

**Exhibit F
Federal Wage Rates**

General Decision Number: CT180001 07/06/2018 CT1

Superseded General Decision Number: CT20170001

State: Connecticut

Construction Type: Highway

Counties: Fairfield, Litchfield, Middlesex, New Haven,
Tolland and Windham Counties in Connecticut.

HIGHWAY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/05/2018
1	01/12/2018
2	04/13/2018
3	05/18/2018
4	06/15/2018
5	06/22/2018
6	06/29/2018
7	07/06/2018

BRCT0001-004 01/02/2018

	Rates	Fringes
BRICKLAYER BRICKLAYERS, CEMENT MASONS, CEMENT FINISHERS, PLASTERERS AND STONE MASONS.	\$ 33.48	31.66

CARP0326-003 05/07/2018

LITCHFIELD COUNTY
Harwinton, Plymouth, Thomaston, Watertown
MIDDLESEX COUNTY

NEW HAVEN COUNTY

Beacon Falls, Bethany, Branford, Cheshire, East Haven, Guilford, Hamden. Madison, Meriden, Middlebury, Naugatuck, New Haven, North Branford, North Haven, Orange (east of Orange Center Road and north of Route 1, and north of Route 1 and east of the Oyster River), Prospect, Southbury, Wallingford, Waterbury, West Haven, Wolcott, Woodbridge

TOLLAND COUNTY

Andover, Columbia, Coventry, Hebron, Mansfield, Union, Willington

WINDHAM COUNTY

	Rates	Fringes
Carpenters:		
CARPENTERS, PILEDRIVERS.....	\$ 32.60	25.34
DIVER TENDERS.....	\$ 32.60	25.34
DIVERS.....	\$ 41.06	25.34
MILLWRIGHTS.....	\$ 33.14	25.74

CARP0326-014 05/07/2018

	Rates	Fringes
Carpenters: (TOLLAND COUNTY Bolton, Ellington, Somers, Tolland, Vernon)		
CARPENTERS, PILEDRIVERS.....	\$ 32.60	25.34
DIVER TENDERS.....	\$ 32.60	25.34
DIVERS.....	\$ 41.06	25.34
MILLWRIGHT.....	\$ 33.14	25.74

CARP0326-017 05/07/2018

	Rates	Fringes
Carpenters:		
CARPENTERS, PILEDRIVERS.....	\$ 32.60	25.34
DIVER TENDERS.....	\$ 32.60	25.34
DIVERS.....	\$ 41.06	25.34
MILLWRIGHTS.....	\$ 33.14	25.74

FAIRFIELD COUNTY

Bethel, Bridgeport, Brookfield, Danbury, Darien, Easton, Fairfield, Greenwich, Monroe, New Canaan, New Fairfield, Newtown, Norwalk, Redding, Ridgefield, Shelton, Sherman, Stamford, Stratford, Trumbull, Weston, Westport, Wilton;

LITCHFIELD COUNTY

Barkhamstead, Bethlehem, Bridgewater, Canaan, Colebrook, Cornwall, Goshen, Kent, Litchfield, Morris, New Hartford, New Milford, Norfolk, North Canaan, Roxbury, Salisbury, Sharon, Torrington, Warren, Washington, Winchester, Woodbury;

NEW HAVEN COUNTY

Ansonia, Derby, Milford, Orange (west of Orange Center Road and south of Route 1 and west of the Oyster River), Oxford, Seymour;

ELEC0003-002 05/08/2008

	Rates	Fringes
Electricians		
FAIRFIELD COUNTY		
Darien, Greenwich, New Canaan, Stamford.....	\$ 44.75	30.42

ELEC0035-001 06/01/2018

	Rates	Fringes
Electricians:		
MIDDLESEX COUNTY		
(Cromwell, Middlefield, Middleton and Portland);		
TOLLAND COUNTY; WINDHAM COUNTY.....	\$ 40.00	3%+25.97

ELEC0090-002 06/01/2018

	Rates	Fringes
Electricians:.....	\$ 37.50	3%+27.91
LITCHFIELD COUNTY		
Plymouth Township;		
MIDDLESEX COUNTY		
Chester, Clinton, Deep River, Durham, East Haddam, East Hampton, Essex, Haddam, Killingworth, Old Saybrook, Westbrook;		
NEW HAVEN COUNTY		
All Townships excluding Beacon Falls, Middlebury, Milford, Naugatuck, Oxford, Prospect, Seymour, Southbury, Waterbury and Wolcott.		

