STATE OF MICHIGAN

JENNIFER M. GRANHOLM
GOVERNOR

DEPARTMENT OF ENERGY, LABOR & ECONOMIC GROWTH
LANSING

STANLEY "SKIP" PRUSS
DIRECTOR

REQUIREMENTS OF THE PREVAILING WAGES ON STATE PROJECTS ACT, PUBLIC ACT 166 OF 1965

The Michigan Department of Labor & Economic Growth determines prevailing rates pursuant to the Prevailing Wages on State Projects Act, Public Act 166 of 1965, as amended. The purpose of establishing prevailing rates is to provide minimum rates of pay that must be paid to workers on construction projects for which the state or a school district is the contracting agent and which is financed or financially supported by the state. By law, prevailing rates are compiled from the rates contained in collectively bargained agreements which cover the locations of the state projects. The official prevailing rates provide an hourly rate which includes wage and fringe benefit totals for designated construction mechanic classifications. The overtime rates also include wage and fringe benefit totals. Please pay special attention to the overtime and premium pay requirements. Prevailing wage is satisfied when wages plus fringe benefits paid to a worker are equal to or greater than the required rate.

State of Michigan responsibilities under the law:

- The department establishes the prevailing rate for each classification of construction mechanic ***requested by a contracting agent*** prior to contracts being let out for bid on a state project.

Contracting agent responsibilities under the law:

- If a contract is not awarded or construction does not start within 90 days of the date of the issuance of rates, a re-determination of rates must be requested by the contracting agent.
- Rates for classifications needed but not provided on the Prevailing Rate Schedule, ***must*** be obtained ***prior*** to contracts being let out for bid on a state project.
- The contracting agent, by written notice to the contractor and the sureties of the contractor known to the contracting agent, may terminate the contractor's right to proceed with that part of the contract, for which less than the prevailing rates have been or will be paid, and may proceed to complete the contract by separate agreement with another contractor or otherwise, and the original contractor and his sureties shall be liable to the contracting agent for any excess costs occasioned thereby.

Contractor responsibilities under the law:

- Every contractor and subcontractor shall keep posted on the construction site, in a conspicuous place, a copy of all prevailing rates prescribed in a contract.
- Every contractor and subcontractor shall keep certified payrolls, as used in the industry, of each and every construction mechanic, and verification of such certified payroll in writing by either a representative or auditor/certified accountant at the end of such a

DELEG is an equal opportunity employer/program.
Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

WAGE & HOUR DIVISION
P.O. BOX 30476 • LANSING, MICHIGAN 48909-7976
www.michigan.gov/wagehour • (517) 335-0400 • FAX (517) 335-0077

certified payroll. These records should include the occupation and indicate the hours worked on each project for each classification and the actual wages and benefits paid. This record shall be available for reasonable inspection by the contracting agent or the department.

- Each contractor or subcontractor is separately liable for the payment of the prevailing rate to its employees.
- The prime contractor is responsible for advising all subcontractors of the requirement to pay the prevailing rate prior to commencement of work.
- The prime contractor is secondarily liable for payment of prevailing rates that are not paid by a subcontractor.
- A construction mechanic shall only be paid the apprentice rate if registered with the United States Department of Labor, Bureau of Apprenticeship and Training and the rate is included in the contract.

Enforcement:

A person who has information of an alleged prevailing wage violation on a state project may file a complaint with the Wage & Hour Division. The department will investigate and attempt to resolve the complaint informally. During the course of an investigation, if the requested records and posting certification are not made available in compliance with Section 5 of Act 166, the investigation will be concluded and a referral to the Office of Attorney General for civil action will be made. The Office of Attorney General will pursue costs and fees associated with a lawsuit if filing is necessary to obtain records.

A violation of Act 166 may result in the contractor's name being added to the Prevailing Wage Act Violators List published on the division's website, updated monthly. This list includes the names and addresses of contractors and subcontractors the division has found in violation of Act 166 based on complaints from individuals and third parties. The Prevailing Wage Act Violators List is intended to inform contracting agents of contractors that have violated Act 166 for use in determining who should receive state-funded projects.

