to the Certification of Eligibility provision specified in the Vendor Fact Sheet Instructions, or;</p> <p>b) The Vendor will comply with SHA's General Terms and Conditions applicable to Purchase Orders, if the Vendor will be supplying goods and/or services through an SHA Purchase Order.</p>	
To obtain a copy of the General Terms and Conditions, call (206) 615-3379 or visit our Web site at https://www.seattlehousing.org/sites/default/files/Purchase_Orders_Terms_Conditions.pdf	

Vendor Fact Sheet Instructions

Thank you for your interest in doing business with the Seattle Housing Authority (SHA). We look forward to doing business with you. If you have any questions about completion of the Vendor Fact Sheet, please call us at (206) 615-3379.

In order for SHA to make payments to you or to procure goods or services from you, we need the information requested on the Vendor Fact Sheet, which also serves as a substitute IRS W-9 Form. The information about you will be entered into our computerized payment system and will allow us to make required reports to the Federal government about our business and payment transactions.

Substitute IRS Form W-9 Certification: In completing the Vendor Fact Sheet, you must sign the "Substitute IRS Form W-9 Certification" or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct taxpayer identification number to SHA, you must cross out the portion of the certification after the word "and" in line two, through the end of line five, before signing the form. Detailed instructions about IRS Form W-9 are included on the form, which may be obtained by calling our office at (206) 615-3379 or visiting the IRS web site at www.irs.gov.

Certification of Eligibility: In order to do business with SHA, the Vendor must be eligible to:

- 1) Be awarded contracts by any agency of the U.S. Government, HUD, or the State in which this Contract work is to be performed; or,
- 2) Participate in HUD programs pursuant to 24 CFR Part 24.

The websites to verify eligibility of the firm and its principals are: <https://www.sam.gov/portal/SAM> and http://portal.hud.gov/hudportal/HUD?src=/topics/limited_denials_of_participation. By signing the Vendor Fact Sheet, the Vendor understands that the certification of eligibility is a material representation of fact upon which reliance was placed when SHA agreed to enter into the transaction with the Vendor. SHA may require the Vendor to submit such certification on an annual basis depending on the terms of its contract or the frequency of its business transactions with SHA. If the Vendor subcontracts any portion of the work, the Vendor will be required to submit a similar certification of eligibility to SHA for any Vendor subcontracts. Any written contract executed between SHA and the Vendor shall include these provisions, which may also be referred to as Suspension/Debarment provisions.

Contract Payments: Unless SHA grants a waiver, its method of contract payment for contracts of one million or more is through its Bank of America e-payables program. Payments will be made electronically through a virtual Visa credit card. Benefits for using this method include reduced labor costs associated with the processing of checks and enhancing cash flow by eliminating float time associated with the mailing of checks. To learn more about the program, please click here or copy and paste the following URL into your browser: www.bankofamerica.com/epayablesvendors. For new vendors, SHA will automatically send an enrollment form upon contract award. If you have questions about the program, please contact Brenda Mix, SHA's Accounts Payable Manager, at 206-615-3421 or bmix@seattlehousing.org.

Small Businesses: The Vendor Fact Sheet also requests information about whether your business is owned and controlled by women or minorities, and/or is a small business. The following are definitions of these terms for your use. This information provides valuable information to SHA in its efforts to ensure its contracting program meets its diversity objectives and requirements.

- **WMBE:** Minority and women-owned business enterprises must either be self-identified or certified by, the Washington State Office of Women's and Minority Business Enterprises (OMWBE) to be at least fifty-one percent owned by women and/or minority group members.
- **Small Business:** A small business means a business concern, including its affiliates, that is independently owned and operated, not an affiliate or subsidiary of a business dominant in its field of operation, and qualified as a small business under the criteria and size standards in 13 CFR 121. Furthermore, a business is considered small according to the Small Business Administration's established guidelines provided to such businesses.
- **HUD Section 3 Business:** A business that is owned 51% or more by a Section 3 qualified person, or where 30% or more of the permanent, full-time employees of the business are Section 3 qualified persons, or where the business can provide evidence of a commitment to subcontract in excess of 25% of the amount of all subcontracts to other Section 3 certified businesses. A Section 3 qualified person must live in the metropolitan statistical areas identified on SHA's Section 3 form and whose income level meets or falls below the stated income limits.

Contract No. 5144

CONSTRUCTION AND MAINTENANCE SERVICES

for

Roof and Gutter Cleaning at High Point North Limited Partnership and High Point South Limited Partnership

This Contract is made and entered into as of the last signature date below between the Seattle Housing Authority, a public body corporate and politic, hereinafter referred to as "Owner," and *TO BE DETERMINED*, hereinafter referred to as the "Contractor." The Contractor and the Owner agree as follows:

SECTION 1: This Contract incorporates by reference and is subject to the following as though fully included herein, whether attached or not attached:

- The Contractor's response to the Request for Bids (by Fax) (attached)
- Attachment A, version 2 (attached)
- Technical scope of work included as part of the Request for Bids (by Fax)
- Owner's General Conditions
- Prevailing wage rates as established in State Prevailing Wage Schedule dated 11/20/18 (attached)

SECTION 2: The Contractor shall perform or cause to be performed all work and shall furnish or cause to be furnished all labor, materials, tools, and equipment necessary to complete the above-referenced project in strict accordance with the Contract Documents and documents described in Section 1 above for the following Contract Sum:

Base Bid	\$
Additive No.(s)	\$
Deductive No.(s)	\$
Subtotal	\$
Sales Tax	\$
Contract Sum	\$

SECTION 3: The Contractor shall begin the work of the Contract immediately after receipt of a written Notice to Proceed issued by the Owner, and to perform the work regularly and without interruption thereafter (unless the Owner shall otherwise, in writing, specifically direct) with such forces as necessary to complete said work in a manner acceptable to the owner within 60 consecutive calendar days from the date of the Notice to Proceed.

The parties have executed this Contract by having their authorized representatives sign below.

Seattle Housing Authority
190 Queen Anne Avenue North
P.O. Box 19028
Seattle, WA 98109-1028

By: _____
Date

By: _____
Date

Contracts & Procurement Manager

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: 12/3/2018

County	Trade	Job Classification	Wage	Holiday	Overtime	Note
King	Asbestos Abatement Workers	Journey Level	\$46.57	5D	1H	
King	Boilermakers	Journey Level	\$66.54	5N	1C	
King	Brick Mason	Journey Level	\$57.32	5A	1M	
King	Brick Mason	Pointer-Caulker-Cleaner	\$57.32	5A	1M	
King	Building Service Employees	Janitor	\$24.63	5S	2F	
King	Building Service Employees	Traveling Waxer/Shampooer	\$25.08	5S	2F	
King	Building Service Employees	Window Cleaner (Non-Scaffold)	\$28.13	5S	2F	
King	Building Service Employees	Window Cleaner (Scaffold)	\$29.03	5S	2F	
King	Cabinet Makers (In Shop)	Journey Level	\$22.74		1	
King	Carpenters	Acoustical Worker	\$60.04	5D	4C	
King	Carpenters	Bridge, Dock And Wharf Carpenters	\$60.04	5D	4C	
King	Carpenters	Carpenter	\$60.04	5D	4C	
King	Carpenters	Carpenters on Stationary Tools	\$60.17	5D	4C	
King	Carpenters	Creosoted Material	\$60.14	5D	4C	
King	Carpenters	Floor Finisher	\$60.04	5D	4C	
King	Carpenters	Floor Layer	\$60.04	5D	4C	
King	Carpenters	Scaffold Erector	\$60.04	5D	4C	
King	Cement Masons	Journey Level	\$60.07	7A	4U	
King	Divers & Tenders	Bell/Vehicle or Submersible Operator (Not Under Pressure)	\$113.60	5D	4C	
King	Divers & Tenders	Dive Supervisor/Master	\$76.33	5D	4C	
King	Divers & Tenders	Diver	\$113.60	5D	4C	8V
King	Divers & Tenders	Diver On Standby	\$71.33	5D	4C	
King	Divers & Tenders	Diver Tender	\$64.71	5D	4C	
King	Divers & Tenders	Manifold Operator	\$64.71	5D	4C	
King	Divers & Tenders	Manifold Operator Mixed Gas	\$69.71	5D	4C	
King	Divers & Tenders	Remote Operated Vehicle Operator/Technician	\$64.71	5D	4C	
King	Divers & Tenders		\$60.29	5A	4C	