ELEC0488-002 06/01/2018

	Rates	Fringes
Electricians.....	\$ 38.82	3%+26.25
FAIRFIELD COUNTY		
Bethel, Bridgeport, Brookfield, Danbury, Easton, Fairfield, Monroe, New Fairfield, Newtown, Norwalk, Redding, Ridgefield, Shelton, Sherman, Stratford, Trumbull, Weston, Westport and Wilton.		

LITCHFIELD COUNTY

Except Plymouth;

NEW HAVEN COUNTY

Beacon Falls, Middlebury, Milford, Naugatuck, Oxford,
Prospect, Seymour, Southbury, Waterbury and Wolcott

ENGI0478-001 04/01/2018

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 39.55	24.05
GROUP 2.....	\$ 39.23	24.05
GROUP 3.....	\$ 38.49	24.05
GROUP 4.....	\$ 38.10	24.05
GROUP 5.....	\$ 37.51	24.05
GROUP 6.....	\$ 37.20	24.05
GROUP 7.....	\$ 36.86	24.05
GROUP 8.....	\$ 36.46	24.05
GROUP 9.....	\$ 36.03	24.05
GROUP 10.....	\$ 33.99	24.05
GROUP 11.....	\$ 33.99	24.05
GROUP 12.....	\$ 33.93	24.05
GROUP 13.....	\$ 35.46	24.05
GROUP 14.....	\$ 33.35	24.05
GROUP 15.....	\$ 33.04	24.05
GROUP 16.....	\$ 32.21	24.05
GROUP 17.....	\$ 31.80	24.05
GROUP 18.....	\$ 31.15	24.05

Hazardous waste premium \$3.00 per hour over classified rate.

- Crane with boom, including jib, 150 feet - \$1.50 extra.
- Crane with boom, including jib, 200 feet - \$2.50 extra.
- Crane with boom, including jib, 250 feet - \$5.00 extra.
- Crane with boom, including jib, 300 feet - \$7.00 extra.
- Crane with boom, including jib, 400 feet - \$10.00 extra

All Cranes: When crane operator is operating equipment that requires a fully licensed crane operator to operate he receives an extra \$4.00 premium in addition to the hourly wage rate and benefit contributions:

- 1) Crane handling or erecting structural steel or stone, hoisting engineer(2 drums or over)
- 2) Cranes(100 ton rated capacity and over) Bauer Drill/Caisson
- 3) Cranes(under 100 ton rated capacity)

a. PAID HOLIDAYS: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, provided the employee works 3 days during the week in which the holiday falls, if scheduled, and if scheduled, the working day before and the working day after the

holiday.

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Crane handling or erecting structural steel or stone, hoisting engineer (2 drums or over), front end loader (7 cubic yards or over), work boat 26 ft. and over.

GROUP 2: Cranes (100 ton capacity & over), Excavator over 2 cubic yards, piledriver (\$3.00 premium when operator controls hammer), Bauer Drill/Caisson

GROUP 3: Excavator, cranes (under 100 ton rated capacity), gradall, master mechanic, hoisting engineer (all types of equipment where a drum and cable are used to hoist or drag material regardless of motive power or operation) Rubber Tire Excavator (drott 1085 or similar); Grader Operator; Bulldozer Fine Grade (slopes, shaping, laser or GPS, etc.)

GROUP 4: Trenching machines, lighter derrick, concrete finishing machine, CMI machine or similar, Koehring Loader (skoper).

GROUP 5: Specialty railroad equipment, asphalt spreader, asphalt reclaiming machine, line grider, concrete pumps, drills with self contained power units, boring machine, post hole digger, auger, pounder, well digger, milling machine (over 24' mandrel), side boom, combination hoe and loader, directional driller

GROUP 6: Front end loader (3 cu. yds. up to 7 cu. yards), bulldozer (Rough grade dozer) .

GROUP 7: Asphalt roller, concrete saws and cutters (ride on types), Vermeer concrete cutter, stump grinder, scraper, snooper, skidder, milling machine (24" and under Mandrel).

GROUP 8: Mechanic, grease truck operator, hydoblaster, barrier mover, power stone spreader, welder, work boat under 26 ft. transfer machine.

GROUP 9: Front end loader (under 3 cubic yards), skid steer loader (regardless of attachments), bobcat or similar, forklift, power chipper, landscape equipment (including hydroseeder).

GROUP 10: Vibratory hammer, ice machine, diesel & air, hammer, etc.

GROUP 11: Conveyor, earth roller, power pavement breaker (whiphammer), robot demolition equipment.

GROUP 12: Wellpoint operator.