MICHIGAN DEPARTMENT OF ENERGY, LABOR & ECONOMIC GROWTH
WAGE & HOUR DIVISION

2008 MICHIGAN PREVAILING WAGE RATE SCHEDULE
for Parking Lot, ROAD, HIGHWAY, BRIDGE & AIRPORT CONSTRUCTION

Issue Date: 03/27/2009

Contract must be awarded by: 06/26/2009

PW #468 Dept. of Natural Resources Cadillac Pathway Parking Lot Grading & Paving

Construction Mechanic Classification	Straight Time Rate	Time & One-Half Rate	Double Time Rate	Overtime Code
CARPENTERS				
Zone 1	$45.65	$64.95	$84.25	HHHHHHDDY
Apprentices				
0- 6 months	$24.03	$32.52	$41.00	HHHHHHDDY
7-12 months	$28.29	$38.91	$49.52	HHHHHHDDY
Year 2	$32.14	$44.68	$57.22	HHHHHHDDY
Year 3	$36.00	$50.47	$64.94	HHHHHHDDY
Year 4	$39.86	$56.26	$72.66	HHHHHHDDY
Zone 2	$36.51	$49.72	NONE	HHHHHHHHY
Apprentices				
1st Year	$25.94	$33.87	NONE	HHHHHHHHY
2nd Year	$28.58	$37.83	NONE	HHHHHHHHY
3rd Year	$31.23	$41.80	NONE	HHHHHHHHY
4th Year	$32.55	$43.78	NONE	HHHHHHHHY
CEMENT MASONS				
Zone 1	$36.98	$50.72	NONE	HHHHHHHHY
Apprentices				
Year 1	$24.50	$32.00	NONE	HHHHHHHHY
Year 2	$28.63	$38.20	NONE	HHHHHHHHY
Year 3	$32.77	$44.41	NONE	HHHHHHHHY
Zone 2	$35.48	$48.47	NONE	HHHHHHHHY
Apprentices				
Year 1	$23.67	$30.76	NONE	HHHHHHHHY
Year 2	$27.62	$36.68	NONE	HHHHHHHHY
Year 3	$31.59	$42.64	NONE	HHHHHHHHY

Issue Date: 03/27/2009 Contract must be awarded by: 06/25/2009
PW #468 Dept. of Natural Resources Cadillac Pathway Parking Lot Grading & Paving

OPERATING ENGINEERS				
Zone 1 CLASS I	$44.67	$58.58	NONE	HHHHHHHHY
CLASS II	$37.94	$48.48	NONE	HHHHHHHHY
CLASS II GREASE TRUCK	$39.24	$50.43	NONE	HHHHHHHHY
CLASS III	$37.38	$47.64	NONE	HHHHHHHHY
CLASS IV	$37.21	$47.39	NONE	HHHHHHHHY
CLASS IV OILER	$36.86	$47.04	NONE	HHHHHHHHY
Zone 2 CLASS I	$44.67	$58.58	NONE	HHHHHHHHY
CLASS II	$37.79	$48.26	NONE	HHHHHHHHY
CLASS II GREASE TRUCK	$39.09	$50.21	NONE	HHHHHHHHY
CLASS III	$37.23	$47.42	NONE	HHHHHHHHY
CLASS IV	$36.91	$46.94	NONE	HHHHHHHHY
CLASS IV OILER	$36.56	$46.59	NONE	HHHHHHHHY
Apprentices (**Zones 1 & 2**)				
1st 6 Month Period	$35.97	$45.71	NONE	HHHHHHHHY
2nd 6 Month Period	$37.37	$47.79	NONE	HHHHHHHHY
3rd 6 Month Period	$38.76	$49.88	NONE	HHHHHHHHY
4th 6 Month Period	$40.15	$51.96	NONE	HHHHHHHHY
5th 6 Month Period	$41.54	$54.05	NONE	HHHHHHHHY
6th 6 Month Period	$42.93	$56.13	NONE	HHHHHHHHY
LABORERS				
CLASS 1 **Zone 1**	$33.46	$45.32	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$28.09	$37.27	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$29.17	$38.88	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$30.24	$40.49	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$32.39	$43.71	NONE	HHHHHHHHY
CLASS 1 **Zone 2**	$31.61	$42.32	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$26.81	$35.11	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$27.77	$36.55	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$28.73	$38.00	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$30.65	$40.88	NONE	HHHHHHHHY

Issue Date: 03/27/2009 Contract must be awarded by: 06/25/2009
PW #468 Dept. of Natural Resources Cadillac Pathway Parking Lot Grading & Paving

LABORERS continued				
CLASS 1 **Zones 3 & 4**	$30.86	$41.20	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$26.24	$34.27	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$27.17	$35.65	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$28.09	$37.04	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$29.94	$39.81	NONE	HHHHHHHHY
CLASS 2 **Zone 1**	$33.59	$45.52	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$28.19	$37.42	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$29.27	$39.04	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$30.35	$40.66	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$32.51	$43.90	NONE	HHHHHHHHY
CLASS 2 **Zone 2**	$31.81	$42.62	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$26.96	$35.34	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$27.93	$36.79	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$28.90	$38.25	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$30.84	$41.16	NONE	HHHHHHHHY
CLASS 2 **Zones 3 & 4**	$31.07	$41.51	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$26.40	$34.51	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$27.33	$35.91	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$28.27	$37.31	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$30.14	$40.11	NONE	HHHHHHHHY
CLASS 3 **Zone 1**	$33.77	$45.79	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$28.33	$37.62	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$29.41	$39.25	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$30.50	$40.88	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$32.68	$44.15	NONE	HHHHHHHHY
CLASS 3 **Zone 2**	$32.05	$42.98	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$27.14	$35.61	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$28.12	$37.08	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$29.10	$38.56	NONE	HHHHHHHHY
Apprentice 3,001 – 4,000 work hours	$31.07	$41.51	NONE	HHHHHHHHY

LABORERS continued				
CLASS 3 **Zones 3 & 4**	$31.36	$41.95	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$26.62	$34.83	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$27.57	$36.25	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$28.51	$37.68	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$30.41	$40.52	NONE	HHHHHHHHY
CLASS 4 **Zone 1**	$33.85	$45.91	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$28.39	$37.71	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$29.48	$39.35	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$30.57	$40.99	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$32.76	$44.27	NONE	HHHHHHHHY
CLASS 4 **Zone 2**	$32.40	$43.51	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$27.40	$36.00	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$28.40	$37.50	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$29.40	$39.00	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$31.40	$42.00	NONE	HHHHHHHHY
CLASS 4 **Zones 3 & 4**	$31.80	$42.61	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$26.95	$35.33	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$27.92	$36.78	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$28.89	$38.24	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$30.83	$41.15	NONE	HHHHHHHHY
CLASS 5 **Zone 1**	$34.06	$46.22	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$28.54	$37.94	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$29.65	$39.60	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$30.75	$41.25	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$32.96	$44.56	NONE	HHHHHHHHY
CLASS 5 **Zone 2**	$32.27	$43.31	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$27.30	$35.86	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$28.29	$37.35	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$29.29	$38.84	NONE	HHHHHHHHY

LABORERS continued				
Apprentice 3,001-4,000 work hours	$31.28	$41.82	NONE	HHHHHHHHY
CLASS 5 **Zones 3 & 4**	$31.42	$42.04	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$26.66	$34.90	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$27.61	$36.33	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$28.57	$37.75	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$30.47	$40.61	NONE	HHHHHHHHY
CLASS 6 **Zone 1**	$34.36	$46.67	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$28.77	$38.28	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$29.89	$39.96	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$31.00	$41.64	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$33.24	$44.99	NONE	HHHHHHHHY
CLASS 6 **Zone 2**	$32.61	$43.82	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$27.56	$36.24	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$28.57	$37.75	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$29.58	$39.27	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$31.60	$42.30	NONE	HHHHHHHHY
CLASS 6 **Zones 3 & 4**	$31.85	$42.68	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$26.99	$35.38	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$27.96	$36.84	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$28.93	$38.30	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$30.88	$41.22	NONE	HHHHHHHHY
CLASS 7 Concrete Specialist **Zone 1**	$35.43	$48.28	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$29.57	$39.49	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$30.74	$41.24	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$31.91	$43.00	NONE	HHHHHHHHY
Apprentice 3,001-4,000 work hours	$34.26	$46.52	NONE	HHHHHHHHY
CLASS 7 Concrete Specialist **Zones 2, 3, & 4**	$35.18	$47.68	NONE	HHHHHHHHY
Apprentice 0-1,000 work hours	$29.48	$39.13	NONE	HHHHHHHHY
Apprentice 1,001-2,000 work hours	$30.62	$40.84	NONE	HHHHHHHHY
Apprentice 2,001-3,000 work hours	$31.76	$42.55	NONE	HHHHHHHHY

LABORERS continued				
Apprentice 3,001-4,000 work hours	$34.04	$45.97	NONE	HHHHHHHHHY

TRUCK DRIVERS				
Zone 1				
Driver of all trucks of 8 cubic yard capacity or less	$35.84	$36.44	NONE	HHHHHHHHHY
Driver of trucks of 8 cubic yard capacity or over	$35.94	$36.59	NONE	HHHHHHHHHY
Driver of euclid type equipment	$36.09	$36.81	NONE	HHHHHHHHHY
Zone 2				
Driver of all trucks of 8 cubic yard capacity or less	$35.74	$36.29	NONE	HHHHHHHHHY
Driver of all trucks of 8 cubic yard capacity or over	$35.84	$36.44	NONE	HHHHHHHHHY
Driver of euclid type equipment	$35.99	$36.66	NONE	HHHHHHHHHY

Effective Date: November 10, 2008

Issue Date: 03/27/2009 Contract must be awarded by: 06/25/2009

PW #468 Dept. of Natural Resources Cadillac Pathway Parking Lot Grading & Paving

CARPENTERS

Zone 1 Wayne, Oakland, Macomb, Sanilac, St. Clair, Monroe, and the following townships of Livingston County: Brighton, Deerfield, Genoa, Hartland, Osceola and Tyrone

Zone 2 The entire state except those counties and townships listed in Zone 1

CEMENT MASONS

Zone 1 Genesee, Oakland, Macomb, Monroe, Washtenaw, Wayne, Livingston and Saginaw Counties

Zone 2 Alcona, Alger, Allegan, Alpena, Antrim, Arenac, Baraga, Barry, Bay, Berrien, Benzie, Branch, Calhoun, Cass, Charlevoix, Cheboygan, Chippewa, Clare, Clinton, Crawford, Delta, Dickinson, Eaton, Emmet, Gladwin, Gogebic, Grand Traverse, Gratiot, Hillsdale, Houghton, Huron, Ingham, Ionia, Iosco, Iron, Isabella, Jackson, Kalamazoo, Kalkaska, Kent, Keweenaw, Lake, Lapeer, Leelanau, Lenawee, Luce, Mackinac, Manistee, Marquette, Mason, Mecosta, Menominee, Midland, Missaukee, Montcalm, Montmorency, Muskegon, Newaygo, Oceana, Ogemaw, Ontonagon, Osceola, Oscoda, Otsego, Ottawa, Presque Isle, Roscommon, Sanilac, Schoolcraft, Shiawassee, St. Clair, St. Joseph, Tuscola, Van Buren, and Wexford Counties

OPERATING ENGINEERS

Zone 1 Genesee, Oakland, Macomb, Monroe, Washtenaw and Wayne Counties

Zone 2 The entire state except those counties listed in Zone 1

OPERATING ENGINEERS CLASSIFICATION DESCRIPTIONS

Class I

Asphalt Paver (self-propelled)
Asphalt Planer (self-propelled)
Asphalt Plant Operator
Auto-Grader
Blade Grader Operator
Batch Plant (concrete-central mix)
Backhoe (with over 3/8 yard bucket)
Bulldozer Operator
Concrete Pump 3" and over
Conveyor Loader Operator (euclid type)
Crane Operator
Dragline Operator
Elevating Grader Operator
End-loader Operator (1 yard capacity or over)
Slip Form Paver
Finishing Machine Operator (asphalt)
Gradall Operator (and similar type machines)
Hoisting Engineer
Hydro demolisher (water blaster)
Locomotive Operator
Mechanic
Paver Operator (5 bags or more)
Pump Operator (6" discharge or over, gas, diesel powered, or generator of 300 amp or larger)
Pile Driving Operator
Roto Mill
Roller Operator (Asphalt)
Side Boom Tractor (type D-4, equivalent or larger)
Self-Propelled or Tractor Drawn Scraper
Slurry Machine (asphalt)
Swinging Boom Truck (over l2 ton capacity)
Shouldering or Gravel Distributing Machine Operator (self-propelled)
Shovel Operator
Side Boom Tractor (type D-4 or equivalent or larger)
Tractor Operator
Trenching Machine Operator
Tube Finisher (slip form paving)
Farm type tractor with attached pan

Class II

Sweeper (wayne type & similar equipment)
Screening Plant Operator
Washing Plant Operator
Crusher Operator
Vacuum Truck Operator
Backhoe (with 3/8 yard bucket or less)
Side Boom Tractor (smaller than D-4 type or equivalent)
Batch Plant (concrete-dry mix)

Class II

Grease Truck

OPERATING ENGINEERS CLASSIFICATION DESCRIPTIONS - continued

Class III
Air Compressor Operator (600 cfm or more)
Air Compressor (2 or more, less than 600 cfm)
Concrete Breaker
Tractor Operator (farm type with attachments)
Wagon Drill Operator

Class IV
Boiler Fireman
Oiler
End-loader Operator (under 1 yard capacity)
Mechanic's Helper
Trencher (service)
Flexplane Operator
Cleftplane Operator
Grader Operator Self-propelled
Fine-Grade or Form (concrete)
Finishing Machine Operator (concrete)
Boom or Winch Hoist Truck Operator
Stump Remover
Skid Steer
Fireman Roller Operator (other than asphalt)
Curing Equipment Operator (self-propelled)
Concrete Saw Operator (Over 40 HP)
Power Bin Operator
Plant Drier Operator (asphalt)
Vibratory Compaction Equipment (6' wide or over)
Guard Post Driver Operator
All Mulching Equipment, Stump Remover, Concrete Pump (under 3")
Farm Type Tractor Operator
End Dumps
Mesh Installer (self-propelled)

LABORERS

Zone 1 Genesee, Macomb, Monroe, Oakland, Washtenaw and Wayne

Zone 2 Allegan, Barry, Bay, Berrien, Branch, Calhoun, Cass, Clinton, Eaton, Gratiot, Hillsdale, Huron, Ingham, Jackson, Kalamazoo, Lapeer, Lenawee, Livingston, Midland, Muskegon, Saginaw, Sanilac, Shiawassee, St. Clair, St. Joseph, Tuscola, and Van Buren

Zone 3 Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Clare, Crawford, Emmet, Gladwin, Grand Traverse, Ionia, Iosco, Isabella, Kalkaska, Kent, Lake, Leelanau, Manistee, Mason, Mecosta, Missaukee, Montcalm, Montmorency, Newaygo, Oceana, Ogemaw, Osceola, Oscoda, Otsego, Ottawa, Presque Isle, Roscommon, and Wexford

