"General Decision Number: PA20200006 09/11/2020

Superseded General Decision Number: PA20190006

State: Pennsylvania

Construction Types: Heavy and Highway

Counties: Adams, Berks, Bradford, Carbon, Columbia, Cumberland, Dauphin, Juniata, Lackawanna, Lancaster, Lebanon, Lehigh, Luzerne, Lycoming, Monroe, Montour, Northampton, Northumberland, Perry, Pike, Schuylkill, Snyder, Sullivan, Susquehanna, Tioga, Union, Wayne, Wyoming and York Counties in Pennsylvania.

HEAVY AND HIGHWAY CONSTRUCTION PROJECTS (Excluding Sewer Grouting Projects and Excluding Sewage and Water Treatment Plant Projects)

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate,if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/03/2020
1	02/14/2020
2	02/28/2020
3	05/01/2020
4	05/08/2020
5	05/15/2020
6	07/03/2020
7	07/24/2020
8	07/31/2020
9	09/11/2020

BOIL0013-003 03/01/2018

	Rates	Fringes
BOILERMAKER	$ 45.89	33.39

CARP0167-006 05/01/2019

BERKS, CARBON and LANCASTER

	Rates	Fringes
CARPENTER	$ 32.07	15.49

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* CARP0167-007 05/01/2020

LEHIGH and NORTHAMPTON COUNTIES

	Rates	Fringes
CARPENTER	$ 35.34	26.49

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* CARP0219-007 06/08/2020

CARBON (Townships: East Penn, Lower Towamensing, Mahoning, Franklin, Towamensing, Penn Forest. Everything south of Route 903 and east to the Kidder Township Line. Boroughs: Hauto, Nesquehoning, Lansford, Summit Hill, Jim Thorpe, Weissport, Bownmanstown, Palmerton, Lehighton, and Parryville) , LEHIGH AND NORTHAMPTON COUNTIES

	Rates	Fringes
MILLWRIGHT	$ 44.00	31.43

CARP0219-008 05/01/2019

BERKS and LANCASTER COUNTIES

	Rates	Fringes
MILLWRIGHT	$ 39.14	19.68

CARP0441-005 05/01/2020

BERKS, CARBON, LANCASTER, LEHIGH and NORTHAMPTON COUNTIES

	Rates	Fringes
PILEDRIVERMAN	$ 43.70	37.22

CARP0443-002 05/01/2019

ADAMS, BRADFORD, CARBON (Banks, Lausanne, Lehigh, Packer, Kidder Twps., and part of Penn Forest Township north of Route 903) COLUMBIA, CUMBERLAND, DAUPHIN, JUNIATA, LANCASTER, LEBANON, LUZERNE (lower part of) MONROE, MONTOUR, NORTHUMBERLAND, PERRY, PIKE, SCHUYLKILL, SNYDER, SULLIVAN, SUSQUEHANNA, TIOGA, UNION, WAYNE, WYOMING, YORK (New Cumberland Army Depot and Harrisburg State Airport) COUNTIES

	Rates	Fringes
MILLWRIGHT	$ 35.18	18.82

CARP2274-003 05/01/2020

Adams, Bradford, Columbia, Cumberland, Dauphin, Juniata, Lackawanna, Lebanon, Luzerne, Lycoming, Monroe, Montour,

Northumberland, Perry, Pike, Schuylkill, Snyder, Sullivan, Susquehanna, Tioga, Union, Wayne, Wyoming and York

	Rates	Fringes
CARPENTER	$ 32.22	17.19
PILEDRIVERMAN	$ 32.22	17.19

ELEC0126-001 06/01/2020

ADAMS, BERKS, CUMBERLAND, DAUPHIN, JUNIATA, LANCASTER, LEBANON, LEHIGH, NORTHAMPTON, PERRY AND YORK COUNTIES

	Rates	Fringes
Line Construction:		
Cable Splicer	$ 47.42	31.25%+11.75
Groundman	$ 28.45	31.25%+11.75
Lineman	$ 47.42	31.25%+11.75
Truck Driver	$ 30.82	31.25%+11.75
Winch Truck Operator	$ 33.20	31.25%+11.75

ELEC1319-001 01/01/2020

BRADFORD, CARBON, COLUMBIA, LACKAWANNA, LUZERNE, LYCOMING, MONROE, MONTOUR, NORTHUMBERLAND, PIKE, SCHUYLKILL, SNYDER, SULLIVAN, SUSQUEHANNA, TIOGA, UNION, WAYNE, AND WYOMING COUNTIES

	Rates	Fringes
Line Construction:		
Equipment Operator	$ 57.49	20.91
Groundmen	$ 35.64	12.34
Linemen	$ 57.49	24.41
Truck Driver	$ 37.37	12.46

