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FISCAL IMPACT REPORT

ORIGINAL DATE 01/28/11

SPONSOR Cravens LAST UPDATED _____ HB _____

SHORT TITLE Methodology of Determination of Wage Rates SB 287

ANALYST Peery-Galon

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY11	FY12	FY13	3 Year Total Cost	Recurring or Non- Rec	Fund Affected
Total		(\$38,400.0)	(\$38,400.0)	(\$76,800.0)	Recurring	Federal Funds/ Capital Outlay/ Severance Tax Bonds/General Obligation Bonds
Total		(\$30,100.0)*	(\$14,400.0)*	(\$72,200.0)*	Recurring*	State Road Fund*

(Parenthesis () Indicate Expenditure Decreases)

*Based on information provided by Department of Transportation in the 2009 legislative session.

SOURCES OF INFORMATION

LFC Files

Responses Received From

Regulations and Licensing Department (RLD)
 General Services Department (GSD)
 Department of Transportation (DOT)
 Workforce Solutions Department (WSD)
 Public School Finance Authority (PSFA)
 Energy, Minerals and Natural Resources Department (EMNRD)
 State Personnel Office (SPO)
 Public Education Department (PED)

No Response Received From

Higher Education Department

SUMMARY

Synopsis of Bill

Senate Bill 287 amends Section 13-4-11 NMSA 1978 of the Public Works Minimum Wage Act requiring the director of the Workforce Solutions Department's Labor Relations Program to conduct a continuing program to obtain and compile wage rate and fringe benefit information, and to encourage the voluntary submission of wage rate and fringe benefit rate data by

contractors, contractors’ associations, labor organization, interested persons and public officers. The director is to give due regard to the information before making a determination of wage rates and fringe benefit rates for any project. The proposed legislation allows the director to conduct a field survey to obtain sufficient information upon which to make a determination of wage rates and fringe benefit rates. Any interested person has the right to submit to the director written data, views and arguments why the wage and fringe benefit determination should be changed.

FISCAL IMPLICATIONS

Laws 2009, Chapter 206 (Senate Bill 33), amended the Public Works Minimum Wage Act by inserting new language that allows the Labor Relations Program director to set the prevailing wage rates on public works projects by using collective bargaining agreements. Prior to the passing of Senate Bill 33, statute required the director to conduct an annual wage survey by using the voluntary submission of data from contractors. The fiscal impact report for Senate Bill 33 reported the General Services Department, Public School Finance Authority and Department of Transportation estimated the fiscal impact of the bill to be \$137.4 million from FY09 through FY11. General Service Department reported an estimated fiscal impact of \$1 million, Public School Finance Authority reported an estimated fiscal impact of \$31.6 million, and Department of Transportation reported an estimated fiscal impact of \$30.1 million for FY10.

WSD reported that the proposed legislation will significantly decrease the labor costs associated with public works projects. In comparison of rates established under the survey method versus the collective bargaining agreement method, there was a significant increase in wages for public works projects using the collective bargaining agreement method. A comparison of 2010 wages developed by survey method versus 2011 wages developed by collective bargaining agreement method reveals the following increases by type:

Percent Increase in Prevailing Wages/Benefits between 2010 and 2011

	Percent Increase
Type A: Street, Highway, Utility & Light Engineering	31%
Type B: General Building	3%
Type C: Residential	32%
Type H: Heavy Engineering	2%

Source: Workforce Solutions Department

WSD noted the calculations include both base wage and fringe benefits (See Attachment A). Also, WSD reported implementation of a wage survey will require the effort of existing FTE and resources, and no additional costs are anticipated as a result of the proposed legislation.

PSFA reported based on the difference between 2009 wages developed under the wage survey method and 2011 wage rates developed using collective bargaining agreement wage information, there will be an 8.7 percent increase in Type B – “general building” classification of construction typical of most school building projects. Type A – “streets, highways, utility and light engineering” classification for projects such as site work, fields and parking lots at schools will increase by over 31.1 percent. Based on estimated annual expenditures of state and local school construction sources of \$523 million subject to wage rates, there will be an annual fiscal impact of up to \$37.4 million.

DOT stated the fiscal impact of the proposed legislation is difficult to ascertain with any degree of reasonable certainty because each road construction project invariably uses differing amounts of labor and mechanics, and because some contractors may choose to pay their workers a wage higher than the state prevailing wage rate. DOT noted based on information available to the department, for most laborer and mechanic occupations collective bargaining agreement wages are generally higher than prevailing wages for nonunion workers.

EMNRD stated the proposed legislation may reduce the cost of projects by reducing state wages and benefits to laborers based on the survey data collected. The department reported the fiscal impact of possible reductions in wage rates cannot be determined at this time without having wage rate data.

SIGNIFICANT ISSUES

Federal wage law and the Davis-Bacon Act provide a minimum prevailing wage threshold and do not preempt a state's wage law. Under the Davis-Bacon Act, which governs federal public works projects, the prevailing federal rate is set by the U.S. Department of Labor. Federal and state prevailing wage rates may or may not be the same for a given job classification. Where federal and state wage rates are different and public works projects are funded by both state and federal funds, generally the higher of the two rates is applied to a contract. If it is a state project only, the federal wages are only applicable as a minimum requirement.

PSFA reported there have been long-standing concerns raised concerning the Davis-Bacon Act as to the antiquated and unreliable process which determines prevailing wage through surveys and data collected on wages and fringe benefits paid to workers in similar job classifications on comparable construction projects in the same geographical area which may not accurately reflect wages paid in the local area. A March 2004 audit conducted by the U.S. Department of Labor's Office of Inspector General reported numerous concerns with the integrity of the process due to unreliable data and statistical validity due to a lack of uniform participation among employers.

EMNRD reported having some construction contracts that are covered by the Public Works Minimum Wage Act and might be impacted by a change in how prevailing rates are calculated. The department also noted it has a number of public works contracts that rely on federal funding from the American Recovery and Reinvestment Act that requires the federal David-Bacon wage rates be used to pay laborers. State wage rates in some classifications are higher than Davis-Bacon wages. The proposed legislation could potentially reduce the cost of projects if the survey revealed the wage rate should be lower.

RLD stated information from numerous sources is more reliable for an accurate determination of prevailing wage and benefit rates in a local area. Obtaining information from numerous sources, such as contractors, contractors' associations, labor organizations, interested persons and public officers, will provide more accurate wages for local areas.

PSFA noted that New Mexico is one of 32 states with prevailing wage laws. Currently, only four other states (Ohio, Massachusetts, New Jersey and New York) have adopted collective bargaining agreements to determine the prevailing wage. Ninety percent of construction workers in New Mexico, including residential, are nonunion.

PSFA noted that the previous Workforce Solutions Department used the "modal" rate which is

the wage most frequently occurring in the survey and commonly closely mirrored the organized labor wages:

RESULTS OF DIFFERENT FORMULAS FOR CALCULATING PREVAILING WAGE RATES					
<i>Hypothetical employee wage rates</i>	<i>Simple average (sum of diff. rates/# of diff. rates)</i>	<i>Median (middle number)</i>	<i>Mean (sum of all rates/total # of rates)</i>	<i>Modal digit (most common number)</i>	<i>Greatest number, but at least 40%</i>
10.75, 11.25, 11.50, 11.90, 12.25, 12.25, 13.50, 13.75, 15.04, 15.04, 15.04, 15.04, 15.04, 15.04	12.46	13.75	13.48	15.04	15.04

ADMINISTRATIVE IMPLICATIONS

WSD reported that existing FTE and resources were adequate to carry out the provisions of the proposed legislation.

EMNRD stated if any projects are affected by the new wage rate determination, staff would need to review the wage rates established from the results of the survey to ensure that the contractors and subcontractors are paying appropriate wage rates.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

Senate Bill 287 is a duplication of House Bill 63 regarding public works wage rates through survey.

Senate Bill 287 has a relationship with Senate Bill 91 which would suspend the effectiveness of the rules adopted by the Labor and Industrial Commission to determine wage rates on local and state public works projects using collective bargaining agreements.

OTHER SUBSTANTIVE ISSUES

PSFA reported that a 2002 report *The Effects of the Exemption of School Construction Projects from Ohio’s Prevailing Wage Law* conducted by the Legislative Service Commission reported the exemption of school construction from the state’s collective bargaining method of determining prevailing wages has an overall savings of 10.7 percent. A 1999 report from Alaska estimated that using collective bargaining agreements in lieu of surveys increased rates of different labor classifications by 2 percent to 10.5 percent.

PSFA noted based on the proposed 2011 wage rates, most indicate that no other data was submitted other than the collective bargaining agreements. Sufficient data was received from the New Mexico Roofing Contractors Association to negate a potential \$10 increase for roofing wages and fringe benefits under proposed collective bargaining agreements.

EMNRD noted the proposed legislation does not provide for information to be compiled as official record, kept on file or updated in accordance with the continuing survey program. Also, the proposed legislation does not address existing project contracts that were signed by the state before July 1, 2011. EMNRD questions whether the wage rates issued for the projects that go beyond July 1, 2011, should be grandfathered in.

LFC's *Legislating for Results: Appropriation Recommendation* report noted that changes in determining prevailing wages by using collective bargaining agreements affected Public School Finance Authority and school districts using a construction-management-at-risk delivery system for some projects in which builders are brought into the process during early design. Currently, there are no rules or regulations on how prevailing wage decisions are to be applied to construction-management-at-risk contracts, which stretch on for years. For example, Public School Finance Authority estimates cost of the Las Cruces High School construction will increase by approximately \$1 million due to changes in prevailing wages.

ALTERNATIVES

PSFA suggested the development of a simplified web-based form for contractors to provide wage information for the survey. Contractors and all subcontractors working on public works projects are already required to submit weekly certified payroll information to ensure compliance with the Public Works Minimum Wage Act.

RPG/mew

Type "A" - Street, Highway, Utility & Light Engineering

Trade Classification	2010 Base Rate	2010 Fringe Rate	2010 Total	2011 Base Rate	2011 Fringe Rate	2011 Total	Difference Base	Difference Fringe	Total Difference
Bricklayer/Blocklayer/Stonemason	\$ 17.74	\$ 0.26	\$ 18.00	\$ 23.35	\$ 7.18	\$ 30.53	32%	2662%	70%
Carpenter/Lather	\$ 15.99	\$ 0.44	\$ 16.43	\$ 22.94	\$ 7.57	\$ 30.51	43%	1620%	86%
Cement Mason	\$ 15.52	\$ 0.26	\$ 15.78	\$ 16.54	\$ 5.50	\$ 22.04	7%	2015%	40%
Ironworker	\$ 21.77	\$ 6.03	\$ 27.80	\$ 25.50	\$ 11.63	\$ 37.13	17%	93%	34%
Painter (Brush/Roller/Spray)	\$ 17.56	\$ 0.44	\$ 18.00	\$ 16.60	\$ 4.40	\$ 21.00	-5%	900%	17%
Electrician Outside Groundman	\$ 26.79	\$ 11.03	\$ 37.82	\$ 18.99	\$ 8.93	\$ 27.92	-29%	-19%	-26%
Electrician Outside Equipment Operator	\$ 29.61	\$ 11.03	\$ 40.64	\$ 27.26	\$ 10.75	\$ 38.01	-8%	-3%	-6%
Electrician Outside Lineman/Wireman or Tech	\$ 30.20	\$ 11.03	\$ 41.23	\$ 32.07	\$ 11.81	\$ 43.88	6%	7%	6%
Cable Splicer	\$ 31.38	\$ 11.03	\$ 42.41	\$ 35.28	\$ 12.51	\$ 47.79	12%	13%	13%
Plumber/Pipefitter	\$ 28.30	\$ 4.07	\$ 32.37	\$ 28.30	\$ 10.90	\$ 39.20	0%	168%	21%
Laborer Group I	\$ 13.73	\$ 0.35	\$ 14.08	\$ 11.04	\$ 4.88	\$ 15.92	-20%	1294%	13%
Laborer Group II	\$ 14.03	\$ 0.35	\$ 14.38	\$ 11.35	\$ 4.88	\$ 16.23	-19%	1294%	13%
Laborer Group III	\$ 14.43	\$ 0.35	\$ 14.78	\$ 11.75	\$ 4.88	\$ 16.63	-19%	1294%	13%
Operator Group I	\$ 15.74	\$ 0.26	\$ 16.00	\$ 16.76	\$ 5.09	\$ 21.85	6%	1858%	37%
Operator Group II	\$ 15.94	\$ 0.26	\$ 16.20	\$ 17.61	\$ 5.09	\$ 22.70	10%	1858%	40%
Operator Group III	\$ 16.52	\$ 0.26	\$ 16.78	\$ 17.71	\$ 5.09	\$ 22.80	7%	1858%	36%
Operator Group IV	\$ 16.54	\$ 0.26	\$ 16.80	\$ 17.80	\$ 5.09	\$ 22.89	8%	1858%	36%
Operator Group V	\$ 16.53	\$ 0.26	\$ 16.79	\$ 16.53	\$ 5.09	\$ 21.62	0%	1858%	29%
Operator Group VI	\$ 16.69	\$ 0.26	\$ 16.95	\$ 16.54	\$ 5.09	\$ 21.63	-1%	1858%	28%
Operator Group VII	\$ 16.74	\$ 0.26	\$ 17.00	\$ 18.21	\$ 5.09	\$ 23.30	9%	1858%	37%
Operator Group VIII	\$ 16.89	\$ 0.26	\$ 17.15	\$ 18.47	\$ 5.09	\$ 23.56	9%	1858%	37%
Operator Group IX	\$ 17.39	\$ 0.26	\$ 17.65	\$ 25.26	\$ 5.09	\$ 30.35	45%	1858%	72%
Operator Group X	\$ 18.19	\$ 0.26	\$ 18.45	\$ 28.21	\$ 5.09	\$ 33.30	55%	1858%	80%
Truck Drivers Group I	\$ 13.32	\$ 0.26	\$ 13.58	\$ 11.99	\$ 5.50	\$ 17.49	-10%	2015%	29%
Truck Drivers Group II	\$ 13.52	\$ 0.26	\$ 13.78	\$ 11.98	\$ 5.50	\$ 17.48	-11%	2015%	27%
Truck Drivers Group III	\$ 13.72	\$ 0.26	\$ 13.98	\$ 12.44	\$ 5.50	\$ 17.94	-9%	2015%	28%
Truck Drivers Group IV	\$ 13.92	\$ 0.26	\$ 14.18	\$ 12.60	\$ 5.50	\$ 18.10	-9%	2015%	28%

Type "B" - General Building

Trade Classification	2010 Base Rate	2010 Fringe Rate	2010 Total	2011 Base Rate	2011 Fringe Rate	2011 Total	Difference Base	Difference Fringe	Total Difference
Asbestos Worker - Heat & Frost Insulator	\$ 27.35	\$ 10.23	\$ 37.58	\$ 28.41	\$ 10.81	\$ 39.22	4%	6%	4%
Boilermaker	\$ 18.40	\$ 3.78	\$ 22.18	\$ 30.73	\$ 21.41	\$ 52.14	67%	466%	135%
Bricklayer/Blocklayer/Stonemason	\$ 22.85	\$ 6.00	\$ 28.85	\$ 23.35	\$ 7.18	\$ 30.53	2%	20%	6%
Carpenter/Lather	\$ 20.86	\$ 6.25	\$ 27.11	\$ 22.94	\$ 7.57	\$ 30.51	10%	21%	13%
Cement Mason	\$ 17.72	\$ 7.45	\$ 25.17	\$ 19.42	\$ 8.35	\$ 27.77	10%	12%	10%
Electrician Outside Groundman	\$ 22.32	\$ 8.62	\$ 30.94	\$ 18.99	\$ 8.93	\$ 27.92	-15%	4%	-10%
Electrician Outside Equipment Operator	\$ 25.14	\$ 8.62	\$ 33.76	\$ 27.26	\$ 10.75	\$ 38.01	8%	25%	13%
Electrician Outside Lineman/Tech	\$ 25.73	\$ 8.62	\$ 34.35	\$ 32.07	\$ 11.81	\$ 43.88	25%	37%	28%
Electrician Outside Cable Splicer	\$ 26.91	\$ 8.62	\$ 35.53	\$ 35.25	\$ 12.51	\$ 47.76	31%	45%	34%
Electrician Inside Wireman/Tech	\$ 27.80	\$ 8.06	\$ 35.86	\$ 28.30	\$ 9.05	\$ 37.35	2%	12%	4%
Electrician Inside Cable Splicer	\$ 29.53	\$ 8.06	\$ 37.59	\$ 31.13	\$ 9.13	\$ 40.26	5%	13%	7%
Electrician Sound Installer	\$ 23.39	\$ 8.31	\$ 31.70	\$ 28.30	\$ 9.05	\$ 37.35	21%	9%	18%
Electrician Sound Technician	\$ 24.94	\$ 8.31	\$ 33.25	\$ 28.30	\$ 9.05	\$ 37.35	13%	9%	12%
Electrician Sound Soundman	\$ 27.01	\$ 8.31	\$ 35.32	\$ 28.30	\$ 9.05	\$ 37.35	5%	9%	6%
Elevator Constructor	\$ 33.61	\$ 14.99	\$ 48.60	\$ 18.93	\$ 1.50	\$ 20.43	-44%	-90%	-58%
Elevator Constructor Helper	\$ 15.55	\$ 3.56	\$ 19.11	\$ 15.55	\$ 3.56	\$ 19.11	0%	0%	0%
Glazier	\$ 20.15	\$ 4.15	\$ 24.30	\$ 18.00	\$ 3.10	\$ 21.10	-11%	-25%	-13%
Ironworker	\$ 25.00	\$ 10.00	\$ 35.00	\$ 25.50	\$ 11.63	\$ 37.13	2%	16%	6%
Painter (Brush/Roller/Spray)	\$ 16.60	\$ 3.88	\$ 20.48	\$ 16.60	\$ 4.40	\$ 21.00	0%	13%	3%
Paper Hanger	\$ 19.71	\$ 8.42	\$ 28.13	\$ 16.60	\$ 4.40	\$ 21.00	-16%	-48%	-25%
Drywall Finisher/Taper	\$ 19.64	\$ 3.91	\$ 23.55	\$ 22.64	\$ 4.38	\$ 27.02	15%	12%	15%
Plasterer	\$ 18.65	\$ 7.15	\$ 25.80	\$ 21.17	\$ 6.80	\$ 27.97	14%	-5%	8%
Plumber/Pipefitter	\$ 28.30	\$ 11.00	\$ 39.30	\$ 28.30	\$ 10.90	\$ 39.20	0%	-1%	0%
Roofer	\$ 15.18	\$ 0.50	\$ 15.68	\$ 15.18	\$ 0.50	\$ 15.68	0%	0%	0%
Sheetmetal Worker	\$ 26.56	\$ 13.41	\$ 39.97	\$ 27.78	\$ 15.04	\$ 42.82	5%	12%	7%
Soft Floor Layer	\$ 20.74	\$ 4.40	\$ 25.14	\$ 20.74	\$ 5.03	\$ 25.77	0%	14%	3%
Sprinkler Fitter	\$ 24.41	\$ 11.27	\$ 35.68	\$ 16.15	\$ 16.50	\$ 32.65	-34%	46%	-8%
Tile Setter	\$ 14.80	\$ 1.20	\$ 16.00	\$ 20.99	\$ 4.54	\$ 25.53	42%	278%	60%
Tile Setter Helper	\$ 13.00	\$ 1.02	\$ 14.02	\$ 13.00	\$ 1.02	\$ 14.02	0%	0%	0%
Laborer Group I	\$ 15.04	\$ 4.25	\$ 19.29	\$ 15.04	\$ 4.25	\$ 19.29	0%	0%	0%
Laborer Group II	\$ 15.61	\$ 4.25	\$ 19.86	\$ 16.09	\$ 4.94	\$ 21.03	3%	16%	6%
Laborer Group III	\$ 15.91	\$ 4.25	\$ 20.16	\$ 17.73	\$ 4.94	\$ 22.67	11%	16%	12%

Type "B" - General Building

Trade Classification	2010 Base Rate	2010 Fringe Rate	2010 Total	2011 Base Rate	2011 Fringe Rate	2011 Total	Difference Base	Difference Fringe	Total Difference
Laborer Group IV	\$ 16.01	\$ 4.25	\$ 20.26	\$ 17.06	\$ 4.94	\$ 22.00	7%	16%	9%
Laborer Group V	\$ 16.21	\$ 4.25	\$ 20.46	\$ 16.09	\$ 4.94	\$ 21.03	-1%	16%	3%
Laborer Group VI	\$ 16.36	\$ 4.25	\$ 20.61	\$ 19.29	\$ 4.94	\$ 24.23	18%	16%	18%
Operator Group I	\$ 28.03	\$ 5.16	\$ 33.19	\$ 19.21	\$ 5.75	\$ 24.96	-31%	11%	-25%
Operator Group II	\$ 29.07	\$ 5.16	\$ 34.23	\$ 21.06	\$ 5.75	\$ 26.81	-28%	11%	-22%
Operator Group III	\$ 29.15	\$ 5.16	\$ 34.31	\$ 21.45	\$ 5.75	\$ 27.20	-26%	11%	-21%
Operator Group IV	\$ 29.21	\$ 5.16	\$ 34.37	\$ 21.83	\$ 5.75	\$ 27.58	-25%	11%	-20%
Operator Group V	\$ 29.27	\$ 5.16	\$ 34.43	\$ 21.99	\$ 5.75	\$ 27.74	-25%	11%	-19%
Operator Group VI	\$ 29.37	\$ 5.16	\$ 34.53	\$ 22.17	\$ 5.75	\$ 27.92	-25%	11%	-19%
Operator Group VII	\$ 29.47	\$ 5.16	\$ 34.63	\$ 22.27	\$ 5.75	\$ 28.02	-24%	11%	-19%
Operator Group VIII	\$ 30.55	\$ 5.16	\$ 35.71	\$ 24.85	\$ 5.75	\$ 30.60	-19%	11%	-14%
Truck Driver Group I	\$ 20.56	\$ 5.34	\$ 25.90	\$ 20.56	\$ 5.34	\$ 25.90	0%	0%	0%
Truck Driver Group II	\$ 20.68	\$ 5.34	\$ 26.02	\$ 20.68	\$ 5.34	\$ 26.02	0%	0%	0%
Truck Driver Group III	\$ 20.76	\$ 5.34	\$ 26.10	\$ 20.76	\$ 5.34	\$ 26.10	0%	0%	0%
Truck Driver Group IV	\$ 20.88	\$ 5.34	\$ 26.22	\$ 20.88	\$ 5.34	\$ 26.22	0%	0%	0%
Truck Driver Group V	\$ 20.93	\$ 5.34	\$ 26.27	\$ 20.93	\$ 5.34	\$ 26.27	0%	0%	0%
Truck Driver Group VI	\$ 21.03	\$ 5.34	\$ 26.37	\$ 21.03	\$ 5.34	\$ 26.37	0%	0%	0%
Truck Driver Group VII	\$ 21.13	\$ 5.34	\$ 26.47	\$ 21.13	\$ 5.34	\$ 26.47	0%	0%	0%
Truck Driver Group VIII	\$ 21.27	\$ 5.34	\$ 26.61	\$ 21.27	\$ 5.34	\$ 26.61	0%	0%	0%
Truck Driver Group IX	\$ 21.42	\$ 5.34	\$ 26.76	\$ 21.42	\$ 5.34	\$ 26.76	0%	0%	0%

Type "C" - Residential

Trade Classification	2010 Base Rate	2010 Fringe Rate	2010 Total	2011 Base Rate	2011 Fringe Rate	2011 Total	Difference Base	Difference Fringe	Total Difference
Asbestos Worker - Heat & Frost Insulator	\$ 18.97	\$ 3.03	\$ 22.00	\$ 28.41	\$ 10.81	\$ 39.22	50%	257%	78%
Boilermaker	\$ -	\$ -	\$ -	\$ 30.73	\$ 21.41	\$ 52.14	3073%	2141%	5214%
Bricklayer/Blocklayer/Stonemason	\$ 18.00	\$ 4.76	\$ 22.76	\$ 23.35	\$ 7.18	\$ 30.53	30%	51%	34%
Carpenter/Lather	\$ 15.00	\$ 6.06	\$ 21.06	\$ 19.00	\$ 6.25	\$ 25.25	27%	3%	20%
Millwright/Piledriver	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0%	0%	0%
Cement Mason	\$ 15.00	\$ 4.76	\$ 19.76	\$ 16.62	\$ 8.35	\$ 24.97	11%	75%	26%
Electrician Outside Groundman	\$ 24.46	\$ 10.88	\$ 35.34	\$ 18.99	\$ 8.93	\$ 27.92	-22%	-18%	-21%
Electrician Outside Equipment Operator	\$ 27.28	\$ 10.88	\$ 38.16	\$ 27.26	\$ 10.75	\$ 38.01	0%	-1%	0%
Electrician Outside Lineman/Tech	\$ 27.87	\$ 10.88	\$ 38.75	\$ 32.07	\$ 11.81	\$ 43.88	15%	9%	13%
Electrician Outside Cable Splicer	\$ 29.05	\$ 10.88	\$ 39.93	\$ 35.25	\$ 12.51	\$ 47.76	21%	15%	20%
Electrician Inside Wireman/Tech	\$ 15.00	\$ 3.00	\$ 18.00	\$ 28.30	\$ 9.05	\$ 37.35	89%	202%	108%
Electrician Inside Cable Splicer	\$ 16.73	\$ 3.00	\$ 19.73	\$ 31.13	\$ 9.13	\$ 40.26	86%	204%	104%
Electrician Sound Installer	\$ 10.00	\$ 1.01	\$ 11.01	\$ 28.30	\$ 9.05	\$ 37.35	183%	796%	239%
Electrician Sound Technician	\$ 11.55	\$ 1.01	\$ 12.56	\$ 28.30	\$ 9.05	\$ 37.35	145%	796%	197%
Electrician Sound Soundman	\$ 13.62	\$ 1.01	\$ 14.63	\$ 28.30	\$ 9.05	\$ 37.35	108%	796%	155%
Elevator Constructor	\$ -	\$ -	\$ -	\$ 18.93	\$ 1.50	\$ 20.43	1893%	150%	2043%
Elevator Constructor Helper	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0%	0%	0%
Glazier	\$ 20.15	\$ 4.15	\$ 24.30	\$ 18.00	\$ 3.10	\$ 21.10	-11%	-25%	-13%
Ironworker	\$ 13.00	\$ 6.16	\$ 19.16	\$ 25.50	\$ 11.63	\$ 37.13	96%	89%	94%
Painter (Brush/Roller/Spray)	\$ 15.00	\$ 0.65	\$ 15.65	\$ 12.25	\$ 4.40	\$ 16.65	-18%	577%	6%
Paper Hanger	\$ 15.00	\$ 0.65	\$ 15.65	\$ 13.25	\$ 4.40	\$ 17.65	-12%	577%	13%
Drywall Finisher/Taper	\$ 20.34	\$ -	\$ 20.34	\$ 19.47	\$ 4.38	\$ 23.85	-4%	438%	17%
Plasterer	\$ -	\$ -	\$ -	\$ 17.75	\$ 5.73	\$ 23.48	1775%	573%	2348%
Plumber/Pipefitter	\$ 20.04	\$ 8.70	\$ 28.74	\$ 20.45	\$ 6.35	\$ 26.80	2%	-27%	-7%
Roofer	\$ 13.96	\$ 1.87	\$ 15.83	\$ 13.96	\$ 1.87	\$ 15.83	0%	0%	0%
Sheetmetal Worker	\$ 26.58	\$ 14.20	\$ 40.78	\$ 27.78	\$ 15.10	\$ 42.88	5%	6%	5%
Soft Floor Layer	\$ 19.17	\$ 4.78	\$ 23.95	\$ 20.74	\$ 5.03	\$ 25.77	8%	5%	8%
Sprinkler Fitter	\$ 22.74	\$ 15.20	\$ 37.94	\$ 26.15	\$ 16.50	\$ 42.65	15%	9%	12%
Tile Setter	\$ 9.88	\$ -	\$ 9.88	\$ 23.35	\$ 7.18	\$ 30.53	136%	718%	209%
Tile Setter Helper	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0%	0%	0%
Laborer Group I	\$ 11.63	\$ 4.00	\$ 15.63	\$ 11.63	\$ 4.00	\$ 15.63	0%	0%	0%
Laborer Group II	\$ 12.20	\$ 4.00	\$ 16.20	\$ 14.80	\$ 4.94	\$ 19.74	21%	24%	22%

Type "C" - Residential

Trade Classification	2010 Base Rate	2010 Fringe Rate	2010 Total	2011 Base Rate	2011 Fringe Rate	2011 Total	Difference Base	Difference Fringe	Total Difference
Laborer Group III	\$ 12.50	\$ 4.00	\$ 16.50	\$ 15.70	\$ 4.94	\$ 20.64	26%	24%	25%
Laborer Group IV	\$ 12.60	\$ 4.00	\$ 16.60	\$ 15.70	\$ 4.94	\$ 20.64	25%	24%	24%
Laborer Group V	\$ 12.80	\$ 4.00	\$ 16.80	\$ 14.80	\$ 4.94	\$ 19.74	16%	24%	18%
Laborer Group VI	\$ 12.95	\$ 4.00	\$ 16.95	\$ 16.60	\$ 4.94	\$ 21.54	28%	24%	27%
Operator Group I	\$ 9.98	\$ 0.30	\$ 10.28	\$ 9.98	\$ 2.40	\$ 12.38	0%	700%	20%
Operator Group II	\$ 11.02	\$ 0.30	\$ 11.32	\$ 11.02	\$ 2.40	\$ 13.42	0%	700%	19%
Operator Group III	\$ 11.10	\$ 0.30	\$ 11.40	\$ 11.10	\$ 2.40	\$ 13.50	0%	700%	18%
Operator Group IV	\$ 11.16	\$ 0.30	\$ 11.46	\$ 11.16	\$ 2.40	\$ 13.56	0%	700%	18%
Operator Group V	\$ 11.22	\$ 0.30	\$ 11.52	\$ 11.22	\$ 2.40	\$ 13.62	0%	700%	18%
Operator Group VI	\$ 11.32	\$ 0.30	\$ 11.62	\$ 11.32	\$ 2.40	\$ 13.72	0%	700%	18%
Operator Group VII	\$ 11.42	\$ 0.30	\$ 11.72	\$ 11.42	\$ 2.40	\$ 13.82	0%	700%	18%
Operator Group VIII	\$ 12.50	\$ 0.30	\$ 12.80	\$ 12.50	\$ 2.40	\$ 14.90	0%	700%	16%
Truck Driver Group I	\$ 14.88	\$ -	\$ 14.88	\$ 14.88	\$ -	\$ 14.88	0%	0%	0%
Truck Driver Group II	\$ 15.00	\$ -	\$ 15.00	\$ 15.00	\$ -	\$ 15.00	0%	0%	0%
Truck Driver Group III	\$ 15.08	\$ -	\$ 15.08	\$ 15.08	\$ -	\$ 15.08	0%	0%	0%
Truck Driver Group IV	\$ 15.20	\$ -	\$ 15.20	\$ 15.20	\$ -	\$ 15.20	0%	0%	0%
Truck Driver Group V	\$ 15.25	\$ -	\$ 15.25	\$ 15.25	\$ -	\$ 15.25	0%	0%	0%
Truck Driver Group VI	\$ 15.35	\$ -	\$ 15.35	\$ 15.35	\$ -	\$ 15.35	0%	0%	0%
Truck Driver Group VII	\$ 15.45	\$ -	\$ 15.45	\$ 15.45	\$ -	\$ 15.45	0%	0%	0%
Truck Driver Group VIII	\$ 15.59	\$ -	\$ 15.59	\$ 15.59	\$ -	\$ 15.59	0%	0%	0%
Truck Driver Group IX	\$ 15.74	\$ -	\$ 15.74	\$ 15.74	\$ -	\$ 15.74	0%	0%	0%

Type "H" - Heavy Engineering

Trade Classification	2010 Base Rate	2010 Fringe Rate	2010 Total	2011 Base Rate	2011 Fringe Rate	2011 Total	Difference Base	Difference Fringe	Total Difference
Asbestos Worker - Heat & Frost Insulator	\$ 27.35	\$ 10.23	\$ 37.58	\$ 38.41	\$ 10.81	\$ 49.22	40%	6%	31%
Boilermaker	\$ 18.50	\$ 3.31	\$ 21.81	\$ 30.73	\$ 21.41	\$ 52.14	66%	547%	139%
Bricklayer/Blocklayer/Stonemason	\$ 20.78	\$ 4.73	\$ 25.51	\$ 23.35	\$ 7.18	\$ 30.53	12%	52%	20%
Carpenter/Lather	\$ 20.86	\$ 6.00	\$ 26.86	\$ 22.94	\$ 7.57	\$ 30.51	10%	26%	14%
Millwright/Piledriver	\$ 26.38	\$ 5.96	\$ 32.34	\$ 26.38	\$ 9.61	\$ 35.99	0%	61%	11%
Cement Mason	\$ 21.83	\$ 6.98	\$ 28.81	\$ 19.42	\$ 8.73	\$ 28.15	-11%	25%	-2%
Electrician Outside Groundman	\$ 21.14	\$ 10.23	\$ 31.37	\$ 18.99	\$ 8.93	\$ 27.92	-10%	-13%	-11%
Electrician Outside Equipment Operator	\$ 23.96	\$ 10.23	\$ 34.19	\$ 27.26	\$ 10.75	\$ 38.01	14%	5%	11%
Electrician Outside Lineman/Tech	\$ 24.55	\$ 10.23	\$ 34.78	\$ 32.07	\$ 11.81	\$ 43.88	31%	15%	26%
Electrician Outside Cable Splicer	\$ 25.73	\$ 10.23	\$ 35.96	\$ 35.25	\$ 12.51	\$ 47.76	37%	22%	33%
Electrician Inside Wireman/Tech	\$ 26.85	\$ 8.36	\$ 35.21	\$ 28.30	\$ 9.15	\$ 37.45	5%	9%	6%
Electrician Inside Cable Splicer	\$ 28.58	\$ 8.36	\$ 36.94	\$ 31.13	\$ 9.13	\$ 40.26	9%	9%	9%
Electrician Sound Installer	\$ -	\$ -	\$ -	\$ 28.30	\$ 9.05	\$ 37.35	2830%	905%	3735%
Electrician Sound Technician	\$ -	\$ -	\$ -	\$ 28.30	\$ 9.05	\$ 37.35	2830%	905%	3735%
Electrician Sound Soundman	\$ -	\$ -	\$ -	\$ 28.30	\$ 9.05	\$ 37.35	2830%	905%	3735%
Glazier	\$ -	\$ -	\$ -	\$ 18.00	\$ 3.10	\$ 21.10	1800%	310%	2110%
Ironworker	\$ 31.04	\$ 9.40	\$ 40.44	\$ 25.50	\$ 11.63	\$ 37.13	-18%	24%	-8%
Painter (Brush/Roller/Spray)	\$ 16.00	\$ 3.78	\$ 19.78	\$ 19.05	\$ 5.40	\$ 24.45	19%	43%	24%
Plumber/Pipefitter	\$ 28.30	\$ 11.00	\$ 39.30	\$ 28.30	\$ 10.90	\$ 39.20	0%	-1%	0%
Roofer	\$ 19.56	\$ 11.34	\$ 30.90	\$ 19.56	\$ 11.34	\$ 30.90	0%	0%	0%
Sheetmetal Worker	\$ 27.56	\$ 14.20	\$ 41.76	\$ 18.78	\$ 15.10	\$ 33.88	-32%	6%	-19%
Laborer Group I	\$ 14.95	\$ 4.27	\$ 19.22	\$ 16.80	\$ 4.88	\$ 21.68	12%	14%	13%
Laborer Group II	\$ 15.25	\$ 4.27	\$ 19.52	\$ 18.33	\$ 4.88	\$ 23.21	20%	14%	19%
Laborer Group III	\$ 15.55	\$ 4.27	\$ 19.82	\$ 18.74	\$ 4.88	\$ 23.62	21%	14%	19%
Laborer Group IV	\$ 16.12	\$ 4.27	\$ 20.39	\$ 17.98	\$ 4.88	\$ 22.86	12%	14%	12%
Laborer Group V	\$ 16.37	\$ 4.27	\$ 20.64	\$ 16.37	\$ 4.27	\$ 20.64	0%	0%	0%
Laborer Group VI	\$ 15.10	\$ 4.27	\$ 19.37	\$ 17.98	\$ 4.88	\$ 22.86	19%	14%	18%
Laborer Group VII	\$ 15.04	\$ 4.27	\$ 19.31	\$ 18.35	\$ 4.88	\$ 23.23	22%	14%	20%
Laborer Group VIII	\$ 15.50	\$ 4.27	\$ 19.77	\$ 18.35	\$ 4.88	\$ 23.23	18%	14%	18%
Laborer Group IX	\$ 15.70	\$ 4.27	\$ 19.97	\$ 18.71	\$ 4.88	\$ 23.59	19%	14%	18%
Laborer Group X	\$ 16.37	\$ 4.27	\$ 20.64	\$ 16.37	\$ 4.27	\$ 20.64	0%	0%	0%
Operator Group I	\$ 33.08	\$ 6.98	\$ 40.06	\$ 20.53	\$ 5.09	\$ 25.62	-38%	-27%	-36%