		Remote Operated Vehicle Tender				
King	<u>Dredge Workers</u>	Assistant Engineer	\$56.44	<u>5D</u>	<u>3F</u>	
King	<u>Dredge Workers</u>	Assistant Mate (Deckhand)	\$56.00	<u>5D</u>	<u>3F</u>	
King	<u>Dredge Workers</u>	Boatmen	\$56.44	<u>5D</u>	<u>3F</u>	
King	<u>Dredge Workers</u>	Engineer Welder	\$57.51	<u>5D</u>	<u>3F</u>	
King	<u>Dredge Workers</u>	Leverman, Hydraulic	\$58.67	<u>5D</u>	<u>3F</u>	
King	<u>Dredge Workers</u>	Mates	\$56.44	<u>5D</u>	<u>3F</u>	
King	<u>Dredge Workers</u>	Oiler	\$56.00	<u>5D</u>	<u>3F</u>	
King	<u>Drywall Applicator</u>	Journey Level	\$58.48	<u>5D</u>	<u>1H</u>	
King	<u>Drywall Tapers</u>	Journey Level	\$59.32	<u>5P</u>	<u>1E</u>	
King	<u>Electrical Fixture Maintenance Workers</u>	Journey Level	\$28.99	<u>5L</u>	<u>1E</u>	
King	<u>Electricians - Inside</u>	Cable Splicer	\$77.51	<u>7C</u>	<u>4E</u>	
King	<u>Electricians - Inside</u>	Cable Splicer (tunnel)	\$82.84	<u>7C</u>	<u>4E</u>	
King	<u>Electricians - Inside</u>	Certified Welder	\$74.90	<u>7C</u>	<u>4E</u>	
King	<u>Electricians - Inside</u>	Certified Welder (tunnel)	\$80.37	<u>7C</u>	<u>4E</u>	
King	<u>Electricians - Inside</u>	Construction Stock Person	\$39.69	<u>7C</u>	<u>4E</u>	
King	<u>Electricians - Inside</u>	Journey Level	\$72.30	<u>7C</u>	<u>4E</u>	
King	<u>Electricians - Inside</u>	Journey Level (tunnel)	\$77.51	<u>7C</u>	<u>4E</u>	
King	<u>Electricians - Motor Shop</u>	Journey Level	\$45.08	<u>5A</u>	<u>1B</u>	
King	<u>Electricians - Powerline Construction</u>	Cable Splicer	\$79.43	<u>5A</u>	<u>4D</u>	
King	<u>Electricians - Powerline Construction</u>	Certified Line Welder	\$69.75	<u>5A</u>	<u>4D</u>	
King	<u>Electricians - Powerline Construction</u>	Groundperson	\$46.28	<u>5A</u>	<u>4D</u>	
King	<u>Electricians - Powerline Construction</u>	Heavy Line Equipment Operator	\$69.75	<u>5A</u>	<u>4D</u>	
King	<u>Electricians - Powerline Construction</u>	Journey Level Lineperson	\$69.75	<u>5A</u>	<u>4D</u>	
King	<u>Electricians - Powerline Construction</u>	Line Equipment Operator	\$59.01	<u>5A</u>	<u>4D</u>	
King	<u>Electricians - Powerline Construction</u>	Meter Installer	\$46.28	<u>5A</u>	<u>4D</u>	<u>8W</u>
King	<u>Electricians - Powerline Construction</u>	Pole Sprayer	\$69.75	<u>5A</u>	<u>4D</u>	
King	<u>Electricians - Powerline Construction</u>	Powderperson	\$52.20	<u>5A</u>	<u>4D</u>	
King	<u>Electronic Technicians</u>	Journey Level	\$48.06	<u>7E</u>	<u>1E</u>	
King	<u>Elevator Constructors</u>	Mechanic	\$91.24	<u>7D</u>	<u>4A</u>	
King	<u>Elevator Constructors</u>	Mechanic In Charge	\$98.51	<u>7D</u>	<u>4A</u>	
King	<u>Fabricated Precast Concrete Products</u>	All Classifications - In-Factory Work Only	\$17.72	<u>5B</u>	<u>1R</u>	
King	<u>Fence Erectors</u>	Fence Erector	\$41.45	<u>7A</u>	<u>3I</u>	
King	<u>Fence Erectors</u>	Fence Laborer	\$41.45	<u>7A</u>	<u>3I</u>	
King	<u>Flaggers</u>	Journey Level	\$41.45	<u>7A</u>	<u>3I</u>	
King	<u>Glaziers</u>	Journey Level	\$63.06	<u>7L</u>	<u>1Y</u>	

King	Heat & Frost Insulators And Asbestos Workers	Journeyman	\$73.58	5J	4H
King	Heating Equipment Mechanics	Journey Level	\$82.51	7F	1E
King	Hod Carriers & Mason Tenders	Journey Level	\$50.42	7A	3I
King	Industrial Power Vacuum Cleaner	Journey Level	\$11.50		1
King	Inland Boatmen	Boat Operator	\$61.41	5B	1K
King	Inland Boatmen	Cook	\$56.48	5B	1K
King	Inland Boatmen	Deckhand	\$57.48	5B	1K
King	Inland Boatmen	Deckhand Engineer	\$58.81	5B	1K
King	Inland Boatmen	Launch Operator	\$58.89	5B	1K
King	Inland Boatmen	Mate	\$57.31	5B	1K
King	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Cleaner Operator, Foamer Operator	\$31.49		1
King	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Grout Truck Operator	\$11.50		1
King	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Head Operator	\$24.91		1
King	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Technician	\$19.33		1
King	Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Tv Truck Operator	\$20.45		1
King	Insulation Applicators	Journey Level	\$60.04	5D	4C
King	Ironworkers	Journeyman	\$69.28	7N	1O
King	Laborers	Air, Gas Or Electric Vibrating Screed	\$48.90	7A	3I
King	Laborers	Airtrac Drill Operator	\$50.42	7A	3I
King	Laborers	Ballast Regular Machine	\$48.90	7A	3I
King	Laborers	Batch Weighman	\$41.45	7A	3I
King	Laborers	Brick Pavers	\$48.90	7A	3I
King	Laborers	Brush Cutter	\$48.90	7A	3I
King	Laborers	Brush Hog Feeder	\$48.90	7A	3I
King	Laborers	Burner	\$48.90	7A	3I
King	Laborers	Caisson Worker	\$50.42	7A	3I
King	Laborers	Carpenter Tender	\$48.90	7A	3I
King	Laborers	Caulker	\$48.90	7A	3I
King	Laborers	Cement Dumper-paving	\$49.81	7A	3I
King	Laborers	Cement Finisher Tender	\$48.90	7A	3I
King	Laborers	Change House Or Dry Shack	\$48.90	7A	3I
King	Laborers	Chipping Gun (under 30 Lbs.)	\$48.90	7A	3I
King	Laborers	Chipping Gun(30 Lbs. And Over)	\$49.81	7A	3I
King	Laborers	Choker Setter	\$48.90	7A	3I