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* ENGI0542-004 05/01/2020

	Rates	Fringes
Power equipment operators: (HIGHWAY CONSTRUCTION AND WATER LINES CONSTRUCTION (OFF PLANT SITE))		
GROUP 1	$ 37.56	24.24
GROUP 1a	$ 39.81	24.92
GROUP 2	$ 36.38	23.90
GROUP 3	$ 35.69	23.69
GROUP 4	$ 35.23	23.57
GROUP 5	$ 34.72	23.42
GROUP 6	$ 37.79	24.31
GROUP 6a	$ 40.04	24.97

BOOM LENGTH PAY:

On all machines with booms, jibs, masts and leads 100 ft. and over, twenty five cents ($0.25) per hour additional will be paid for each increment of 25 ft. over 100 ft. On machines with booms (including jibs, masts and leads,etc.), 200 ft. and over, two (2) Operating Engineers shall be required.

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1 - Pile drivers, all types of cranes, all types of backhoes, draglines, keystones, all types of shovels, derricks, trench shovels, trenching machines, paver (blacktop and concrete), gradalls, all front end loaders, tandem scrapers, pippin types backhoes, boat captains, batch plant with mixer, drill self contained (drill-master type), CMI Autograde, milling machine, vemeer saw, conveyor loader (euclid type) scraper and tournapulls, bulldozers and tractors, concrete pumps, motor patrols, mechanic welders, log skidder, side boom, bobcat type (with attachments), boring machines including directional boring machines, chipper with boom, hydro ax, machines similar to the above including remote control equipment.

GROUP 1a: Crawler backhoes and Crawler gradalls over one cubic yard factory rating; Hydraulic backhoes over one cubic yard factory rating; All types of cranes 15 ton and over factory rating; Single person operation truck cranes 15 ton and over factory rating; Cherry picker type machinery and equipment 15 ton and over factory rating; Machines similar to above, including remote control equipment; Equipment in this Wage Group that does not require an oiler.

GROUP 2 - Spreaders, asphalt plant engineers, rollers (high grade finishing), machine similar to above, including remote control equipment, and forklifts 20ft and over.

GROUP 3 - Welding machine, well points, compressors, pump heaters, farm tractors, form line graders, ditch witch type trencher, road finishing machines, concrete breaking machines, rollers, miscellaneous equipment operator, seaman pulverizing mixer, power broom, seeding spreader, tireman - (for power equipment) conveyors, loaders other than EUC type, conveyors, driller second class, machines similar to the above including remote control equipment, and forklift under 20 ft.

GROUP 4 - Fireman and grease truck

GROUP 5 - Oilers and deck hands

GROUP 6 - All machines with booms (including jibs, masts, leads, etc.) 100 ft. and over.

GROUP 6a: All machines with Booms (including Jibs, Masts, Leads, etc.) 100 feet 15 ton and over factory rating; Machines similar to above, including remote control equipment; Equipment in this Wage Group that does not require an oiler.

TOXIC/HAZXARDOUS WAST REMOVAL

Add 20 per cent to basic hourly rate for all classifications

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* ENGI0542-022 05/01/2020

	Rates	Fringes
Power equipment operators:		
(HEAVY CONSTRUCTION:)		
GROUP 1	$ 36.90	27.06+A
GROUP 1a	$ 39.14	27.73+A

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    GROUP 2.....................$ 36.61          26.98+A
    GROUP 2a....................$ 38.87          27.64+A
    GROUP 3.....................$ 33.69          26.12+A
    GROUP 4.....................$ 32.55          25.79+A
    GROUP 5.....................$ 32.11          25.65+A
    GROUP 6.....................$ 31.23          25.39+A
  HEAVY CONSTRUCTION:

FOOTNOTE:

  A:  PAID HOLIDAYS: New Year's Day, Memorial Day, Independence
  Day, Labor Day, Thanksgiving Day, and Christmas Day, the
  employee works the day before and the day after the holiday.

BOOM LENGTH PAY:
  On all machines with booms, jibs, masts and leads 100 ft.
  from ground up, fifty ($0.50) per hour additional will be
  paid for each increment of 25 ft. over 100 ft. On cranes
  with booms (including jibs, masts and leads, etc.) 200 ft.
  and over, two (2) operators shall be required, no Oilers
  will be required, with seventy five ($0.75) in increments
  of 25 ft.

***TOXIC/HAZXARDOUS WASTE REMOVAL***

  Add 20 per cent to basic hourly rate for all classifications


POWER EQUIPMENT OPERATORS CLASSIFICATIONS

  GROUP 1:  Machines doing hook work, any machine handling
  machinery, cable spinning machines, helicopters, machines
  similar to the above, including remote control equipment,
  all types of cranes, cableways, and draglines.

  GROUP 1a:  Machines doing hook work; Machines handling
  machinery; All types of cranes 15 ton and over factory
  rating; Cable ways; Draglines 15 ton and over factory
  rating; High Rail/Burro Crane 15 ton and over factory
  rating; Rail Loader (Winch Boom Type) 15 ton and over
  factory rating; Machines similar to above, including remote
  control equipment; Equipment in this Wage Group that does
  not require an oiler.