Type "H" - Heavy Engineering

Trade Classification	2010 Base Rate	2010 Fringe Rate	2010 Total	2011 Base Rate	2011 Fringe Rate	2011 Total	Difference Base	Difference Fringe	Total Difference
Operator Group II	\$ 33.28	\$ 6.98	\$ 40.26	\$ 20.74	\$ 5.09	\$ 25.83	-38%	-27%	-36%
Operator Group III	\$ 33.86	\$ 6.98	\$ 40.84	\$ 21.33	\$ 5.09	\$ 26.42	-37%	-27%	-35%
Operator Group IV	\$ 33.88	\$ 6.98	\$ 40.86	\$ 21.35	\$ 5.09	\$ 26.44	-37%	-27%	-35%
Operator Group V	\$ 33.88	\$ 6.98	\$ 40.86	\$ 21.37	\$ 5.09	\$ 26.46	-37%	-27%	-35%
Operator Group VI	\$ 34.03	\$ 6.98	\$ 41.01	\$ 21.50	\$ 5.09	\$ 26.59	-37%	-27%	-35%
Operator Group VII	\$ 34.08	\$ 6.98	\$ 41.06	\$ 21.55	\$ 5.09	\$ 26.64	-37%	-27%	-35%
Operator Group VIII	\$ 34.23	\$ 6.98	\$ 41.21	\$ 21.70	\$ 5.09	\$ 26.79	-37%	-27%	-35%
Operator Group IX	\$ 34.73	\$ 6.98	\$ 41.71	\$ 26.28	\$ 5.09	\$ 31.37	-24%	-27%	-25%
Operator Group X	\$ 35.53	\$ 6.98	\$ 42.51	\$ 29.22	\$ 5.09	\$ 34.31	-18%	-27%	-19%
Truck Driver Group I	\$ 15.05	\$ 4.94	\$ 19.99	\$ 15.90	\$ 5.50	\$ 21.40	6%	11%	7%
Truck Driver Group II	\$ 15.25	\$ 4.94	\$ 20.19	\$ 16.18	\$ 5.50	\$ 21.68	6%	11%	7%
Truck Driver Group III	\$ 15.45	\$ 4.94	\$ 20.39	\$ 15.57	\$ 5.50	\$ 21.07	1%	11%	3%
Truck Driver Group IV	\$ 15.65	\$ 4.94	\$ 20.59	\$ 15.62	\$ 5.50	\$ 21.12	0%	11%	3%