Zone 4 Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, and Schoolcraft

LABORERS CLASSIFICATION DESCRIPTIONS

Class 1 Asphalt Shoveler or Loader, Asphalt Raker Tender, Asphalt Plant Misc., Railroad Track and Trestle Laborer, Burlap Man, Carpenter's Tender, Top Man, Yard Man, Guard Rail Builder's Tender, Earth Retention Barrier and Wall and Mechanically Stabilized Earthen Wall Installers Tender, Highway and Median Barrier Installer's Tender (including Sound, Retaining and Crash Barrier), Fence Erector's Tender, Dumper (wagon, truck, etc.) Joint Filling Labor, Misc., Unskilled Labor, Sprinkler Labor, Form Setting Labor, Form Stripper, Pavement Reinforcing, Handling and Placing (e.g. wire mesh, steel mats, dowel bars, etc.) Mason's or Bricklayer's Tender on Manholes, Manhole Builder, Headwalls, etc., Waterproofing (other than buildings), Seal Coating and Slurry Mix, Shoring, Underpinning, Bridge Painting, etc. (spray, roller and brush) Sandblasting, Pressure Grouting, and Bridge Pin and Hanger Removal, Material Recycling Laborer, Horizontal Paver (brick, concrete, clay, stone and asphalt) Ground Stabilization and Modification Laborer, Grouting, Waterblasting, Sign Installer and remote control operated equipment.

Class 2 Mix Operator (less than 5 sacks), Air or Electric Tool Operator (jack hammer, etc.), Spreader, Boxman (asphalt, stone, gravel, etc.), Concrete Paddler, Power Chain Saw Operator, Paving Batch Truck Dumper, Tunnel Mucker (highway work only), Concrete Saw Operator (under 40 H.P.), Dry Pack Machine and Roto-Mill Grounds Person.

LABORERS CLASSIFICATION DESCRIPTIONS - continued

Class 3 Tunnel Miner (highway work only), Finishers Tender, Guard Rail Builder, Highway and Median Barrier Installer, Fence Erector, Bottom Man, Powder Man, Wagon Drill and Air Track Operators, Curb and Side Rail Setters' Tender, Diamond & Core Drills, Earth Retention Barriers, Walls and Mechanically Stabilized Earthen Wall Installer (including sound, retaining and crash barrier), grade checker and certified welder.

Class 4 Asphalt Raker

Class 5 Pipe Layers, Oxy-gun

Class 6 Line-Form Setter for Curb or Pavement and asphalt screed checker/screw man on asphalt paving machines.

Class 7 Concrete Specialist, finishing and troweling, of cast in place or precast concrete by any and all methods.

TRUCK DRIVERS

Zone 1 Genesee, Oakland, Macomb, Monroe, Livingston, Washtenaw and Wayne Counties

Zone 2 The entire state <u>except</u> those counties listed in Zone 1

OVERTIME PROVISIONS FOR MICHIGAN PREVAILING WAGE RATE SCHEDULE

1. Overtime is represented as a nine character code. Each character represents a certain period of time after the first 8 hours Monday thru Friday.

	Monday thru Friday	Saturday	Sunday & Holidays
First 8 Hours		4	8
9th Hour	1	5	
10th Hour	2	6	
Over 10 hours	3	7	

Overtime for Monday thru Friday after 8 hours:
the 1st character is for time worked in the 9th hour *(8.1 - 9 hours)*
the 2nd character is for time worked in the 10th hour *(9.1 - 10 hours)*
the 3rd character is for time worked beyond the 10th hour *(10.1 and beyond)*

Overtime on Saturday:
the 4th character is for time worked in the first 8 hours on Saturday *(0 - 8 hours)*
the 5th character is for time worked in the 9th hour on Saturday *(8.1 - 9 hours)*
the 6th character is for time worked in the 10th hour *(9.1 - 10 hours)*
the 7th character is for time worked beyond the 10th hour *(10.01 and beyond)*

Overtime on Sunday & Holidays
the 8th character is for time worked on Sunday or on a holiday

4 Ten hour days @ Regular Time
the last character indicates if an optional 4-day 10-hour per day workweek can be worked between Monday and Friday without paying overtime after 8 hours worked.

2. Overtime Indicators Used in the Overtime Provision:

H - means TIME AND ONE-HALF due
D - means DOUBLE PAY due
Y - means YES an optional 4-day 10-hour per day workweek can be worked without paying overtime after 8 hours worked
N - means NO optional 4-day 10-hour per day workweek can be worked without paying overtime after 8 hours worked

3. EXAMPLES:

HHHHHHDDY - This example shows that the 1½ rate must be used for time worked after 8 hours Monday thru Friday *(characters 1 - 3)*and for all hours worked on Saturday, *(characters 4 - 6),* except hours worked after 10 hours on Saturday *(7th character).* Work done after 10 hours must be paid at the double time rate. Work done on Sunday or holidays must be paid double time *(character 8).* The Y *(character 9)* indicates that 4 ten-hour days is an acceptable alternative workweek at regular pay.

HHHHHHHHY means that the 1½ rate must be used for time worked after 8 hours worked Monday thru Friday *(characters 1-3);* and for any hours worked on Saturdays, Sundays or holidays *(characters 4-8)*. The Y *(character 9)* indicates that 4 ten-hour days is an acceptable alternative workweek at regular pay.

JENNIFER M. GRANHOLM
GOVERNOR

Michigan Department of Energy, Labor & Economic Growth
Wage & Hour Division
PO Box 30476
Lansing , MI 48909-7976
517.335.0400
www.michigan.gov/wagehour

STANLEY "SKIP" PRUSS
DIRECTOR

Informational Sheet: Prevailing Wages on State Projects
General Information Regarding Fringe Benefits

Certain fringe benefits **may** be credited toward the payment of the Prevailing Wage Rate:

- If a fringe benefit is paid directly to a construction mechanic
- If a fringe benefit contribution or payment is made on behalf of a construction mechanic
- If a fringe benefit, which may be provided to a construction mechanic**,** is pursuant to a written contract or policy
- If a fringe benefit is paid into a fund, for a construction mechanic

When a fringe benefit is not paid by an hourly rate, the hourly credit will be calculated based on the annual value of the fringe benefit divided by 2080 hours per year (52 weeks @ 40 hours per week).

The following is an example of the types of fringe benefits allowed and how an hourly credit is calculated:

Vacation	40 hours X $14.00 per hour = $560/2080 =	$.27
Dental insurance	$31.07 monthly premium X 12 mos. = $372.84 /2080 =	$.18
Vision insurance	$5.38 monthly premium X 12 mos. = $64.56/2080 =	$.03
Health insurance	$230.00 monthly premium X 12 mos. = $2,760.00/2080 =	$1.33
Life insurance	$27.04 monthly premium X 12 mos. = $324.48/2080 =	$.16
Tuition	$500.00 annual cost/2080 =	$.24
Bonus	4 quarterly bonus/year x $250 = $1000.00/2080 =	$.48
401k Employer Contribution	$2000.00 total annual contribution/2080 =	$.96
Total Hourly Credit		$3.65

Other examples of the types of fringe benefits allowed:

- Sick pay
- Holiday pay
- Accidental Death & Dismemberment insurance premiums

The following are examples of items that **will not** be credited toward the payment of the Prevailing Wage Rate

- Legally required payments, such as:
  - Unemployment Insurance payments
  - Workers' Compensation Insurance payments
  - FICA (Social Security contributions, Medicare contributions)
- Reimbursable expenses, such as:
  - Clothing allowance or reimbursement
  - Uniform allowance or reimbursement
  - Gas allowance or reimbursement
  - Travel time or payment
  - Meals or lodging allowance or reimbursement
  - Per diem allowance or payment
- Other payments to or on behalf of a construction mechanic that are not wages or fringe benefits, such as:
  - Industry advancement funds
  - Financial or material loans