GROUP 13: Portable asphalt plant operator, portable concrete plant operator, portable crusher plant operator.

GROUP 14: Compressor battery operator.

GROUP 15: Power Safety boat, Vacuum truck, Zim mixer, Sweeper; (Minimum for any job requiring a CDL license) .

GROUP 16: Elevator operator, tow motor operator (solid tire no rough terrain).

GROUP 17: Generator operator, compressor operator, pump operator, welding machine operator; Heater operator.

GROUP 18: Maintenance engineer.

* IRON0015-002 06/30/2018

	Rates	Fringes
Ironworkers: (Reinforcing, Structural and Precast Concrete Erection).....	\$ 35.47	35.14

a. PAID HOLIDAY: Labor Day provided employee has been on the payroll for the 5 consecutive work days prior to Labor Day.

LABO0056-003 04/01/2018

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 30.05	19.84
GROUP 2.....	\$ 30.30	19.84
GROUP 3.....	\$ 30.55	19.84
GROUP 4.....	\$ 31.05	19.84
GROUP 5.....	\$ 31.80	19.84
GROUP 6.....	\$ 32.05	19.84
GROUP 7.....	\$ 16.00	19.84

LABORERS CLASSIFICATIONS

GROUP 1: Laborers (Unskilled), acetylene burner, concrete specialist

GROUP 2: Chain saw operators, fence and guard rail erectors, pneumatic tool operators and powdermen.

GROUP 3: Pipelayers, Jackhammer/Pavement breaker (handheld), mason tenders/catch basin builders, asphalt rakers, air track operators, block paver and curb setter

GROUP 4: Asbestos/lead removal

GROUP 5: Blasters

GROUP 6: Toxic waste remover

GROUP 7: Traffic control signalman

 LABO0056-004 04/01/2018

	Rates	Fringes
Laborers: (TUNNEL CONSTRUCTION)		
CLEANING, CONCRETE AND CAULKING TUNNEL:		
Concrete Workers, Form Movers and Strippers.....	\$ 31.28	19.84
Form Erectors.....	\$ 31.60	19.84
ROCK SHAFT, CONCRETE, LINING OF SAME AND TUNNEL IN FREE AIR:		
Brakemen, Trackmen, Tunnel Laborers, Shaft Laborers.....	\$ 31.28	19.84
Laborers Topside, Cage Tenders, Bellman.....	\$ 31.17	19.84
Miners.....	\$ 32.22	19.84
SHIELD DRIVE AND LINER PLATE TUNNELS IN FREE AIR:		
Brakemen and Trackmen.....	\$ 31.28	19.84
Miners, Motormen, Mucking Machine Operators, Nozzlemen, Grout Men, Shaft and Tunnel, Steel and Rodmen, Shield and Erector, Arm Operator, Cable Tenders.....	\$ 32.22	19.84
TUNNELS, CAISSON AND CYLINDER WORK IN COMPRESSED AIR:		
Blaster.....	\$ 38.53	19.84
Brakemen, Trackmen, Groutman, Laborers, Outside Lock Tender, Gauge Tenders.....	\$ 38.34	19.84
Change House Attendants, Powder Watchmen, Top on Iron Bolts.....	\$ 36.41	19.84
Mucking Machine Operator....	\$ 39.11	19.84

a. PAID HOLIDAYS: On tunnel work only: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

No employee shall be eligible for holiday pay when he fails, without cause, to work the regular work day preceding the holiday or the regular work day following the holiday.

 * PAIN0011-001 06/01/2018

	Rates	Fringes
Painters:		
Blast and Spray.....	\$ 36.62	21.05
Brush and Roll.....	\$ 33.62	21.05
Tanks, Towers, Swing.....	\$ 35.62	21.05

 * PAIN0011-003 06/01/2018

	Rates	Fringes
Painters: (BRIDGE CONSTRUCTION)		
Brush, Roller, Blasting (Sand, Water, etc.) Spray...	\$ 49.75	21.05

 TEAM0064-001 04/01/2018

	Rates	Fringes
Truck drivers:		
2 Axle Ready Mix.....	\$ 29.23	23.33
2 Axle.....	\$ 29.13	23.33
3 Axle Ready Mix.....	\$ 29.28	23.33
3 Axle.....	\$ 29.23	23.33
4 Axle Ready Mix.....	\$ 29.38	23.33
4 Axle.....	\$ 29.33	23.33
Heavy Duty Trailer 40 tons and over.....	\$ 29.58	23.33
Heavy Duty Trailer up to 40 tons.....	\$ 29.33	23.33
Specialized (Earth moving equipment other than conventional type on-the- road trucks and semi- trailers, including Euclids).....	\$ 29.38	23.33

Hazardous waste removal work receives additional \$1.25 per hour.

a. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day and Good Friday, provided the employee has at least 31 calendar days of service and works the last scheduled day before and the first scheduled day after the holiday, unless excused.

 WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.
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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the

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

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

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

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that

no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

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

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

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

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

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

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

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

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

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

General Decision Number: CT180002 07/06/2018 CT2

Superseded General Decision Number: CT20170002

State: Connecticut

Construction Type: Highway

County: New London County in Connecticut.

HIGHWAY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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7	07/06/2018

BRCT0001-003 01/02/2018

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS, CEMENT		
MASONS, CEMENT FINISHERS,		
PLASTERERS, STONE MASONS.....\$	33.48	31.66

CARP0326-001 05/07/2018

	Rates	Fringes
Carpenters:		
CARPENTERS, PILEDRIVERS.....\$	32.60	25.34
DIVER TENDERS.....\$	32.60	25.34

DIVERS.....	\$ 41.06	25.34
MILLWRIGHTS.....	\$ 33.14	25.74

ELEC0035-003 06/01/2018

	Rates	Fringes
Electricians:		
Bozrah, Colchester,		
Franklin, Griswold,		
Lebanon, Ledyard, Lisbon,		
Montville, North		
Stonington, Norwich,		
Preston, Salem, Sprague,		
Stonington and Voluntown....	\$ 40.00	3%+25.97

ELEC0090-003 06/01/2018

East Lyme, Groton, New London, Old Lyme, Waterford, plus the part of Ledyard wherein the property of the Submarine Base is located

	Rates	Fringes
ELECTRICIAN.....	\$ 37.50	3%+27.91

ENGI0478-002 04/01/2018

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 39.55	24.05
GROUP 2.....	\$ 39.23	24.05
GROUP 3.....	\$ 38.49	24.05
GROUP 4.....	\$ 38.10	24.05
GROUP 5.....	\$ 37.51	24.05
GROUP 6.....	\$ 37.20	24.05
GROUP 7.....	\$ 36.86	24.05
GROUP 8.....	\$ 36.46	24.05
GROUP 9.....	\$ 36.03	24.05
GROUP 10.....	\$ 33.99	24.05
GROUP 11.....	\$ 33.99	24.05
GROUP 12.....	\$ 33.93	24.05
GROUP 13.....	\$ 35.46	24.05
GROUP 14.....	\$ 33.35	24.05
GROUP 15.....	\$ 33.04	24.05
GROUP 16.....	\$ 32.21	24.05
GROUP 17.....	\$ 31.80	24.05
GROUP 18.....	\$ 31.15	24.05

Hazardous waste premium \$3.00 per hour over classified rate.

Crane with 150 ft. boom (including jib): \$1.50 extra.
 Crane with 200 ft. boom (including jib): \$2.50 extra.
 Crane with 250 ft. boom (including jib): \$5.00 extra.
 Crane with 300 ft. boom (including jib): \$7.00 extra.

Crane with 400 ft. boom (including jib); \$10.00 extra.

All Cranes: When crane operator is operating equipment that requires a fully licensed crane operator to operate he receives an extra \$4.00 premium in addition to the hourly wage rate and benefit contributions:

- 1) Crane handling or erecting structural steel or stone, hoisting engineer (2 drums or over)
- 2) Cranes (100 ton rated capacity and over) Bauer Drill/Caisson
- 3) Cranes (under 100 ton rated capacity)

a. PAID HOLIDAYS: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, provided the employee works 3 days during the week in which the holiday falls, if scheduled, and if scheduled, the working day before and the working day after the holiday.

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Crane Handling or Erecting Structural Steel or tone; Hoisting Engineer (2 drums or over); Front End Loader (7 cubic yards or over) Work Boat 26 ft. & over.

GROUP 2: Cranes (100 ton rated capacity and over); Excavator over 2 cubic yards; Piledriver (\$3.00 premium when operator controls hammer); Bauer Drill/Caisson

GROUP 3: Excavator; Cranes (under 100 ton rated capacity), Gradall; Master Mechanic; Hoisting Engineer (all types of equipment where a drum and cable are used to hoist or drag material regardless of motive power of operation), Rubber tire Excavator (Drott-1085 or similar); Grader Operator; Bulldozer Fine Grade (slopes. shaping, laser or GPS, etc.)