King	<u>Laborers</u>	Chuck Tender	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Clary Power Spreader	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Clean-up Laborer	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Concrete Dumper/chute Operator	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Concrete Form Stripper	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Concrete Placement Crew	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Concrete Saw Operator/core Driller	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Crusher Feeder	\$41.45	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Curing Laborer	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Demolition: Wrecking & Moving (incl. Charred Material)	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Ditch Digger	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Diver	\$50.42	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Drill Operator (hydraulic, diamond)	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Dry Stack Walls	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Dump Person	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Epoxy Technician	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Erosion Control Worker	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Faller & Bucker Chain Saw	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Fine Graders	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Firewatch	\$41.45	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Form Setter	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Gabian Basket Builders	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	General Laborer	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Grade Checker & Transit Person	\$50.42	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Grinders	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Grout Machine Tender	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Groutmen (pressure)including Post Tension Beams	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Guardrail Erector	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Hazardous Waste Worker (level A)	\$50.42	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Hazardous Waste Worker (level B)	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Hazardous Waste Worker (level C)	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	High Scaler	\$50.42	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Jackhammer	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Laserbeam Operator	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Maintenance Person	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Manhole Builder-mudman	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Material Yard Person	\$48.90	<u>7A</u>	<u>3I</u>	

King	Laborers	Motorman-dinky Locomotive	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Nozzleman (concrete Pump, Green Cutter When Using Combination Of High Pressure Air & Water On Concrete & Rock, Sandblast, Gunite, Shotcrete, Water Bla	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Pavement Breaker	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Pilot Car	\$41.45	<u>7A</u>	<u>3I</u>	
King	Laborers	Pipe Layer Lead	\$50.42	<u>7A</u>	<u>3I</u>	
King	Laborers	Pipe Layer/tailor	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Pipe Pot Tender	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Pipe Reliner	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Pipe Wrapper	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Pot Tender	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Powderman	\$50.42	<u>7A</u>	<u>3I</u>	
King	Laborers	Powderman's Helper	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Power Jacks	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Railroad Spike Puller - Power	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Raker - Asphalt	\$50.42	<u>7A</u>	<u>3I</u>	
King	Laborers	Re-timberman	\$50.42	<u>7A</u>	<u>3I</u>	
King	Laborers	Remote Equipment Operator	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Rigger/signal Person	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Rip Rap Person	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Rivet Buster	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Rodder	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Scaffold Erector	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Scale Person	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Sloper (over 20")	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Sloper Sprayer	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Spreader (concrete)	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Stake Hopper	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Stock Piler	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Tamper & Similar Electric, Air & Gas Operated Tools	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Tamper (multiple & Self-propelled)	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Timber Person - Sewer (lagger, Shorer & Cribber)	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Toolroom Person (at Jobsite)	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Topper	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Track Laborer	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Track Liner (power)	\$49.81	<u>7A</u>	<u>3I</u>	
King	Laborers	Traffic Control Laborer	\$44.33	<u>7A</u>	<u>3I</u>	<u>8R</u>
King	Laborers	Traffic Control Supervisor	\$44.33	<u>7A</u>	<u>3I</u>	<u>8R</u>
King	Laborers	Truck Spotter	\$48.90	<u>7A</u>	<u>3I</u>	
King	Laborers	Tugger Operator	\$49.81	<u>7A</u>	<u>3I</u>	

King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 0-30 psi	\$107.60	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 30.01-44.00 psi	\$112.63	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 44.01-54.00 psi	\$116.31	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 54.01-60.00 psi	\$122.01	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 60.01-64.00 psi	\$124.13	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 64.01-68.00 psi	\$129.23	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 68.01-70.00 psi	\$131.13	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 70.01-72.00 psi	\$133.13	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Compressed Air Worker 72.01-74.00 psi	\$135.13	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Guage and Lock Tender	\$50.52	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Tunnel Work-Miner	\$50.52	<u>7A</u>	<u>3I</u>	<u>8Q</u>
King	<u>Laborers</u>	Vibrator	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Vinyl Seamer	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Watchman	\$37.67	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Welder	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Well Point Laborer	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Laborers</u>	Window Washer/cleaner	\$37.67	<u>7A</u>	<u>3I</u>	
King	<u>Laborers - Underground Sewer & Water</u>	General Laborer & Topman	\$48.90	<u>7A</u>	<u>3I</u>	
King	<u>Laborers - Underground Sewer & Water</u>	Pipe Layer	\$49.81	<u>7A</u>	<u>3I</u>	
King	<u>Landscape Construction</u>	Landscape Laborer	\$37.67	<u>7A</u>	<u>3I</u>	
King	<u>Landscape Construction</u>	Landscape Operator	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Lathers</u>	Journey Level	\$58.48	<u>5D</u>	<u>1H</u>	
King	<u>Marble Setters</u>	Journey Level	\$57.32	<u>5A</u>	<u>1M</u>	
King	<u>Metal Fabrication (In Shop)</u>	Fitter	\$15.86		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Laborer	\$11.50		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Machine Operator	\$13.04		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Painter	\$11.50		<u>1</u>	
King	<u>Metal Fabrication (In Shop)</u>	Welder	\$15.48		<u>1</u>	
King	<u>Millwright</u>	Journey Level	\$61.54	<u>5D</u>	<u>4C</u>	
King	<u>Modular Buildings</u>	Cabinet Assembly	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Electrician	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Equipment Maintenance	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Plumber	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Production Worker	\$11.50		<u>1</u>	
King	<u>Modular Buildings</u>	Tool Maintenance	\$11.56		<u>1</u>	
King	<u>Modular Buildings</u>	Utility Person	\$11.56		<u>1</u>	

King	Modular Buildings	Welder	\$11.56		<u>1</u>	
King	Painters	Journey Level	\$42.50	<u>6Z</u>	<u>2B</u>	
King	Pile Driver	Crew Tender	\$54.99	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 0-30.00 PSI	\$74.87	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 30.01 - 44.00 PSI	\$79.87	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 44.01 - 54.00 PSI	\$83.87	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 54.01 - 60.00 PSI	\$88.87	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 60.01 - 64.00 PSI	\$91.37	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 64.01 - 68.00 PSI	\$96.37	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 68.01 - 70.00 PSI	\$98.37	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 70.01 - 72.00 PSI	\$100.37	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Hyperbaric Worker - Compressed Air Worker 72.01 - 74.00 PSI	\$102.37	<u>5D</u>	<u>4C</u>	
King	Pile Driver	Journey Level	\$60.29	<u>5D</u>	<u>4C</u>	
King	Plasterers	Journey Level	\$56.54	<u>7Q</u>	<u>1R</u>	
King	Playground & Park Equipment Installers	Journey Level	\$11.50		<u>1</u>	
King	Plumbers & Pipefitters	Journey Level	\$83.69	<u>6Z</u>	<u>1G</u>	
King	Power Equipment Operators	Asphalt Plant Operators	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Assistant Engineer	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Barrier Machine (zipper)	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Batch Plant Operator, Concrete	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Bobcat	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Brokk - Remote Demolition Equipment	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Brooms	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Bump Cutter	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Cableways	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Chipper	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators	Compressor	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	Power Equipment Operators		\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>

		Concrete Pump: Truck Mount With Boom Attachment Over 42 M				
King	<u>Power Equipment Operators</u>	Concrete Finish Machine -laser Screed	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure.	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Conveyors	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes Friction: 200 tons and over	\$62.33	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 20 Tons Through 44 Tons With Attachments	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 100 Tons Through 199 Tons, Or 150' Of Boom (Including Jib With Attachments)	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$61.72	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$62.33	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: 45 Tons Through 99 Tons, Under 150' Of Boom (including Jib With Attachments)	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: A-frame - 10 Tons And Under	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Friction cranes through 199 tons	\$61.72	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Cranes: Through 19 Tons With Attachments A-frame Over 10 Tons	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Crusher	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Deck Engineer/deck Winches (power)	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Derricks, On Building Work	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Dozers D-9 & Under	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Drill Oilers: Auger Type, Truck Or Crane Mount	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Drilling Machine	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Elevator And Man-lift: Permanent And Shaft Type	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Forklift: 3000 Lbs And Over With Attachments	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	<u>Power Equipment Operators</u>	Forklifts: Under 3000 Lbs. With Attachments	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Gradechecker/stakeman	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Guardrail Punch	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Horizontal/directional Drill Locator	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Horizontal/directional Drill Operator	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hydralifts/boom Trucks Over 10 Tons	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Hydralifts/boom Trucks, 10 Tons And Under	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loader, Overhead 8 Yards. & Over	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders, Overhead Under 6 Yards	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders, Plant Feed	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Loaders: Elevating Type Belt	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Locomotives, All	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Material Transfer Device	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Mechanics, All (leadmen - \$0.50 Per Hour Over Mechanic)	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Motor Patrol Graders	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Outside Hoists (elevators And Manlifts), Air Tuggers, strato	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type: 100 Tons And Over	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Overhead, Bridge Type: 45 Tons Through 99 Tons	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pavement Breaker	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pile Driver (other Than Crane Mount)	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	<u>Power Equipment Operators</u>	Plant Oiler - Asphalt, Crusher	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Posthole Digger, Mechanical	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Power Plant	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Pumps - Water	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Quad 9, Hd 41, D10 And Over	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Quick Tower - No Cab, Under 100 Feet In Height Based To Boom	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Rigger And Bellman	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Rigger/Signal Person, Bellman (Certified)	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Rollagon	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roller, Other Than Plant Mix	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roller, Plant Mix Or Multi-lift Materials	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Roto-mill, Roto-grinder	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Saws - Concrete	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scraper, Self Propelled Under 45 Yards	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scrapers - Concrete & Carry All	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Scrapers, Self-propelled: 45 Yards And Over	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Service Engineers - Equipment	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shotcrete/gunite Equipment	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel , Excavator, Backhoe, Tractors Under 15 Metric Tons.	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$61.72	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Slipform Pavers	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Spreader, Topsider & Screedman	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Subgrader Trimmer	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Tower Bucket Elevators	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Tower Crane Up To 175' In Height Base To Boom	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>		\$61.72	<u>7A</u>	<u>3C</u>	<u>8P</u>

		Tower Crane: over 175' through 250' in height, base to boom				
King	<u>Power Equipment Operators</u>	Tower Cranes: over 250' in height from base to boom	\$62.33	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Transporters, All Track Or Truck Type	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Trenching Machines	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Truck Crane Oiler/driver - 100 Tons And Over	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Truck Crane Oiler/driver Under 100 Tons	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Truck Mount Portable Conveyor	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Welder	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Wheel Tractors, Farmall Type	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators</u>	Yo Yo Pay Dozer	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Asphalt Plant Operators	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Assistant Engineer	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Barrier Machine (zipper)	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Batch Plant Operator, Concrete	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Bobcat	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Brokk - Remote Demolition Equipment	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Brooms	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Bump Cutter	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cableways	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Chipper	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Compressor	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Concrete Pump: Truck Mount With Boom Attachment Over 42 M	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Concrete Finish Machine -laser Screed	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure.	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King		Conveyors	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>

	<u>Power Equipment Operators- Underground Sewer & Water</u>					
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes Friction: 200 tons and over	\$62.33	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes: 20 Tons Through 44 Tons With Attachments	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes: 100 Tons Through 199 Tons, Or 150' Of Boom (Including Jib With Attachments)	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$61.72	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$62.33	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes: 45 Tons Through 99 Tons, Under 150' Of Boom (including Jib With Attachments)	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes: A-frame - 10 Tons And Under	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes: Friction cranes through 199 tons	\$61.72	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Cranes: Through 19 Tons With Attachments A-frame Over 10 Tons	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Crusher	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Deck Engineer/deck Winches (power)	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Derricks, On Building Work	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Dozers D-9 & Under	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Drill Oilers: Auger Type, Truck Or Crane Mount	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Drilling Machine	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Elevator And Man-lift: Permanent And Shaft Type	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Forklift: 3000 Lbs And Over With Attachments	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Forklifts: Under 3000 Lbs. With Attachments	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Gradechecker/stakeman	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>

King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Guardrail Punch	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Horizontal/directional Drill Locator	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Horizontal/directional Drill Operator	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Hydralifts/boom Trucks Over 10 Tons	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Hydralifts/boom Trucks, 10 Tons And Under	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Loader, Overhead 8 Yards. & Over	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Loaders, Overhead Under 6 Yards	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Loaders, Plant Feed	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Loaders: Elevating Type Belt	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Locomotives, All	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Material Transfer Device	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Mechanics, All (leadmen - \$0.50 Per Hour Over Mechanic)	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Motor Patrol Graders	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Outside Hoists (elevators And Manlifts), Air Tuggers, strato	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Overhead, Bridge Type Crane: 20 Tons Through 44 Tons	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Overhead, Bridge Type: 100 Tons And Over	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Overhead, Bridge Type: 45 Tons Through 99 Tons	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Pavement Breaker	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King			\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>

	<u>Power Equipment Operators- Underground Sewer & Water</u>	Pile Driver (other Than Crane Mount)				
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Plant Oiler - Asphalt, Crusher	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Posthole Digger, Mechanical	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Power Plant	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Pumps - Water	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Quad 9, Hd 41, D10 And Over	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Quick Tower - No Cab, Under 100 Feet In Height Based To Boom	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Rigger And Bellman	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Rigger/Signal Person, Bellman (Certified)	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Rollagon	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Roller, Other Than Plant Mix	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Roller, Plant Mix Or Multi-lift Materials	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Roto-mill, Roto-grinder	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Saws - Concrete	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Scraper, Self Propelled Under 45 Yards	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Scrapers - Concrete & Carry All	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Scrapers, Self-propelled: 45 Yards And Over	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Service Engineers - Equipment	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Shotcrete/gunite Equipment	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Shovel , Excavator, Backhoe, Tractors Under 15 Metric Tons.	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>		\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>

		Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons				
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$61.72	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Slipform Pavers	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Spreader, Topside & Screedman	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Subgrader Trimmer	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Tower Bucket Elevators	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Tower Crane Up To 175' In Height Base To Boom	\$61.10	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Tower Crane: over 175' through 250' in height, base to boom	\$61.72	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Tower Cranes: over 250' in height from base to boom	\$62.33	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Transporters, All Track Or Truck Type	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Trenching Machines	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Truck Crane Oiler/driver - 100 Tons And Over	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Truck Crane Oiler/driver Under 100 Tons	\$59.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Truck Mount Portable Conveyor	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Welder	\$60.49	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Wheel Tractors, Farmall Type	\$56.90	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Equipment Operators- Underground Sewer & Water</u>	Yo Yo Pay Dozer	\$59.96	<u>7A</u>	<u>3C</u>	<u>8P</u>
King	<u>Power Line Clearance Tree Trimmers</u>	Journey Level In Charge	\$49.96	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Spray Person	\$47.37	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Equipment Operator	\$49.96	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Trimmer	\$44.57	<u>5A</u>	<u>4A</u>	
King	<u>Power Line Clearance Tree Trimmers</u>	Tree Trimmer Groundperson	\$33.60	<u>5A</u>	<u>4A</u>	
King	<u>Refrigeration & Air Conditioning Mechanics</u>	Journey Level	\$79.51	<u>6Z</u>	<u>1G</u>	
King	<u>Residential Brick Mason</u>	Journey Level	\$57.32	<u>5A</u>	<u>1M</u>	
King	<u>Residential Carpenters</u>	Journey Level	\$45.05	<u>5D</u>	<u>4C</u>	
King	<u>Residential Cement Masons</u>	Journey Level	\$60.07	<u>7A</u>	<u>4U</u>	

King	<u>Residential Drywall Applicators</u>	Journey Level	\$45.05	<u>5D</u>	<u>4C</u>
King	<u>Residential Drywall Tapers</u>	Journey Level	\$45.19	<u>5P</u>	<u>1E</u>
King	<u>Residential Electricians</u>	Journey Level	\$37.26	<u>5Q</u>	<u>2O</u>
King	<u>Residential Glaziers</u>	Journey Level	\$42.05	<u>7L</u>	<u>1H</u>
King	<u>Residential Insulation Applicators</u>	Journey Level	\$45.05	<u>5D</u>	<u>4C</u>
King	<u>Residential Laborers</u>	Journey Level	\$36.68	<u>7A</u>	<u>1H</u>
King	<u>Residential Marble Setters</u>	Journey Level	\$57.32	<u>5A</u>	<u>1M</u>
King	<u>Residential Painters</u>	Journey Level	\$42.50	<u>6Z</u>	<u>2B</u>
King	<u>Residential Plumbers & Pipefitters</u>	Journey Level	\$51.37	<u>5A</u>	<u>1G</u>
King	<u>Residential Refrigeration & Air Conditioning Mechanics</u>	Journey Level	\$51.37	<u>5A</u>	<u>1G</u>
King	<u>Residential Sheet Metal Workers</u>	Journey Level (Field or Shop)	\$50.01	<u>7F</u>	<u>1R</u>
King	<u>Residential Soft Floor Layers</u>	Journey Level	\$49.43	<u>5A</u>	<u>3J</u>
King	<u>Residential Sprinkler Fitters (Fire Protection)</u>	Journey Level	\$46.58	<u>5C</u>	<u>2R</u>
King	<u>Residential Stone Masons</u>	Journey Level	\$57.32	<u>5A</u>	<u>1M</u>
King	<u>Residential Terrazzo Workers</u>	Journey Level	\$52.61	<u>5A</u>	<u>1M</u>
King	<u>Residential Terrazzo/Tile Finishers</u>	Journey Level	\$43.44	<u>5A</u>	<u>1B</u>
King	<u>Residential Tile Setters</u>	Journey Level	\$52.61	<u>5A</u>	<u>1M</u>
King	<u>Roofers</u>	Journey Level	\$51.52	<u>5A</u>	<u>3H</u>
King	<u>Roofers</u>	Using Irritable Bituminous Materials	\$54.52	<u>5A</u>	<u>3H</u>
King	<u>Sheet Metal Workers</u>	Journey Level (Field or Shop)	\$82.51	<u>7F</u>	<u>1E</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Boilermaker	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Carpenter	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Crane Operator	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Electrician	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Heat & Frost Insulator	\$73.58	<u>5J</u>	<u>4H</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Laborer	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Machinist	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Operating Engineer	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Painter	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Pipefitter	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Rigger	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Sheet Metal	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Shipfitter	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Warehouse/Teamster	\$36.36	<u>7V</u>	<u>1</u>
King	<u>Shipbuilding & Ship Repair</u>	New Construction Welder / Burner	\$36.36	<u>7V</u>	<u>1</u>

King	Shipbuilding & Ship Repair	Ship Repair Boilermaker	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Carpenter	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Crane Operator	\$44.06	7Y	4K	
King	Shipbuilding & Ship Repair	Ship Repair Electrician	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Heat & Frost Insulator	\$73.58	5J	4H	
King	Shipbuilding & Ship Repair	Ship Repair Laborer	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Machinist	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Operating Engineer	\$44.06	7Y	4K	
King	Shipbuilding & Ship Repair	Ship Repair Painter	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Pipefitter	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Rigger	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Sheet Metal	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Shipwright	\$44.95	7X	4J	
King	Shipbuilding & Ship Repair	Ship Repair Warehouse / Teamster	\$44.06	7Y	4K	
King	Sign Makers & Installers (Electrical)	Journey Level	\$49.70	0	1	
King	Sign Makers & Installers (Non-Electrical)	Journey Level	\$31.52	0	1	
King	Soft Floor Layers	Journey Level	\$49.43	5A	3J	
King	Solar Controls For Windows	Journey Level	\$12.44		1	
King	Sprinkler Fitters (Fire Protection)	Journey Level	\$77.39	5C	1X	
King	Stage Rigging Mechanics (Non Structural)	Journey Level	\$13.23		1	
King	Stone Masons	Journey Level	\$57.32	5A	1M	
King	Street And Parking Lot Sweeper Workers	Journey Level	\$19.09		1	
King	Surveyors	Assistant Construction Site Surveyor	\$59.49	7A	3C	8P
King	Surveyors	Chainman	\$58.93	7A	3C	8P
King	Surveyors	Construction Site Surveyor	\$60.49	7A	3C	8P
King	Telecommunication Technicians	Journey Level	\$48.06	7E	1E	
King	Telephone Line Construction - Outside	Cable Splicer	\$41.22	5A	2B	
King	Telephone Line Construction - Outside	Hole Digger/Ground Person	\$23.12	5A	2B	
King	Telephone Line Construction - Outside	Installer (Repairer)	\$39.53	5A	2B	
King	Telephone Line Construction - Outside	Special Aparatus Installer I	\$41.22	5A	2B	
King	Telephone Line Construction - Outside	Special Apparatus Installer II	\$40.41	5A	2B	
King	Telephone Line Construction - Outside	Telephone Equipment Operator (Heavy)	\$41.22	5A	2B	
King			\$38.36	5A	2B	

	<u>Telephone Line Construction - Outside</u>	Telephone Equipment Operator (Light)				
King	<u>Telephone Line Construction - Outside</u>	Telephone Lineperson	\$38.36	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Groundperson	\$21.92	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Lineperson/Installer	\$29.13	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television System Technician	\$34.68	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Television Technician	\$31.18	<u>5A</u>	<u>2B</u>	
King	<u>Telephone Line Construction - Outside</u>	Tree Trimmer	\$38.36	<u>5A</u>	<u>2B</u>	
King	<u>Terrazzo Workers</u>	Journey Level	\$52.61	<u>5A</u>	<u>1M</u>	
King	<u>Tile Setters</u>	Journey Level	\$52.61	<u>5A</u>	<u>1M</u>	
King	<u>Tile, Marble & Terrazzo Finishers</u>	Finisher	\$43.44	<u>5A</u>	<u>1B</u>	
King	<u>Traffic Control Stripers</u>	Journey Level	\$45.53	<u>7A</u>	<u>1K</u>	
King	<u>Truck Drivers</u>	Asphalt Mix Over 16 Yards	\$54.30	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Asphalt Mix To 16 Yards	\$53.46	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Dump Truck	\$53.46	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Dump Truck & Trailer	\$54.30	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers</u>	Other Trucks	\$54.30	<u>5D</u>	<u>3A</u>	<u>8L</u>
King	<u>Truck Drivers - Ready Mix</u>	Booster 9 Yards and Over	\$52.78	<u>5A</u>	<u>4T</u>	
King	<u>Truck Drivers - Ready Mix</u>	Non-Booster Loads Under 9 Cubic Yards	\$52.53	<u>5A</u>	<u>4T</u>	
King	<u>Well Drillers & Irrigation Pump Installers</u>	Irrigation Pump Installer	\$17.71		<u>1</u>	
King	<u>Well Drillers & Irrigation Pump Installers</u>	Oiler	\$12.97		<u>1</u>	
King	<u>Well Drillers & Irrigation Pump Installers</u>	Well Driller	\$18.00		<u>1</u>	

Benefit Code Key – Effective 8/31/2018 thru 3/2/2019

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.

