

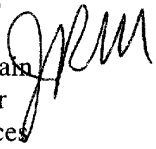
The California State University
Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802-4210
(562) 951-4412

Date: December 13, 2000

Code: HR 2000-18

To: CSU Presidents

From: Jackie R. McClain
Vice Chancellor
Human Resources



Supersedes: Technical Letter
FSA/PCOS 6100
77-05

Subject: "Trade Rate Letters" – DELEGATION OF AUTHORITY

Chapter III, Section 8 (b) of the Standing Orders of the Board of Trustees, authorizes the Chancellor to determine trade rate salary ranges for "casual employment" classifications. Casual employment classifications are identified in the Excluded (E99) section of the CSU Salary Schedule and reflect job categories most comparable to Skilled Crafts (Unit 6) bargaining unit classifications. In accordance with the Standing Orders, "in establishing a trade rate salary range, the Chancellor shall confer with and take into account the findings of state, county, municipal and other official public bodies engaged in determining the prevailing rate in connection with the awarding of contracts for public works, and shall consider such other sources of pertinent information as may be available."

The Chancellor's Office has prepared and distributed "trade rate letters" to requesting campuses hiring casual employment workers, authorizing wage and benefit rates payable for a given casual employment classification over a specified timeframe. Wage and benefit payment determinations are made in accordance with general prevailing wage rates established by the Department of Industrial Relations, Division of Labor Statistics and Research. Typically, these determinations vary by county, and campuses hiring casual employment workers must abide by the general prevailing rates established for their respective county. **Campuses are now being delegated authority to authorize these wage and benefit rates within the guidelines established by the Chancellor's Office.**

Distribution:

All Without Attachments Unless Otherwise Noted:

Vice Presidents, Administration/with attachments
Business Managers
Capital Planning, Design and Construction Managers
Contract Services and Procurement Designees
Employee Relations Designees
Human Resource Directors
Payroll Managers/with attachments
Director, SOSS

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When trade rate Standing Orders were established¹, collective bargaining did not exist within the CSU system. The intent of the Standing Orders was to provide campuses flexibility to hire temporary workers to perform work on construction or maintenance projects that could not be accomplished by the “regular college staff” due to existing workloads. It was recognized that use of casual employees was appropriate during periods when campus resources for a specific trade or craft were not readily available.

Today campuses must use discretion to ensure collective bargaining agreements are not compromised when using workers hired under “casual employment” authority. Casual employment use is to be authorized only after it has been determined there are no comparable skills in the campus’ existing pool of resources available and qualified to perform the required work. **Campus presidents and/or their designees must determine the authority responsible for administering this activity at their respective campus.**

The following attachments will provide campuses information needed to prepare trade rate letters for use at their respective campuses.

Attachment A	Trade Rate Guidelines and Payroll Processing Instructions
Attachment B	CSU Casual Employment Classifications and General Prevailing Wage Rate (GPWR) Craft Titles
Attachment C	Sample - “Skilled Laborer” Trade Rate Letter
Attachment C1	Sacramento County “Laborer and Related Classifications” General Prevailing Wage Determination issued August 22, 2000 and Group Descriptions
Attachment D	August 2000 General Prevailing Wage Determinations
Attachment E	August 2000 General Prevailing Apprentices Schedules

Additional information pertinent to casual employment workers and general prevailing wages may be found in the following reference sources:

- Education Code Section 89503
- Government Code Sections 19830 and 19831
- Laws and Regulations Governing the Payment of Prevailing Wages, issued by the Division of Labor Statistics and Research, Division of Labor Standards Enforcement, Division of Apprenticeship Standards, P. O. Box 420603, San Francisco, Ca 94142-0603

Campuses may access current general prevailing wage determinations via internet at <http://www.dir.ca.gov/DLSR/PWD>. The Adobe Acrobat Reader (available at <http://www.adobe.com>) is required to view these pages. Campuses wanting to receive hardcopy distributions must make their request in writing to:

¹ Reference: Minutes of the Board of Trustees’ Meeting of September 1, 1961

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California Department of Industrial Relations
Division of Labor Statistics and Research
Prevailing Wage Unit
P. O. Box 420603
San Francisco, CA 94142

Questions pertaining to this technical letter or its attachments can be referred to Theresa Hines by calling (562) 951-4412 or via e-mail at thines@calstate.edu. For Contract and Procurement issues pertinent to the “**Day Laborer**” program, please contact Haaziq Muhammad by calling (562) 951-4591, or via e-mail at hmuhammad@calstate.edu. This technical letter is also available on Human Resources Administration’s web site at: <http://www.calstate.edu/tier3/HR-Adm/memos.html>. Thank you.