GROUP 4: Trenching machines; Lighter Derrick; Concrete Finishing Machine, cmi Machine or Similar; Koehring Loader Skooper).

GROUP 5: Specialty Railroad Equipment; Asphalt Spreader; Asphalt Reclaiming achine; Line Grinder; Concrete Pumps; Drills with Self Contained Power Units; Boring Machine; Post Hole Digger; Auger; Pounder; Well Digger; Milling Machine (over 24" Mandrell); Side Boom; Combination Hoe and Loader; Directional Driller.

GROUP 6: Front End Loader (3 cu. yds. up to 7 cubic yards); Bulldozer (Rough grade dozer).

GROUP 7: Asphalt Roller; Concrete Saws and Cutters (Ride on Types); Vermeer Concrete Cutter; Stump Grinder; Scraper; Snooper; Skidder; Milling Machine (24" and Under Mandrel).

GROUP 8: Mechanic; Grease Truck Operator; Hydroblaster; Barrier Mover; Power Stone Spreader; Welder; Work Boat Under 26 ft.; Transfer Machine.

GROUP 9: Front End Loader (under 3 cubic yards); Skid Steer Loader (regardless of attachments); (Bobcat or similar); Fork Lift; Power Chipper; Landscape Equipment (including Hydroseeder).

GROUP 10: Vibratory Hammer, Ice Machine, Diesel and Air Hammer, etc.

GROUP 11: Conveyor; Earth Roller; Power Pavement Breaker (Whiphammer); Robot Demolition Equipment.

GROUP 12: Wellpoint Operator.

GROUP 13: Portable Asphalt Plant Operator; Portable Concrete Plant Operator; Portable Crusher Plant Operator.

GROUP 14: Compressor Battery Operator.

GROUP 15: Power Safety Boat; Vacuum Truck; Zim Mixer; Sweeper; (Minimum for any job requiring a CDL License)

GROUP 16: Elevator Operator; Tow Motor Operator (Solid Tire No Rough Terrain).

GROUP 17: Generator Operator; Compressor Operator; Pump Operator; Welding Machine Operator; Heater operator.

GROUP 18: Maintenance Engineer.

 * IRON0015-003 06/30/2018

	Rates	Fringes
Ironworkers: (Reinforcing & Structural).....	\$ 35.47	35.14

a. PAID HOLIDAY: Labor Day provided employee has been on the payroll for the 5 consecutive work days prior to Labor Day.

 LABO0056-003 04/01/2018

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 30.05	19.84
GROUP 2.....	\$ 30.30	19.84
GROUP 3.....	\$ 30.55	19.84
GROUP 4.....	\$ 31.05	19.84
GROUP 5.....	\$ 31.80	19.84
GROUP 6.....	\$ 32.05	19.84
GROUP 7.....	\$ 16.00	19.84

LABORERS CLASSIFICATIONS

GROUP 1: Laborers (Unskilled), acetylene burner, concrete specialist

GROUP 2: Chain saw operators, fence and guard rail erectors, pneumatic tool operators and powdermen.

GROUP 3: Pipelayers, Jackhammer/Pavement breaker (handheld), mason tenders/catch basin builders, asphalt rakers, air track operators, block paver and curb setter

GROUP 4: Asbestos/lead removal

GROUP 5: Blasters

GROUP 6: Toxic waste remover

GROUP 7: Traffic control signalman

LABO0056-004 04/01/2018

	Rates	Fringes
Laborers: (TUNNEL CONSTRUCTION)		
CLEANING, CONCRETE AND CAULKING TUNNEL:		
Concrete Workers, Form Movers and Strippers.....	\$ 31.28	19.84
Form Erectors.....	\$ 31.60	19.84
ROCK SHAFT, CONCRETE, LINING OF SAME AND TUNNEL IN FREE AIR:		
Brakemen, Trackmen, Tunnel Laborers, Shaft Laborers.....	\$ 31.28	19.84
Laborers Topside, Cage Tenders, Bellman.....	\$ 31.17	19.84
Miners.....	\$ 32.22	19.84
SHIELD DRIVE AND LINER PLATE TUNNELS IN FREE AIR:		
Brakemen and Trackmen.....	\$ 31.28	19.84
Miners, Motormen, Mucking Machine Operators, Nozzlemen, Grout Men, Shaft and Tunnel, Steel and Rodmen, Shield and Erector, Arm Operator, Cable Tenders.....	\$ 32.22	19.84
TUNNELS, CAISSON AND CYLINDER WORK IN COMPRESSED AIR:		
Blaster.....	\$ 38.53	19.84
Brakemen, Trackmen, Groutman, Laborers, Outside Lock Tender,		

Gauge Tenders.....	\$ 38.34	19.84
Change House Attendants, Powder Watchmen, Top on Iron Bolts.....	\$ 36.41	19.84
Mucking Machine Operator...	\$ 39.11	19.84

a. PAID HOLIDAYS: On tunnel work only: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

No employee shall be eligible for holiday pay when he fails, without cause, to work the regular work day preceding the holiday or the regular work day following the holiday.