- I. 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.

Benefit Code Key – Effective 8/31/2018 thru 3/2/2019

Overtime Codes Continued

- I. 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.

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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.

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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.
- I. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. In the event the job is down due to weather conditions during a five day work week (Monday through Friday,) or a four day-ten hour work week (Tuesday through Friday,) 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 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.
- 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.
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.

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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.

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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 employce 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.
- R. Placeholder

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).

Holiday Codes Continued

5. 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).

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5. 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).
- 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).

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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.

Holiday Codes Continued

- 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

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observed as a holiday on the preceding Friday.

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.
- 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.
- 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.

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Holiday Codes Continued

7. 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)
- 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.

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.

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Note Codes Continued

8. 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.
- R. 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.
- 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.
- 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.

Seattle Housing Authority

Section 3 Business Certification

The work to be performed under this contract is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u (Section 3). The purpose of Section 3 is to ensure that employment and other economic opportunities generated by HUD assistance or HUD-assisted projects covered by Section 3, shall, to the greatest extent feasible, be directed low-and very low-income persons, particularly persons who are recipients of HUD assistance for housing.

[If this is a consulting contract, add the following paragraph. If not a consulting contract, delete the following paragraph.]

For more information regarding the Section 3 requirements for Consulting Contracts and to view the full contract provisions, see Section 7 of the standard contract at:
http://seattlehousing.org/business/guidelines/pdf/Consultant_professional_services_contract.pdf

Section 3 Business Criteria: Your business is eligible for Section 3 Certification if it meets any one of the following criteria. If your business meets one or more of these criteria, please circle the applicable criteria.

1. Fifty-one percent or more of your business is owned and managed by a Section 3 qualified person or persons. (See qualification guidelines below) A completed and signed Individual Certification form for each Section 3 qualified person or persons is required to be submitted.
2. Thirty percent or more of your permanent, full time employees are Section 3 qualified persons. (When seeking certification under this criteria, please submit a listing of all current, permanent, full-time employees, as well as a completed and signed Individual Certification form for each Section 3 qualified employee.)
3. You can provide evidence of a commitment to subcontract in excess of 25 percent of the amount of all subcontracts to Section 3 certified businesses. (When seeking certification under these criteria, please consult with the Section 3 Coordinator regarding the documentation to be submitted.)

Section 3 Person Criteria: A Section 3 qualified person must:

- 1) Be a City of Seattle Housing Authority public housing resident; or
- 2) Live in the metropolitan statistical area (MSA) covering King, Snohomish, and Pierce counties, and,
- 3) Earn no more than the following amounts for the respective MSA area:

Region/Area	1 Person	2 Persons	3 Persons	4 Persons	5 Persons	6 Persons	7 Persons	8 Persons
King and Snohomish Counties	\$ 56,200	\$64,200	\$ 72,250	\$ 80,250	\$ 86,700	\$ 93,100	\$ 99,550	\$ 105,950
Pierce County	\$ 41,800	\$ 47,800	\$ 53,750	\$ 59,700	\$ 64,500	\$ 69,300	\$74,050	\$ 78,850

Section 3 Statement: Please check the appropriate box below.

- My business is eligible to be certified as a Section 3 business in accordance with the criteria circled above under Section 3 Business Criteria.
- My business is not a Section 3 business.

Signature:		Date Signed:
Name:	Title:	
Company Name:		
Address:		
Telephone Number:		

Note: If you certify above that your business is a Section 3 business, SHA will request documentation and additional information as may be reasonably required to certify whether your business qualifies as a Section 3 business.

Section 3 Resident Employment Plan

Section 3 of the Housing and Urban Development Act of 1968 (hereinafter "Section 3") requires SHA, to the greatest extent feasible, to provide employment opportunities to "Section 3 residents." Section 3 residents include residents of SHA communities and other low income residents of the metropolitan statistical area (hereinafter "MSA") covering King, Snohomish, and Pierce counties. SHA residents, preferably residents of the SHA community in which the work is to be done, are favored over other low-income residents of the MSA.

[For Construction Contract, use the following paragraph. If not a construction contract, delete the following paragraph and use the next paragraph instead.]

For construction contracts only:

- Each bidder is required to submit with their bid package a plan which will result in the hiring of Section 3 residents to perform the work contemplated by the bid. SHA has established a goal that 100% of all new hires be Section 3 Residents to the greatest extent feasible.
- At a minimum, the Contractor and its subcontractors shall advertise new positions created in order to perform the work called for herein and will post notices to the Contractor's commitments under Section 3 in conspicuous places at the work site. In addition, the Contractor must notify each labor organization with whom it or its

subcontractors have a collective bargaining agreement or other understanding of these Section 3 commitments.

[For Consulting Contract, use the following paragraph and delete the paragraph above.]

For consulting contracts only:

- Firms are required to include this Section 3 Resident Employment Plan (hereinafter “Plan”) in their submittal showing, if applicable, the hiring of Section 3 residents to perform the work contemplated by the submittal.

In order to fulfill its Section 3 obligations, the **Contractor/ Consultant** may work with service providers on site at various SHA communities including, but not limited to, Neighborhood House and the Employment Opportunities Center. The plan should specify the number of positions the **Contractor/ Consultant** expects will be created and what minimum qualifications and skills will be required in order to perform the positions. The plan, if applicable, should also address the **Contractor/ Consultant**'s strategy for recruiting SHA residents for the available positions, which should include consultation with SHA's Section 3 Coordinator.

1. How many new positions do you expect this contract will require you to create?

2. Describe each position and provide the name and provide the location of the person(s) taking applications for each such position.

3. What minimum skills will be required for each position?

4. Please describe any training opportunities which the contract may create and any agreements concerning training you have.

5. How will you advertise these positions to SHA residents?

If you have any questions about this form, please call Cary Calkins at (206) 588-4314.

SEATTLE HOUSING AUTHORITY

SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE FOR CONTRACTOR

By signing below, the Contractor certifies that to the best of its knowledge and belief neither its firm nor any of its principals as named below are presently debarred, suspended, or have been declared ineligible or are excluded from participation in this transaction by any federal, state or local government.

Contractor's Firm Name: _____

Address: _____
City, State, Zip: _____

	PRINCIPAL(S) Name(s)	Title(s)
1		
2		
3		
4		
5		

Contractor's Signature	Printed Name	Title	Date

NOTE: This requirement applies to the Contractor's firm as well as its principals. Principal is defined in the regulation (2 CFR 180.995) as follows:

- 1) An officer, director, owner, partner, principal investigator, or other person within a participant with management or supervisory responsibilities related to a covered transaction; or
- 2) A contractor or other person, whether or not employed by the participant or paid with Federal funds, who-
 - a) Is in a position to handle Federal funds;
 - b) Is in a position to influence or control the use of those funds; or,
 - c) Occupies a technical or professional position capable of substantially influencing the development or outcome of an activity require to perform the covered transaction.