CR/dth
Attachments

Attachment A is SUPERCEDED BY HR/Benefits 2005-27

Attachment A has been superseded.
Refer to HR Benefits 2005-27, Attachment A,
for current processing instructions.

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ATTACHMENT A

TRADE RATE GUIDELINES and PAYROLL PROCESSING INSTRUCTIONS

Appointment Processing:

1. Trade Rate workers are appointed via "A52" appointment transaction for the duration of each assignment. A separate personnel/payroll transaction (PPT) is required for each appointment and separation. The following data elements must be keyed as indicated below for all trade rate appointments:
 - Salary Per (Item 310) = "H".
 - Anniversary date (Item 330) = "NONE".
 - Probationary Period Code (Item 430) = "N" (none).
 - Timebase (Item 405) = "INT" (intermittent).
 - Retirement System Account Code (Item 505) = "NM" (nonmembers covered by medicare tax).
2. Trade rate workers may have up to four concurrent salary rates. To indicate multiple salary rates, a positive entry is required in Multiple Hourly Rate (Item 955/A,B,C,D), PPT Line G item. An entry is required in all four items, even if entry is 00.00.
3. To change from one to four multiple hourly rates, process a "MHR" transaction and enter all rates that are still valid.
4. Payment is by positive attendance via PIP transaction. Payments are semi-monthly (see Payroll Procedures Manual [PPM] Section B009, Salary Type 6 is Hourly Rate-Trade Rate).
5. Overtime is processed as Overtime Pay – Special Earnings ID "OTR". Refer to PPM Section G028 (cont. 1) for instructions.
6. Upon separation, process a S31 transaction. Refer to Item 955 for workers with multiple hourly rates. If a worker has more than one rate of pay indicated in Time to Be Paid Item 606, it is no longer necessary to enter "NON" for inactive salary rates upon separation (the system will no longer allow an alpha entry with "NON").

If an employee has only one rate of pay, enter time worked for the pay period (if a worker separates at the end of the month, only show the time worked for the 2nd half). Enter alpha code in the Days column and the time in the Hours column. If no time was worked, enter "NON" in the hours column only – do not enter an alpha code.

Attachment A is SUPERCEDED BY HR/Benefits 2005-27

Attachment A has been superseded.
Refer to HR Benefits 2005-27, Attachment A,
for current processing instructions.

HR 2000-18 ATTACHMENT A

If a worker was paid at more than one rate, enter the alpha code and hours for each rate in Item 606. If the employee has four rates of pay but was only paid at two rates, enter the alpha codes and corresponding hours for the active salary rates.

Benefit and Trust Fund Payments:

1. Trade rate hires typically require the employer to make benefit contributions to a respective trust fund. Benefit contributions generally include funds for health and welfare, pension, vacation, holiday, dues and training, or as specified in the trade rate letter. Campuses are responsible for ensuring that private trust fund remittances are made appropriately in behalf of the respective fund.
2. Benefit trust funds paid to private trusts are paid by invoice through the accounting process. Campuses must ensure that benefit payments are made appropriately and timely. Participating campuses may be subject to review/audit by private trusts.
3. In the event that any benefits provided are unable to be paid to a trust fund, or in the event the employee is not a member of the governing union, the amount shall be paid directly to the employee as indicated after income tax has been withheld by the SCO.
4. Refer to PPM Section H610 for Benefit Trust Fund processing instructions.

General Information:

1. Trade rate employees are ineligible to earn vacation, sick leave and holiday benefits. Additionally, trade rate appointees are not qualified for participation in PERS, UCDC, or DPA-PST retirement programs currently available as a result of CSU employment.
2. Trade Rate appointees are entitled to other conditions of employment as specified in the general prevailing wage rate determinations and the (Local) contract, and typically may include provisions such as holiday pay and travel and subsistence pay. Campuses should be fully knowledgeable of the conditions of employment for a respective trade rate classification.
3. Campuses should not sign agreements with any Union Hall for casual worker utilization and should pay only in accordance with the wages, benefits and other conditions of employment authorized by general prevailing wage determinations for their respective county.
4. Local union halls are typically listed in your geographic area "yellow page" telephone directory under "Labor Organizations."