* PAIN0011-002 06/01/2018

	Rates	Fringes
Painters:		
Blast and Spray.....	\$ 36.62	21.05
Brush and Roll.....	\$ 33.62	21.05
Tanks, Towers, Swing.....	\$ 35.62	21.05

* PAIN0011-003 06/01/2018

	Rates	Fringes
Painters: (BRIDGE CONSTRUCTION)		
Brush, Roller, Blasting (Sand, Water, etc.) Spray...	\$ 49.75	21.05

TEAM0064-003 04/01/2018

	Rates	Fringes
Truck drivers:		
2 Axle Ready Mix.....	\$ 29.23	23.33
2 Axle.....	\$ 29.13	23.33
3 Axle Ready Mix.....	\$ 29.28	23.33
3 Axle.....	\$ 29.23	23.33
4 Axle Ready Mix.....	\$ 29.38	23.33
4 Axle.....	\$ 29.33	23.33
Heavy Duty Trailer 40 tons and over.....	\$ 29.58	23.33
Heavy Duty Trailer up to 40 tons.....	\$ 29.33	23.33
Specialized (Earth moving equipment other than conventional type on-the- road trucks and semi- trailers, including Euclids).....	\$ 29.38	23.33

Hazardous waste removal work receives additional \$1.25 per hour.

a. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day and Good Friday, provided the employee has at least 31 calendar days of service and works the last scheduled day before and the first scheduled day after the holiday, unless excused.

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

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

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

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of

the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

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

be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

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

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

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

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

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

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

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

General Decision Number: CT180003 07/06/2018 CT3

Superseded General Decision Number: CT20170003

State: Connecticut

Construction Type: Highway

County: Hartford County in Connecticut.

HIGHWAY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/05/2018
1	01/12/2018
2	04/13/2018
3	05/18/2018
4	06/15/2018
5	06/22/2018
6	06/29/2018
7	07/06/2018

BRCT0001-003 01/02/2018

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS, CEMENT		
MASONS, CEMENT FINISHERS,		
PLASTERERS, STONE MASONS.....\$	33.48	31.66

CARP0326-002 05/07/2018

	Rates	Fringes
Carpenters: (Berlin, Bristol,		
Burlington, Canton,		
Marlborough, New Britain,		

Newington, Plainville,
Southington)

CARPENTERS; PILEDRIVERS.....	\$ 32.60	25.34
DIVER TENDERS.....	\$ 32.60	25.34
DIVERS.....	\$ 41.06	25.34
MILLWRIGHTS.....	\$ 33.14	25.74

CARP0326-013 05/07/2018

Rates Fringes

Carpenters: (Avon, Bloomfied,
East Granby, East Hartford,
East Windsor, Enfield,
Farmington, Glastonbury,
Granby, Hartford, hartland,
Manchester, Rocky Hill,
Simsbury, South Windsor,
Suffield, West Hartford,
Wethersfield, Windsor,
Windsor Locks)

CARPENTERS; PILEDRIVERS.....	\$ 32.60	25.34
DIVER TENDERS.....	\$ 32.60	25.34
DIVERS.....	\$ 41.06	25.34
MILLWRIGHTS.....	\$ 33.14	25.74

ELEC0035-002 06/01/2018

Rates Fringes

Electricians:

Entire County, excluding Berlin, Bristol, Hartland, New Britain, Newington, Plainville and Southington..	\$ 40.00	3%+25.97
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ELEC0090-001 06/01/2018

Rates Fringes

Electricians:

Berlin, Bristol, New Britain, Newington, Plainville, Southington.....	\$ 37.50	3%+27.91
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ELEC0488-004 06/01/2018

Rates Fringes

Electricians:.....	\$ 38.82	3%+26.25
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ENGI0478-002 04/01/2018

Rates Fringes

Power equipment operators:

GROUP 1.....	\$ 39.55	24.05
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GROUP 2.....	\$ 39.23	24.05
GROUP 3.....	\$ 38.49	24.05
GROUP 4.....	\$ 38.10	24.05
GROUP 5.....	\$ 37.51	24.05
GROUP 6.....	\$ 37.20	24.05
GROUP 7.....	\$ 36.86	24.05
GROUP 8.....	\$ 36.46	24.05
GROUP 9.....	\$ 36.03	24.05
GROUP 10.....	\$ 33.99	24.05
GROUP 11.....	\$ 33.99	24.05
GROUP 12.....	\$ 33.93	24.05
GROUP 13.....	\$ 35.46	24.05
GROUP 14.....	\$ 33.35	24.05
GROUP 15.....	\$ 33.04	24.05
GROUP 16.....	\$ 32.21	24.05
GROUP 17.....	\$ 31.80	24.05
GROUP 18.....	\$ 31.15	24.05

Hazardous waste premium \$3.00 per hour over classified rate.

Crane with 150 ft. boom (including jib): \$1.50 extra.
 Crane with 200 ft. boom (including jib): \$2.50 extra.
 Crane with 250 ft. boom (including jib): \$5.00 extra.
 Crane with 300 ft. boom (including jib): \$7.00 extra.
 Crane with 400 ft. boom (including jib); \$10.00 extra.

All Cranes: When crane operator is operating equipment that requires a fully licensed crane operator to operate he receives an extra \$4.00 premium in addition to the hourly wage rate and benefit contributions:

- 1) Crane handling or erecting structural steel or stone, hoisting engineer(2 drums or over)
- 2) Cranes(100 ton rated capacity and over) Bauer Drill/Caisson
- 3) Cranes(under 100 ton rated capacity)

a. PAID HOLIDAYS: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, provided the employee works 3 days during the week in which the holiday falls, if scheduled, and if scheduled, the working day before and the working day after the holiday.

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Crane Handling or Erecting Structural Steel or tone; Hoisting Engineer (2 drums or over); Front End Loader (7 cubic yards or over) Work Boat 26 ft. & over.

GROUP 2: Cranes (100 ton rated capacity and over); Excavator over 2 cubic yards; Piledriver (\$3.00 premium when operator controls hammer); Bauer Drill/Caisson

GROUP 3: Excavator; Cranes (under 100 ton rated capacity), Gradall; Master Mechanic; Hoisting Engineer (all types of equipment where a drum and cable are used to hoist or drag material regardless of motive power of operation), Rubber

tire Excavator (Drott-1085 or similar); Grader Operator;
Bulldozer Fine Grade (slopes. shaping, laser or GPS, etc.)

GROUP 4: Trenching machines; Lighter Derrick; Concrete
Finishing Machine, cmi Machine or Similar; Koehring Loader
Skooper).

GROUP 5: Specialty Railroad Equipment; Asphalt Spreader;
Asphalt Reclaiming achine; Line Grinder; Concrete Pumps;
Drills with Self Contained Power Units; Boring Machine;
Post Hole Digger; Auger; Pounder; Well Digger; Milling
Machine (over 24" Mandrell); Side Boom; Combination Hoe and
Loader; Directional Driller.

GROUP 6: Front End Loader (3 cu. yds. up to 7 cubic yards);
Bulldozer (Rough grade dozer).

GROUP 7: Asphalt Roller; Concrete Saws and Cutters (Ride on
Types); Vermeer Concrete Cutter; Stump Grinder; Scraper;
Snooper; Skidder; Milling Machine (24" and Under Mandrel).

GROUP 8: Mechanic; Grease Truck Operator; Hydroblaster;
Barrier Mover; Power Stone Spreader; Welder; Work Boat
Under 26 ft.; Transfer Machine.

GROUP 9: Front End Loader (under 3 cubic yards); Skid Steer
Loader (regardless of attachments); (Bobcat or similar);
Fork Lift; Power Chipper; Landscape Equipment (including
Hydroseeder).

GROUP 10: Vibratory Hammer, Ice Machine, Diesel and Air
Hammer, etc.

GROUP 11: Conveyor; Earth Roller; Power Pavement Breaker
(Whiphammer); Robot Demolition Equipment.

GROUP 12: Wellpoint Operator.

GROUP 13: Portable Asphalt Plant Operator; Portable Concrete
Plant Operator; Portable Crusher Plant Operator.

GROUP 14: Compressor Battery Operator.

GROUP 15: Power Safety Boat; Vacuum Truck; Zim Mixer;
Sweeper; (Minimum for any job requiring a CDL License)

GROUP 16: Elevator Operator; Tow Motor Operator (Solid Tire
No Rough Terrain).