The federal websites to verify eligibility include: <https://www.sam.gov/portal/public/SAM/> and http://portal.hud.gov/hudportal/HUD?src=/topics/limited_denials_of_participation.

SEATTLE HOUSING AUTHORITY

SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE FOR SUB-CONTRACTORS

The Prime Contractor may use this form if the Prime can verify that their Sub-Contractors named below, nor any of their principals are debarred, suspended or ineligible from involvement by Federal, State or Local Government. If the Prime is unable to verify this information, the Prime must send the previous SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE FOR CONTRACTOR form to each sub- contractor to be completed and returned.

Prime Contractor's Name: _____ certifies that neither any of the sub- contracting firms named below, nor any of its principals are debarred, suspended or ineligible from involvement by Federal, State or Local Government. I understand that the Seattle Housing Authority (SHA) relies on this certification and I understand that I am obligated to submit the following to SHA:

- A certification for any new sub- contractor hired after submission of this certification.
- A renewal certification for every sub- contractor on the anniversary of the Contract execution date if the Contract Time extends beyond one year.

(Note: In lieu of this certification, the Prime Contractor may elect to submit a separate certification signed by each sub- contracting firm to SHA as evidence of sub- contractor eligibility. It is the Prime Contractor's responsibility to initiate, obtain, and provide all such individual sub- contractor certifications to SHA.)

Prime Contractor's Signature	Printed Name	Title	Date

Sub- Contractor Firm Listing: (If sub- contractors are not involved in the project, please enter **NONE.**)

If additional pages are necessary, copy this form to ensure signed statement precedes any listing of sub- contractors.

Please contact Louise Lauff at 206-615-3376 or by e-mail at louise.lauff@seattlehousing.org if you have any questions regarding compliance with this requirement.



Address 190 Queen Anne Ave N
PO Box 19028
Seattle, WA 98109

Telephone 206-615-3300

TTY 1-800-833-6388

Website www.seattlehousing.org

Certification of Compliance with Wage Payment Statutes

The undersigned hereby certifies that the bidder is now, and in the three-year period immediately preceding the date of this bid solicitation (November 16, 2018) has been, in compliance with the responsible bidder criteria requirement of RCW 39.04.350(1)(g) and has not been found to have willfully violated any provision of RCW Chapters 49.46, 49.48, or 49.52 in a final determination by the Department of Labor and Industries or any court of limited or general jurisdiction.

I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.

Bidder's Business Name

Signature of Authorized Official*

Printed Name

Title

Date

City

State

Check One:

Sole Proprietorship Partnership Joint Venture Corporation

State of Incorporation, or if not a corporation, State where business entity was formed:

If a co-partnership, give firm name under which business is transacted:

If a corporation, proposal must be executed in the corporate name by the president or vice-president (or any other corporate officer accompanied by evidence of authority to sign). If a co-partnership, proposal must be executed by a partner.



Attachment A, Version 2

(\$35,000 to \$150,000)

Invitation to Bid (by Fax)

The work described in the Invitation to Bid (by Fax) is subject to the following terms and conditions:

Bidder Responsibility: The bidder must meet the mandatory bidder responsibility criteria described below and as specified in RCW 39.04 or 2 CFR 200 in order to be considered a responsible contractor and be eligible for award consideration:

1. At the time of bid submittal, have a current certificate of registration in compliance with chapter 18.27 RCW, which must have been in effect at the time of the bid submittal;
2. Have a current Washington Unified Business Identifier (UBI) number;
3. If applicable:
 - Have Industrial Insurance (workers' compensation) coverage for the bidder's employees working in Washington, as required in Title 51 RCW;
 - Have a Washington Employment Security Department number, as required in Title 50 RCW;
 - Have a Washington Department of Revenue state excise tax registration number, as required in Title 82 RCW;
 - Electrical Contractor License, if required by Chapter 19.28 RCW
 - Elevator Contractor License, if required by Chapter 70.87 RCW
4. Not be disqualified from bidding on any public works contract under RCW 39.06.010 or RCW 39.12.065(3).
5. Has not more than one violation of the off-site, prefabricated, non-standard, project specific items reporting requirements of RCW 39.04.370. (Applicable until December 31, 2013)
6. Has not been debarred, suspended, or otherwise ineligible to contract with SHA and is not included on the Excluded Parties List System (EPLS) on GSA's SAM (System for Award Management) <https://www.sam.gov/portal/public/SAM/> or the Department of Housing and Urban Development's "Limited Denial of Participation" list. This requirement also applies to the Bidder's principals.

Prevailing Wages: The Contractor must pay all workers at least the prevailing wage rate for the type of work performed in accordance with the applicable prevailing wage rate schedule referenced on the Purchase Order or Request for Bid (by Fax) form and included in these solicitation documents. The type of wage schedule attached i.e., HUD Determined, Davis-Bacon, or the State Prevailing Wage schedule determines the appropriate labor standards that apply to the work as outlined below and contained in the General Conditions for Construction:

- 1) Part 11.13 for projects subject to the HUD-Determined wage rate schedule.
- 2) Part 11.12 for projects subject to Davis-Bacon wage schedule.
- 3) Part 5 for projects subject to the State prevailing wage schedule.

As part of its compliance with the prevailing wage requirements, the Contractor and, if applicable, subcontractor(s) shall comply with the requirement to submit a Statement of Intent to Pay Prevailing Wages and Affidavit of Wages Paid forms approved by the State of Washington's Department of Labor and Industries. The Owner will notify the Contractor of any special filing instructions that may apply for these forms depending on the funding source(s) of the project.

Bid Bond: SHA does not require a bid guarantee for small works roster construction projects estimated to cost \$150,000 or less.

Insurance: Within seven calendar days of award, the Contractor shall submit to SHA, and maintain throughout the contract, at no expense to SHA, the following insurance coverage at the limits noted (refer to Part 2 of SHA's General Conditions for more details):

1. Commercial General Liability Insurance. \$1,000,000 each occurrence, and \$2,000,000 aggregate
2. Additional Insured Endorsement Ongoing Operations: The Owner must be included as an Additional Insured on a primary and non-contributory basis on all Commercial General Liability policies of the Contractor. A policy endorsement form CG2010 or equivalent must be provided to Owner as evidence of additional insured coverage.
3. Additional Insured Endorsement Completed Operations: The Contractor's CGL insurance shall include the Owner, the High Point North Limited Partnership, and the High Point South Limited Partnership as additional insureds for Contractors Completed Operations by providing additional insured status on the CG2037 endorsement, or by an equivalent policy or endorsement provision. The Contractors Completed Operations additional insured status for the Owner shall remain in effect for not less than three (3) years following the Final Acceptance of the Work by the Owner.
4. Employers Liability policy or Washington Stop Gap Liability insurance endorsement: \$1,000,000 each accident
5. Workers Compensation coverage.
6. Commercial Automobile Liability Insurance. \$1,000,000 combined single limit coverage

Performance & Payment Bond Requirements: Within seven calendar days of award, the Contractor shall submit to SHA, in accordance with Section 2.05 of the General Conditions, a Performance and Payment bond. Failure to furnish a Performance and Payment bond within the time specified may render the Contractor ineligible for the contract. The SHA may then either award the contract to the next lowest responsible bidder or solicit new bids.

Retainage Requirements: SHA requires retainage to be withheld for small works roster construction projects costing \$35,000 or more.

Tax Exempt Status of SHA: For this project, SHA is subject to sales tax for materials, labor and services rendered. The Contractor must pay sales tax on labor and materials purchased for this job.

Protests: Any protest of award shall be resolved in accordance with SHA's Procurement Policies, which may be reviewed at the following web site address:

http://seattlehousing.org/business/guidelines/pdf/Procurement_Policies.pdf

General Conditions: SHA's General Conditions are hereby incorporated by reference and made a part of this Request for Bid (by Fax) and any subsequent contract or purchase order executed for this work as if fully included herein. If the event of any discrepancy between the terms of this Attachment A and the General Conditions, the terms of the General Conditions shall apply, except that the types and amounts of insurance specified above, and the waiver of the Contract Bond and withholding of retainage specified above, shall take precedence over the General Conditions. The General Conditions may be viewed by accessing the following Internet Web site

address: http://seattlehousing.org/business/guidelines/pdf/Construction_Contract_General_Conditions.pdf, or upon request, a copy of the General Conditions may be obtained by calling SHA at (206) 615-3379.

Performance Evaluation: The Contractor's performance on this project will be evaluated in accordance with SHA's Contractor Performance Evaluation Program. A copy of the Program may be obtained by accessing the following website:

http://seattlehousing.org/business/guidelines/pdf/Performance_Evaluation_Program.pdf.

Section 3: Section 3 of the Housing and Urban Development Act of 1968 (hereinafter "Section 3") requires SHA to the greatest extent feasible to provide employment opportunities to Section 3 residents. Section 3 residents include residents of SHA communities and other low-income residents of the metropolitan statistical area (MSA) covering King, Snohomish, and Pierce counties. Each bidder is required to submit with its Bid a Section 3 Resident Employment Plan that will result in hiring Section 3 residents to perform the work contemplated by this solicitation, and a Section 3 Business Certification form. Failure to complete these forms may render a bid non-responsive.

- A. Selection Preference for Section 3 Businesses: If a bidder claims to be a Section 3 business on the Section 3 Business Certification form required to be submitted with its Bid, and the Bid of the Section

3 business exceeds the low bid by no more than 10%, SHA will conduct an investigation whether the business qualifies as a Section 3 business, and SHA may award the contract to the Section 3 business at the price bid by the Section 3 business. In submitting a Bid, the bidder agrees to provide any information required by SHA to determine whether the business qualifies as a Section 3 business. A business may qualify as a Section 3 business by meeting one of the following criteria:

1. At least 51% of the business is owned by Section 3 qualified persons who live in the metropolitan statistical area (MSA) covering King, Snohomish, and Pierce counties and meet the prescribed income limitations based on family size as shown on the Section 3 Business Certification form.
2. 30% or more of the business' permanent, full-time employees (core employees within the last 12 months) are Section 3 qualified persons who live in the metropolitan statistical area (MSA) covering King, Snohomish, and Pierce counties and meet the prescribed income limitations based on family size as shown on the Section 3 Business Certification form.
3. The business makes a commitment to subcontract with Section 3 businesses for more than 25% of the dollar amount of all subcontracts to be awarded by the business. Prior to award, such businesses must submit a plan and the necessary support documents describing how the subcontracting commitment will be met. SHA will evaluate the plan and documents submitted and determine whether it is likely the bidder will attain the subcontracting percentage. SHA will monitor the Section 3 business' compliance with their subcontracting commitment. The bidder's failure to fulfill the Section 3 subcontracting commitment shall be a material breach of contract which may result in SHA taking any or all of the following actions: (1) demanding specific performance of the subcontracting plan; (2) withholding from contract payments the dollar amount of any or all subcontracts that were to have been awarded to Section 3 businesses or such lesser amount as may be appropriate; (3) withholding any liquidated damages that SHA may incur as a result of the bidder's failure to comply with its Section 3 commitment and subcontracting plan; and (4) declaring the bidder ineligible to compete for, or participate in, any SHA contract for a period of five years from the acceptance date of the contract in which the Section 3 subcontracting commitment was made.

B. Section 3 Contract Language: The following language regarding Section 3 will be included as part of the contract to be executed based on this solicitation.

1. The work to be performed under this contract is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u (Section 3). The purpose of Section 3 is to ensure that employment and other economic opportunities generated by HUD assistance or HUD-assisted projects covered by Section 3, shall, to the greatest extent feasible, be directed to low- and very low-income persons, particularly persons who are recipients of HUD assistance for housing.
2. The parties to this contract agree to comply with HUD's regulations in 24 CFR part 135, which implement Section 3. As evidenced by their execution of this contract, the parties to this contract certify that they are under no contractual or other impediment that would prevent them from complying with the part 135 regulations.
3. The contractor agrees to send to each labor organization or representative of workers with which the contractor has a collective bargaining agreement or other understanding, if any, a notice advising the labor organization or workers representative of the contractors commitments under this Section 3 clause, and will post copies of the notice in conspicuous places at the work site where both employees and applicants for training and employment positions can see the notice. The notice shall describe the Section 3 preference, shall set forth minimum number and job titles subject to hire, availability of apprenticeship and training positions, the qualifications for each; and the name and location of the person(s) taking applications for each of the positions; and the anticipated date the work shall begin.
4. The contractor agrees to include this Section 3 clause in every subcontract subject to compliance with regulations in 24 CFR part 135, and agrees to take appropriate action, as provided in an applicable provision of the subcontractor in this Section 3 clause, upon a finding that the subcontractor is in violation of the regulations in 24 CFR part 135. The contractor will not

subcontract with any subcontractor where the contractor has notice or knowledge that the subcontractor has been found in violation of the regulations in 24 CFR part 135.

5. The contractor will certify that any vacant employment positions, including training positions, that are filled (1) after the contractor is selected but before the contract is executed, and (2) with persons other than those to whom the regulations of 24 CFR part 135 require employment opportunities to be directed, were not filled to circumvent the contractors obligations under 24 CFR part 135.
6. Noncompliance with HUD's regulations in 24 CFR part 135 may result in sanctions, termination of this contract for default, and debarment or suspension from future HUD assisted contracts.
7. With respect to work performed in connection with Section 3-covered Indian Housing Assistance, Section 7(b) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 450e) also applies to the work to be performed under this Contract. Section 7(b) requires that to the greatest extent feasible (i) preference and opportunities for training and employment shall be given to Indians, and (ii) preference in the award of contracts and subcontracts shall be given to Indian organizations and Indian-owned Economic Enterprises. Parties to this Contract that are subject to the provisions of Section 3 and Section 7(b) agree to comply with Section 3 to the maximum extent feasible, but not in derogation of compliance with Section 7(b).
8. If the Contractor is a Section 3 business and was awarded the contract by SHA based on the Section 3 business preference requirements of the invitation to bid for committing to subcontract more than 25% of the dollar amount of all subcontracts to Section 3 businesses, the Contractor agrees to meet the Section 3 subcontracting commitment. Failure of the Contractor to fulfill the Section 3 subcontracting commitment shall be deemed a material breach of contract, which may result in SHA taking any or all of the following actions: (1) demanding specific performance of the subcontracting plan; (2) withholding from contract payments the dollar amount of any or all subcontracts that were to have been awarded to Section 3 businesses or such lesser amount as may be appropriate, (3) withholding any liquidated damages that SHA may incur as a result of the Contractor's failure to comply with its Section 3 commitment and subcontracting plan; and (4) declaring the Contractor ineligible to compete for, or participate in, any SHA contract for a period of five years from the acceptance date of the contract in which the Section 3 subcontracting commitment was made.