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ATTACHMENT B

Casual Employment and Corresponding² GPWR Craft Titles
(Craft Titles noted by page number indicate Stateside and Northern California Determinations, all other Craft Titles are based upon the Sacramento County Determination on p. 127 of the GPWR)

JOURNEY LEVEL TRADES		
	CSU Casual Employment Classification	GPWR Craft Title
6500	Asbestos Worker	Asbestos Worker, Heat & Frost Insulator Mechanic, p.33
6577	Blacksmith	Boilermaker-Blacksmith, Area 2, p.1
6479	Carpenter/Shingler	Carpenter/Shingler, Area 3, p. 34
6633	Cement Finisher	Use Laborer and Related Classifications, Group 2, p. 50
6535	Electrician	Electrician, Inside Wireman
6469	Floor Covering Installer	Carpet, Linoleum, Resilient Tile Layer
6623	Hod Carrier	Not available
6559	Irrigation & Lawn Sprinkler Pipefitter	Plumber, Underground Utility/Landscape Pipefitter; R/LC Journeyman
6226	Laborer, Building Trades	Use Laborer and Related Classifications, p. 50
6618	Mason	Use Bricklayer, Blocklayer, Stonemason, p. 127, or Cement Mason, p. 53
6529	Painter	Painter, Brush, Spray, Paperhanger
6612	Plasterer	Plasterer
6552	Plumber	Plumber, Steamfitter
6482	Roofer	Roofer
6582	Sheet Metal Worker	Sheet Metal Worker (HVAC)
6213	Skilled Laborer (includes "Day Laborer" category) ³	Laborer and Related Classifications, Area 2, p.49
6555	Steamfitter	Plumber, Steamfitter
6464	Tile Layer	Tile Setter
SUPERVISORY LEVELS		
6478	Supervising Carpenter	<p>Salary differentials paid to supervisory levels are authorized when the appropriate number of subordinate journey level workers is attained to justify the supervisory position requirement.</p> <p>Contact the respective Local to obtain standards for supervisor to journey person ratios, and for supervisory wage rate premiums.</p>
6632	Supervising Cement Finisher	
6531	Supervising Electrician	
6468	Supervising Floor Covering Installer	
6622	Supervising Hod Carrier	
6558	Supervising Irrigation & Lawn Sprinkler Pipefitter	
6225	Supervising Laborer	
6617	Supervising Mason	

(Over)

² The corresponding craft titles provided are not absolute and may differ based upon locality and campus discretion.

³ "Day Laborers" are included in the Laborer - Group 3 category which includes construction laborers.

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ATTACHMENT B

SUPERVISORY LEVELS, continued		
6528	Supervising, Painter	<p>Salary differentials paid to supervisory levels are authorized when the appropriate number of subordinate journey level workers is attained to justify the supervisory position requirement.</p> <p>Contact the respective Local to obtain standards for supervisor to journey person ratios, and for supervisory wage rate premiums.</p>
6611	Supervising Plasterer	
6551	Supervising Plumber	
6481	Supervising Roofer	
6581	Supervising Sheet Metal Worker	
6554	Supervising Steamfitter	
6463	Supervising Tile Layer	
APPRENTICE SCHEDULES		
Taken from the General Prevailing Wage Apprentice Schedules For Northern California and Sacramento County		
6480	Carpenter Apprentice	Apprentice Carpenter, p. 17
6537	Electrician Apprentice	Apprentice Electrician, Inside Wiremen p. 89
6523	Painter Apprentice	Apprentice Painter, p. 89
6553	Plumber Apprentice	Apprentice Plumber/Steamfitter, p. 89

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ATTACHMENT C

**SAMPLE TRADE RATE LETTER
For CSU SACRAMENTO SKILLED LABORER**

To: Department responsible for wage and benefit payments (e.g. Payroll, Accounting)
From: Hiring Department (e.g. Facilities)
Subject: LABORER TRADE RATE - SACRAMENTO COUNTY (Area 2)
 Period Effective: June 26, 2000 to June 24, 2001
 (Supercedes CSU trade rate letter dated November 11, 1999)

The following authorizes wage and benefit payments for the Skilled Laborer, Casual Employment classification (class code 6213) for Sacramento County during the specified period above. This wage rate determination was obtained from the general prevailing wage rate issued by the Department of Industrial Relations as noted in Attachment C1. Laborer group category descriptions are provided in Attachment C1.

Health and Welfare (@ \$2.64), Pension (@ \$2.57), Vacation & Holiday (@ \$2.21) and Training (@ .34 cents) rates remain uniform for all group categories, and are combined and denoted as "Xtra's" in the rates identified below. The "Day Laborer" category for construction labor is incorporated in Group 3 rates.

<u>Group Category</u>	<u>Base Rate</u>	<u>Xtra's</u>	<u>Total</u>
Construction Specialist	21.86	7.76	29.62
Group 1	21.16	7.76	28.92
Group 1(A)	21.38	7.76	29.14
Group 1(B)	21.16	7.76	28.92
Group 1(C)	21.21	7.76	28.97
Group 1 (E)	21.71	7.76	29.47
Group 1 (F-1)	21.74	7.76	29.50
Group 1 (F-2)	20.76	7.76	28.52
Group 2	21.01	7.76	28.77
Group 3 & 3A	20.91	7.76	28.67
Group 4	14.60	7.76	22.36
Group 5	11.90	7.76	19.66
Group 6	22.12	7.76	29.88
Group 6 (A)	21.62	7.76	29.38
Group 6 (B)	14.60	7.76	22.36
Group 6 (C)	21.03	7.76	28.79
Group 7 Stage 1	14.79	7.76	22.55
Group 7 Stage 2	16.83	7.76	24.59
Group 7 Stage 3	18.87	7.76	26.63

Attachment A is SUPERCEDED BY HR/Benefits 2005-27

HR 2000-18 ATTACHMENT C

Overtime Rate Formula: Base Rate x OT Factor + Xtra's = OT rate

Daily and Saturday OT factor = 1.5x
Sunday OT Factor = 2x

Example: Group 3 Daily OT = $20.91 \times 1.5 = 31.365 + 7.76 = \$39.13/\text{hr}$.

Benefit Trust Fund Payments:

Health and Welfare, Pension, Vacation, Holiday, Dues and Training funds shall be made payable in care of their respective trust account and mailed to:

#1005 Special Banking Group
Laborer's Trust Fund for Northern California
c/o Bank of America
P. O. Box 37001
San Francisco, California 94137-1005
RE: Acct # 18463-00

In the event that any of the benefits provided for by this trade rate letter are unable to be paid to a trust fund, or in the event the employee is not a member of the governing union, the amount shall be paid directly to the employee as indicated, after income tax has been withheld by the State Controller's Office (see PPM Section G700).

Please contact (campus designee) if you have any questions. Thank you.

cc: Campus Human Resources Director
Campus Payroll Officer

Attachment A is SUPERCEDED BY HR/Benefits 2005-27

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ATTACHMENT C1

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #LABORER AND RELATED CLASSIFICATIONS

DETERMINATION: NC-23-102-1-2000-2

ISSUE DATE: AUGUST 22, 2000

EXPIRATION DATE OF DETERMINATION: JUNE 24, 2001** THE RATE TO BE PAID FOR WORK PERFORMED AFTER THIS DATE HAS BEEN DETERMINED. IF WORK WILL EXTEND PAST THIS DATE, THE NEW RATE MUST BE PAID AND SHOULD BE INCORPORATED INTO CONTRACTS ENTERED INTO NOW. CONTACT THE DIVISION OF LABOR STATISTICS AND RESEARCH FOR SPECIFIC RATES AT (415) 703-4774.

LOCALITY: ALL LOCALITIES WITHIN ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MARIN, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN MATEO, SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO, AND YUBA COUNTIES.

Classification ^a (Journey person)	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
AREA 1^c										
Construction Specialist	\$22.86	2.64	2.57	2.21	0.34	8	30.62	42.05	42.05	53.48
Group 1; Group 1(B) ^f	22.16	2.64	2.57	2.21	0.34	8	29.92	41.00	41.00	52.08
Group 1 (A)	22.38	2.64	2.57	2.21	0.34	8	30.14	41.33	41.33	52.52
Group 1 (C)	22.21	2.64	2.57	2.21	0.34	8	29.97	41.075	41.075	52.18
Group 1 (E)	22.71	2.64	2.57	2.21	0.34	8	30.47	41.825	41.825	53.18
Group 1 (F-1)	22.74	2.64	2.57	2.21	0.34	8	30.50	41.87	41.87	53.24
Group 1 (F-2)	21.76	2.64	2.57	2.21	0.34	8	29.52	40.40	40.40	51.28
Group 1 (G)	22.36	2.64	2.57	2.21	0.34	8	30.12	41.30	41.30	52.48
Group 2	22.01	2.64	2.57	2.21	0.34	8	29.77	40.775	40.775	51.78
Group 3; Group 3(A)	21.91	2.64	2.57	2.21	0.34	8	29.67	40.625	40.625	51.58
Group 4; Group 6(B)	15.60	2.64	2.57	2.21	0.34	8	23.36	31.16 ^d	31.16 ^d	38.96 ^d
Group 5 ^e	11.40	2.64	2.57	2.21	0.34	8	19.16	24.86	24.86	30.56
Group 6	23.12	2.64	2.57	2.21	0.34	8	30.88	42.44	42.44	54.00
Group 6 (A)	22.62	2.64	2.57	2.21	0.34	8	30.38	41.69	41.69	53.00
Group 6 (C)	22.03	2.64	2.57	2.21	0.34	8	29.79	40.805	40.805	51.82
Group 7 - Stage 1 (1 st 6 months)	15.49	2.64	2.57	2.21	0.34	8	23.25	30.995	30.995	38.74
Stage 2 (2 nd 6 months)	17.63	2.64	2.57	2.21	0.34	8	25.39	34.205	34.205	43.02
Stage 3 (3 rd 6 months)	19.77	2.64	2.57	2.21	0.34	8	27.53	37.415	37.415	47.30
AREA 2^c										
Construction Specialist	21.86	2.64	2.57	2.21	0.34	8	29.62	40.55	40.55	51.48
Group 1; Group 1(B) ^f	21.16	2.64	2.57	2.21	0.34	8	28.92	39.50	39.50	50.08
Group 1 (A)	21.38	2.64	2.57	2.21	0.34	8	29.14	39.83	39.83	50.52
Group 1 (C)	21.21	2.64	2.57	2.21	0.34	8	28.97	39.575	39.575	50.18
Group 1 (E)	21.71	2.64	2.57	2.21	0.34	8	29.47	40.325	40.325	51.18
Group 1 (F-1)	21.74	2.64	2.57	2.21	0.34	8	29.50	40.37	40.37	51.24
Group 1 (F-2)	20.76	2.64	2.57	2.21	0.34	8	28.52	38.90	38.90	49.28
Group 2	21.01	2.64	2.57	2.21	0.34	8	28.77	39.275	39.275	49.78
Group 3; Group 3(A)	20.91	2.64	2.57	2.21	0.34	8	28.67	39.125	39.125	49.58
Group 4; Group 6(B)	14.60	2.64	2.57	2.21	0.34	8	22.36	29.66 ^d	29.66 ^d	36.96 ^d
Group 5 ^e	11.40	2.64	2.57	2.21	0.34	8	19.16	24.86	24.86	30.56
Group 6	22.12	2.64	2.57	2.21	0.34	8	29.88	40.94	40.94	52.00
Group 6 (A)	21.62	2.64	2.57	2.21	0.34	8	29.38	40.19	40.19	51.00
Group 6 (C)	21.03	2.64	2.57	2.21	0.34	8	28.79	39.305	39.305	49.82
Group 7 - Stage 1 (1 st 6 months)	14.79	2.64	2.57	2.21	0.34	8	22.55	29.945	29.945	37.34
Stage 2 (2 nd 6 months)	16.83	2.64	2.57	2.21	0.34	8	24.59	33.005	33.005	41.42
Stage 3 (3 rd 6 months)	18.87	2.64	2.57	2.21	0.34	8	26.63	36.065	36.065	45.50

PLEASE GO TO PAGE 50 FOR CLASSIFICATIONS WITHIN EACH GROUP

INDICATES AN APPRENTICEABLE CRAFT. RATES FOR APPRENTICES ARE AVAILABLE IN THE GENERAL PREVAILING WAGE APPRENTICE SCHEDULES.

a GROUP I(D) - MAINTENANCE OR REPAIR TRACKMEN AND ROAD BEDS AND ALL EMPLOYEES PERFORMING WORK COVERED BY THIS CLASSIFICATION SHALL RECEIVE \$0.25 PER HOUR ABOVE THEIR REGULAR RATE FOR ALL WORK PERFORMED ON UNDERGROUND STRUCTURES NOT SPECIFICALLY COVERED HEREIN. THIS SHALL NOT APPLY TO WORK BELOW GROUND LEVEL IN OPEN CUT. THIS SHALL APPLY TO CUT AND COVER WORK OF SUBWAY CONSTRUCTION AFTER TEMPORARY COVER HAS BEEN PLACED.

GROUP I(H) - ALL LABORERS WORKING OFF OR WITH OR FROM BOS'N CHAIRS, SWINGING SCAFFOLDS, BELTS RECEIVE \$0.25 PER HOUR ABOVE THEIR APPLICABLE WAGE RATE. THIS SHALL NOT APPLY TO LABORERS ENTITLED TO RECEIVE THE WAGE RATE SET FORTH IN GROUP I(A).

b SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER, MAJOR MECHANICAL BREAKDOWN OR LACK OF MATERIALS BEYOND THE CONTROL OF THE EMPLOYER.

c AREA 1 - ALAMEDA, CONTRA COSTA, MARIN, SAN FRANCISCO, SAN MATEO, AND SANTA CLARA COUNTIES.

AREA 2 - ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN JOAQUIN, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO AND YUBA COUNTIES.

d SERVICE LANDSCAPE LABORER ON NEW CONSTRUCTION MAY WORK ANY FIVE (5) DAYS WITHIN A WEEK.

e AN INDIVIDUAL EMPLOYER MAY EMPLOY TWO ENTRY LEVEL LABORERS FOR EVERY FOUR (4) REGULAR LABORERS ON EACH JOB OR PROJECT. ENTRY LEVEL LABORERS RECEIVE NO PREDETERMINED INCREASES.

f GROUP I(B) RECEIVES AN ADDITIONAL AMOUNT EACH DAY. SEE PAGE 50 FOR DETAILS.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS IN THE COLLECTIVE BARGAINING AGREEMENT, APPLICABLE TO THE PARTICULAR CRAFT, CLASSIFICATION, OR TYPE OF WORKER EMPLOYED ON THE PROJECT, WHICH IS ON FILE WITH THE DIRECTOR OF INDUSTRIAL RELATIONS. IF THE PREVAILING RATE IS NOT BASED ON A COLLECTIVELY BARGAINED RATE, THE HOLIDAYS UPON WHICH THE PREVAILING RATE SHALL BE PAID SHALL BE AS PROVIDED IN SECTION 6700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/DLSR/PWD](http://www.dir.ca.gov/DLSR/PWD). HOLIDAY PROVISIONS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE PREVAILING WAGE UNIT AT (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: IN ACCORDANCE WITH LABOR CODE SECTIONS 1773.1 AND 1773.9, CONTRACTORS SHALL MAKE TRAVEL AND/OR SUBSISTENCE PAYMENTS TO EACH WORKER TO EXECUTE THE WORK. TRAVEL AND/OR SUBSISTENCE REQUIREMENTS FOR EACH CRAFT, CLASSIFICATION OR TYPE OF WORKER MAY BE OBTAINED FROM THE PREVAILING WAGE UNIT AT (415) 703-4774.

DETERMINATION: NC-23-102-1-2000-2

CONSTRUCTION SPECIALIST

ASPHALT IRONERS AND RAKERS
CHAINSAW
LASER BEAM IN CONNECTION WITH LABORER'S WORK
MASONRY AND PLASTER TENDER
CAST IN PLACE MANHOLE FORM SETTERS
PRESSURE PIPELAYERS
DAVIS TRENCH - 300 OR SIMILAR TYPE (AND ALL SMALL TRENCHERS)
STATE LICENSED BLASTERS AS DESIGNATED
DIAMOND DRILLERS
MULTIPLE UNIT DRILLS
HYDRAULIC DRILLS
CERTIFIED WELDER

GROUP 1 (FOR CONTRA COSTA COUNTY ONLY, USE GROUP 1 (G) FOR SOME OF THE FOLLOWING CLASSIFICATIONS)

ASPHALT SPREADER BOXES (ALL TYPES)
BARCO, WACKER AND SIMILAR TYPE TAMPERS
BUGGYMOBILE
CAULKERS, BANDERS, PIPEWRAPPERS, CONDUIT LAYERS, PLASTIC PIPE LAYERS
CERTIFIED ASBESTOS AND MOLD REMOVAL WORKER
CERTIFIED HAZARDOUS WASTE WORKER (INCLUDING LEAD ABATEMENT)
COMPACTORS OF ALL TYPES
CONCRETE AND MAGNESITE MIXER AND 1/2 YARD
CONCRETE PAN WORK
CONCRETE SANDERS, CONCRETE SAW
CRIBBERS AND/OR SHORING
CUT GRANITE CURB SETTER
DRI PAK-IT MACHINE
FALLER, LOGLOADER AND BUCKER
FORM RAISERS, SLIP FORMS
GREEN CUTTERS
HEADERBOARD MEN, HUBSETTERS, ALIGNERS BY ANY METHOD
HIGH PRESSURE BLOW PIPE (1-1/2" OR OVER, 100 LBS. PRESSURE/OVER)
HYDRO SEEDER AND SIMILAR TYPE
JACKHAMMER OPERATORS
JACKING OF PIPE OVER 12 INCHES
JACKSON AND SIMILAR TYPE COMPACTORS
KETTLEMEN, POTMEN, AND MEN APPLYING ASPHALT, LAY-KOLD, CREOSOTE, LIME, CAUSTIC AND SIMILAR TYPE MATERIALS (APPLYING MEANS, APPLYING DIPPING, OR HANDLING OF SUCH MATERIALS)
LAGGING, SHEETING, WHALING, BRACING, TRENCHJACKING, LAGGING HAMMER
MAGNESITE, EPOXY RESIN, FIBER GLASS AND MASTIC WORKERS (WET/DRY)
NO JOINT PIPE AND STRIPPING OF SAME, INCLUDING REPAIR OF VOIDS
PAVEMENT BREAKERS AND SPADERS, INCLUDING TOOL GRINDER
PERMA CURBS
PRECAST-MANHOLE SETTERS
PIPELAYERS (INCLUDING GRADE CHECKING IN CONNECTION WITH PIPELAYING)
PRESSURE PIPE TESTER
POST HOLE DIGGERS-AIR, GAS, AND ELECTRIC POWER BROOM SWEEPERS
POWER TAMPERS OF ALL TYPES, EXCEPT AS SHOWN IN GROUP 2
RAM SET GUN AND STUD GUN
RIPRAP-STONEPAVER AND ROCK-SLINGER, INCLUDING PLACING OF SACKED CONCRETE AND/OR SAND (WET OR DRY) AND GABIONS AND SIMILAR TYPE
ROTARY SCARIFIER OR MULTIPLE HEAD CONCRETE CHIPPING SCARIFIER
ROTO AND DITCH WITCH
ROTOTILLER
SAND BLASTERS, POTMEN, GUNMEN, AND NOZZLEMEN
SIGNALING AND RIGGING
SKILLED WRECKER (REMOVING AND SALVAGING OF SASH, WINDOWS, DOORS, PLUMBING AND ELECTRIC FIXTURES)
TANK CLEANERS
TREE CLIMBERS
TURBO BLASTER
VIBRA-SCREED-BULL FLOAT IN CONNECTION WITH LABORER'S WORK
VIBRATORS

GROUP 1(A)

ALL WORK OF LOADING, PLACING AND BLASTING OF ALL POWDER & EXPLOSIVES OF WHATEVER TYPE, REGARDLESS OF METHOD USED FOR LOADING AND PLACING
JOY DRILL MODEL TWM-2A
GARDENER-DENVER MODEL DH 143 AND SIMILAR TYPE DRILLS
TRACK DRILLERS
JACK LEG DRILLERS
WAGON DRILLERS
MECHANICAL DRILLERS-ALL TYPES REGARDLESS OF TYPE OR METHOD OF POWER
MECHANICAL PIPE LAYER-ALL TYPES REGARDLESS OF TYPE OR METHOD OF POWER
BLASTERS AND POWDERMAN
HIGH SCALERS (INCLUDING DRILLING OF SAME)
TREE TOPPER
BIT GRINDER

GROUP 1(B) -- SEE GROUP 1 RATES

SEWER CLEANERS (ANY WORKMEN WHO HANDLE OR COME IN CONTACT WITH RAW SEWAGE IN SMALL DIAMETER SEWERS) SHALL RECEIVE \$4.00 PER DAY ABOVE GROUP 1 WAGE RATES. THOSE WHO WORK INSIDE RECENTLY ACTIVE, LARGE DIAMETER SEWERS, AND ALL RECENTLY ACTIVE SEWER MANHOLES SHALL RECEIVE \$5.00 PER DAY ABOVE GROUP 1 WAGE RATES.

GROUP 1(C)

BURNING AND WELDING IN CONNECTION WITH LABORER'S WORK
SYNTHETIC THERMOPLASTICS AND SIMILAR TYPE WELDING

GROUP 1(D)

SEE FOOTNOTE A ON PAGE 49

GROUP 1(E)

WORK ON AND/OR IN BELL HOLE FOOTINGS AND SHAFTS THEREOF, AND WORK ON AND IN DEEP FOOTINGS (DEEP FOOTINGS IS A HOLE 15 FEET OR MORE IN DEPTH)
SHAFT IS AN EXCAVATION OVER FIFTEEN (15) FEET DEEP OF ANY TYPE

GROUP 1(F-1)

ALIGNER OF WIRE WINDING MACHINE IN CONNECTION WITH GUNTING OR SHOT CRETE

GROUP 1(F-2)

ALIGNER HELPER OF WIRE WINDING MACHINE IN CONNECTION WITH GUNTING OR SHOT CRETE

GROUP 1(G) APPLIES ONLY TO WORK IN CONTRA COSTA COUNTY

PIPELAYERS (INCLUDING GRADE CHECKING IN CONNECTION WITH PIPELAYING), CAULKERS, BANDERS, PIPEWRAPPERS, CONDUIT LAYERS, PLASTIC PIPE LAYER, PRESSURE PIPE TESTER, NO JOINT PIPE AND STRIPPING OF SAME, INCLUDING REPAIR OF VOIDS, PRECAST MANHOLE SETTERS, CAST IN PLACE MANHOLE FORM SETTERS IN CONTRA COSTA COUNTY ONLY

GROUP 1(H)

SEE FOOTNOTE A ON PAGE 49

GROUP 2

ASPHALT SHOVELERS
CEMENT DUMPERS AND HANDLING DRY CEMENT OR GYPSUM
CHOKE-SETTER AND RIGGER (CLEARING WORK)
CONCRETE BUCKET DUMPER AND CHUTEMAN
CONCRETE CHIPPING AND GRINDING
CONCRETE LABORERS (WET OR DRY)
DRILLERS HELPER, CHUCK TENDER, NIPPER (ONE CHUCKTENDER ON SINGLE MACHINE OPERATION WITH MINIMUM OF ONE CHUCKTENDER FOR EACH TWO MACHINES ON MULTIPLE MACHINE OPERATION, JACKHAMMERS IN NO WAY INVOLVED IN THIS ITEM.)
GUINEA CHASER (STAKEMAN), GROUT CREW
HIGH PRESSURE NOZZLEMAN, ADDUCTORS
HYDRAULIC MONITOR (OVER 100 LBS. PRESSURE)
LOADING AND UNLOADING, CARRYING AND HANDLING OF ALL RODS AND MATERIALS FOR USE IN REINFORCING CONCRETE CONSTRUCTION
PITTSBURGH CHIPPER, AND SIMILAR TYPE BRUSH SHREDDERS
SEMI-SKILLED WRECKER (SALVAGING OF OTHER BUILDING MATERIALS) - SEE ALSO SKILLED WRECKER (GROUP 1)
SLOPER
SINGLEFOOT, HAND HELD, PNEUMATIC TAMPER
ALL PNEUMATIC, AIR, GAS AND ELECTRIC TOOLS NOT LISTED IN GROUPS 1 THROUGH 1 (F)
JACKING OF PIPE-UNDER 12 INCHES

GROUP 3

CONSTRUCTION LABORERS INCLUDING BRIDGE LABORERS AND GENERAL LABORERS
DUMPMAN, LOAD SPOTTER
FLAGPERSON
FIRE WATCHER
FENCE ERECTORS
GUARDRAIL ERECTORS
GARDENER, HORTICULTURAL AND LANDSCAPE LABORERS (SEE GROUP 4, FOR LANDSCAPE MAINTENANCE ON NEW CONSTRUCTION DURING PLANT ESTABLISHMENT PERIOD)
JETTING
LIMBERS, BRUSH LOADERS, AND PILERS
PAVEMENT MARKERS (BUTTON SETTERS)
MAINTENANCE, REPAIR TRACKMEN AND ROAD BEDS
STREETCAR AND RAILROAD CONSTRUCTION TRACK LABORERS
TEMPORARY AIR AND WATER LINES, VICTUALIC OR SIMILAR
TOOL ROOM ATTENDANT (JOBSITE ONLY)

GROUP 3(A) -- SEE GROUP 3 RATES

COMPOSITE CREW PERSON (OPERATION OF VEHICLES, WHEN IN CONJUNCTION WITH LABORER'S DUTIES)

GROUP 4

ALL CLEANUP WORK OF DEBRIS, GROUNDS AND BUILDING INCLUDING BUT NOT LIMITED TO STREET CLEANERS
CLEANING AND WASHING WINDOWS (NEW CONSTRUCTION ONLY), SERVICE LANDSCAPE LABORERS (SUCH AS GARDENER, HORTICULTURE, MOWING, TRIMMING, REPLANTING, WATERING DURING PLANT ESTABLISHMENT PERIOD) ON NEW CONSTRUCTION
BRICK CLEANERS (JOB SITE ONLY)
MATERIAL CLEANERS (JOB SITE ONLY)
GENERAL LABORER (INCLUDES ALL CLEANUP WORK, LOADING, LUMBER, LOADING AND BURNING OF DEBRIS)

NOTE: AN ADDITIONAL DETERMINATION FOR LANDSCAPE MAINTENANCE WORK AFTER THE PLANT ESTABLISHMENT PERIOD OR WARRANTY PERIOD IS PUBLISHED ON PAGE 57 OF THESE GENERAL DETERMINATIONS.

GROUP 5

ENTRY LEVEL LABORERS (2000 HOURS). NOTE: ENTRY LEVEL LABORERS RECEIVE NO PREDETERMINED INCREASES

GROUP 6

STRUCTURAL NOZZLEMAN

GROUP 6(A)

NOZZLEMAN (INCLUDING GUNMAN, POTMAN)
RODMAN
GROUNDMAN

GROUP 6(B) -- SEE GROUP 4 RATES

GUNITE TRAINEE (ONE GUNITE LABORER SHALL BE ALLOWED FOR EACH THREE (3) JOURNEYMAN (GROUP 6, 6A, 6C, OR GENERAL LABORER) ON A CREW. IN THE ABSENCE OF THE JOURNEYMAN, THE GUNITE TRAINEE RECEIVES THE JOURNEYMAN SCALE.)

GROUP 6(C)

REBOUNDMAN

GROUP 7

LANDSCAPE LABORER TRAINEE (RATIO FOR TRAINEES IS ONE IN THREE. AT LEAST ONE SECOND PERIOD TRAINEE AND AT LEAST ONE THIRD PERIOD TRAINEE MUST BE EMPLOYED BEFORE EMPLOYING ANOTHER FIRST PERIOD TRAINEE)