GROUP 17: Generator Operator; Compressor Operator; Pump
Operator; Welding Machine Operator; Heater operator.

GROUP 18: Maintenance Engineer.

	Rates	Fringes
Ironworkers: (Reinforcing, Structural and Precast Concrete Erection).....	\$ 35.47	35.14

a. PAID HOLIDAY: Labor Day provided employee has been on the payroll for the 5 consecutive work days prior to Labor Day.

LABO0056-003 04/01/2018

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 30.05	19.84
GROUP 2.....	\$ 30.30	19.84
GROUP 3.....	\$ 30.55	19.84
GROUP 4.....	\$ 31.05	19.84
GROUP 5.....	\$ 31.80	19.84
GROUP 6.....	\$ 32.05	19.84
GROUP 7.....	\$ 16.00	19.84

LABORERS CLASSIFICATIONS

GROUP 1: Laborers (Unskilled), acetylene burner, concrete specialist

GROUP 2: Chain saw operators, fence and guard rail erectors, pneumatic tool operators and powdermen.

GROUP 3: Pipelayers, Jackhammer/Pavement breaker (handheld), mason tenders/catch basin builders, asphalt rakers, air track operators, block paver and curb setter

GROUP 4: Asbestos/lead removal

GROUP 5: Blasters

GROUP 6: Toxic waste remover

GROUP 7: Traffic control signalman

LABO0056-004 04/01/2018

	Rates	Fringes
Laborers: (TUNNEL CONSTRUCTION)		
CLEANING, CONCRETE AND CAULKING TUNNEL:		
Concrete Workers, Form Movers and Strippers.....	\$ 31.28	19.84
Form Erectors.....	\$ 31.60	19.84
ROCK SHAFT, CONCRETE,		

LINING OF SAME AND TUNNEL
IN FREE AIR:

Brakemen, Trackmen, Tunnel Laborers, Shaft Laborers.....	\$ 31.28	19.84
Laborers Topside, Cage Tenders, Bellman.....	\$ 31.17	19.84
Miners.....	\$ 32.22	19.84

SHIELD DRIVE AND LINER
PLATE TUNNELS IN FREE AIR:

Brakemen and Trackmen.....	\$ 31.28	19.84
Miners, Motormen, Mucking Machine Operators, Nozzlemen, Grout Men, Shaft and Tunnel, Steel and Rodmen, Shield and Erector, Arm Operator, Cable Tenders.....	\$ 32.22	19.84

TUNNELS, CAISSON AND
CYLINDER WORK IN
COMPRESSED AIR:

Blaster.....	\$ 38.53	19.84
Brakemen, Trackmen, Groutman, Laborers, Outside Lock Tender, Gauge Tenders.....	\$ 38.34	19.84
Change House Attendants, Powder Watchmen, Top on Iron Bolts.....	\$ 36.41	19.84
Mucking Machine Operator...	\$ 39.11	19.84

a. PAID HOLIDAYS: On tunnel work only: New Year's Day,
Memorial Day, Independence Day, Labor Day, Thanksgiving Day
and Christmas Day.

No employee shall be eligible for holiday pay when he fails,
without cause, to work the regular work day preceding the
holiday or the regular work day following the holiday.

* PAIN0011-003 06/01/2018

	Rates	Fringes
Painters: (BRIDGE CONSTRUCTION) Brush, Roller, Blasting (Sand, Water, etc.) Spray...	\$ 49.75	21.05

* PAIN0011-004 06/01/2018

	Rates	Fringes
Painters: Blast and Spray.....	\$ 36.62	21.05
Brush and Roll.....	\$ 33.62	21.05
Tanks, Towers, Swing.....	\$ 35.62	21.05

	Rates	Fringes
Truck drivers:		
2 Axle Ready Mix.....	\$ 29.23	23.33
2 Axle.....	\$ 29.13	23.33
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3 Axle.....	\$ 29.23	23.33
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4 Axle.....	\$ 29.33	23.33
Heavy Duty Trailer 40 tons and over.....	\$ 29.58	23.33
Heavy Duty Trailer up to 40 tons.....	\$ 29.33	23.33
Specialized (Earth moving equipment other than conventional type on-the- road trucks and semi- trailers, including Euclids).....	\$ 29.38	23.33

Hazardous waste removal work receives additional \$1.25 per hour.

a. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day and Good Friday, provided the employee has at least 31 calendar days of service and works the last scheduled day before and the first scheduled day after the holiday, unless excused.

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

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

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

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

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Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

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

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
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2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

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

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

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

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION