

Fiscal impact reports (FIRs) are prepared by the Legislative Finance Committee (LFC) for standing finance committees of the NM Legislature. The LFC does not assume responsibility for the accuracy of these reports if they are used for other purposes.

Current FIRs (in HTML & Adobe PDF formats) are available on the NM Legislative Website (legis.state.nm.us). Adobe PDF versions include all attachments, whereas HTML versions may not. Previously issued FIRs and attachments may be obtained from the LFC in Suite 101 of the State Capitol Building North.

## FISCAL IMPACT REPORT

ORIGINAL DATE 02/22/11

SPONSOR Strickler LAST UPDATED \_\_\_\_\_ HB 545

SHORT TITLE Public Works Wages Through Survey Program SB \_\_\_\_\_

ANALYST Peery-Galon

### ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY11	FY12	FY13	3 Year Total Cost	Recurring or Non-Rec	Fund Affected
<b>Total</b>		(\$38,400.0)	(\$38,400.0)	(\$76,800.0)	Recurring	Federal Funds/ Capital Outlay/ Severance Tax Bonds/General Obligation Bonds
<b>Total</b>		(\$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

Workforce Solutions Department (WSD)  
 Public School Facilities Authority (PSFA)  
 General Services Department (GSD)  
 Department of Transportation (DOT)  
 Energy, Minerals and Natural Resources Department (EMNRD)

#### No Response Received From

Regulations and Licensing Department

### SUMMARY

#### Synopsis of Bill

House Bill 545 proposes the director of the Labor Relations Program of the Workforce Solutions Department determine prevailing wage and fringe benefit rates on public works projects by conducting a continuing program to compile rate information for a two-year period beginning July 1, 2011, and ending June 30, 2013. After June 30, 2013, the rates will revert to those determined under provisions of current law from the prevailing rates used in collective bargaining agreements for similar classes of laborers in the locality of the public works project.

The proposed legislation calls for the director to determine rates for the two-year period by seeking voluntary submission of wage and fringe benefit rates by contractors, contractors' associations, labor organizations, interested persons and public officers. If the director determines the data is insufficient to make a wage and fringe benefit determination a field survey may be conducted. Any interested person may submit written views and arguments to the director setting out why a 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 the current database will need an upgrade to implement the wage survey.

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 for the period from July 1, 2011, through June 30, 2013, if the proposed legislation were to pass the department might expect fiscal implications which would potentially include lower bids because bidders would no longer be required to pay wage and fringe benefit rates at a higher wage rate. DOT reported calculating the direct fiscal impact to department is speculative as highway construction projects have different mixes of labor usage and because some contractors may elect to pay employees at rate higher than the prevailing wage rate.

**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.

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, 15.04, 15.04	12.46	13.75	13.48	15.04	15.04

## **CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

House Bill 545 has a relationship with House Bill 63 and Senate Bill 287 which call for establishing prevailing wage rates for public works projects through a wage survey. The proposed legislation differs from House Bill 63 and Senate Bill 287 in that it proposes using the survey method for only a two-year period. Also, House Bill 545 has a relationship with Senate Bill 91 which would render the rules adopted by the Labor and Industrial Commission to determine wage rates on local and state public works projects using collective bargaining agreements ineffective and require re-adoption of rules.

## **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.

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**

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

**Type "B" - General Building**

<b>Trade Classification</b>	<b>2010 Base Rate</b>	<b>2010 Fringe Rate</b>	<b>2010 Total</b>	<b>2011 Base Rate</b>	<b>2011 Fringe Rate</b>	<b>2011 Total</b>	<b>Difference Base</b>	<b>Difference Fringe</b>	<b>Total Difference</b>
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**

<b>Trade Classification</b>	<b>2010 Base Rate</b>	<b>2010 Fringe Rate</b>	<b>2010 Total</b>	<b>2011 Base Rate</b>	<b>2011 Fringe Rate</b>	<b>2011 Total</b>	<b>Difference Base</b>	<b>Difference Fringe</b>	<b>Total Difference</b>
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**

<b>Trade Classification</b>	<b>2010 Base Rate</b>	<b>2010 Fringe Rate</b>	<b>2010 Total</b>	<b>2011 Base Rate</b>	<b>2011 Fringe Rate</b>	<b>2011 Total</b>	<b>Difference Base</b>	<b>Difference Fringe</b>	<b>Total Difference</b>
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**

<b>Trade Classification</b>	<b>2010 Base Rate</b>	<b>2010 Fringe Rate</b>	<b>2010 Total</b>	<b>2011 Base Rate</b>	<b>2011 Fringe Rate</b>	<b>2011 Total</b>	<b>Difference Base</b>	<b>Difference Fringe</b>	<b>Total Difference</b>
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**

<b>Trade Classification</b>	<b>2010 Base Rate</b>	<b>2010 Fringe Rate</b>	<b>2010 Total</b>	<b>2011 Base Rate</b>	<b>2011 Fringe Rate</b>	<b>2011 Total</b>	<b>Difference Base</b>	<b>Difference Fringe</b>	<b>Total Difference</b>
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%
Rofer	\$ 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**

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