  GROUP 2:   Backhoes, keystones, shovels, derricks, trench
  shovels, trenching machines, hoist with two towers, pavers
  21E and over, overhead cranes, building hoists (double
  drum) gradalls, mucking machines in tunnels, front end
  loaders, tandem scrapers, pippin type backhoes, boat
  captains, batch plant operators concrete drills,
  self-contained rotary drills, fork lifts, 20ft, lift and
  over, scrapers, tournapulls, spreaders, bulldozers and
  tractors, rollers (high grade finishing), mechanic-welder,
  motor patrols, concrete pumps, grease truck, bob cat type
  (all attachments), boring machines including directional
  boring machines, hydro ax, side boom, vermeer saw, chipper
  with boom, machines similar to the above including remote
  control equipment

  GROUP 2a:  Crawler backhoes and crawler gradalls over one
  cubic yard factory rating; Hydraulic backhoes over one
  cubic yard factory rating; Equipment 15 ton and over
  factory rating; Machines similar to above, including remote
  control equipment; Equipment in this Wage Group that does
  not require an oiler.
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GROUP 3: Conveyors, building hoist (single drum), high or low pressure boilers, drill operators, well drillers, asphalt plant engineers, ditch witch type trencher, second class driller, forklift truck under 20ft. lift, stump grinder, tireman (for power equipment), machines similar to above including remote control equipment.

GROUP 4: Welding machines, well points, compressors, pumps, heaters, farm tractors, form line graders, road finishing machines, concrete breaking machines, rollers, seaman pulverzing mixer, power boom, seeding spreader, chipper without boom, machines similar to the above including remote control equipment.

GROUP 5: Fireman.

GROUP 6: Oilers and deck hands (personnel boats).

IRON0404-006 07/01/2019

ADAMS, BERKS, CUMBERLAND, DAUPHIN,JUANITA, LANCASTER, LEBANON, LEHIGH, LYCOMING, MONTOUR, NORTHAMPTON, NORTHUMBERLAND, PERRY, SCHUYLKILL, SNYDER, UNION and YORK COUNTIES

	Rates	Fringes
Ironworkers:.....	$ 32.76	29.88

IRON0404-017 07/01/2019

BRADFORD, CARBON, COLUMBIA, LACKAWANNA, LUZERNE, MONROE, PIKE, SULLIVAN, TIOGA, SUSQUEHANNA, WAYNE and WYOMING COUNTIES

	Rates	Fringes
IRONWORKER.....	$ 32.76	29.88

LABO0158-001 05/01/2020

	Rates	Fringes
Laborers:		
GROUP 1.....	$ 22.41	17.69
GROUP 2.....	$ 29.03	17.69
GROUP 3.....	$ 26.02	17.69
GROUP 4.....	$ 26.37	17.69
GROUP 5.....	$ 27.04	17.69
GROUP 6.....	$ 26.46	17.69
GROUP 7.....	$ 26.75	17.69
GROUP 8.....	$ 27.23	17.69

LABORERS CLASSIFICATIONS

GROUP 1: Flag person

GROUP 2: Hazardous/Toxic/Asbestos Waste Handler, Lead Paint Handler

GROUP 3: Asphalt tamper, concrete pitman, puddlers, highway guide rail right of way and property fence slab reinforcement placers, Laborers, landscaper, seeders,

planters, magazine tenders, laser beam men for pipe laying and paving machines,, railroad trackman, signalman, asphalt rakers, lute or screed man, pneumatic and electric tool operators, jackmammers, paving breakers, concrete saws, whacker vibrator, chainsaw, highway concrete block layers, sheet hammer, pipe layers, Walk Behind Rollers, Walk Behind Trencher

GROUP 4: Caisson-open air below 8 feet, cofferdam open air below 8 feet where excavations for circular caissons and cofferdams 8 ft and below level of natural grade adjacent to starting point, form setters (road) wagon drill diamond point drill, gunite nozzle operators, walk behind rollers and concrete rubbers, blaster.

GROUP 5: Form Setter, Reinforced Steel Placer, Bonding Aligning and Securing and Burning and welding in Conjunction wth Rebar, and Concrete Surfacer.

FREE AIR TUNNELS AND ROCK SHAFTS

GROUP 6: Outside labers in conjuction with tunnels and rock shafts

GROUP 7: Chuck tenders, muckers, nippers, miners, inside laborers

GROUP 8: Miners, drillers, blasters, pneumatic shield operators, lining, spotting and timber workmen, rebar steel placer, bonding and securing, welders, and concrete surfacers

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PAIN0021-026 05/01/2018

ADAMS, CUMBERLAND, DAUPHIN, LANCASTER, PERRY, AND YORK COUNTIES

	Rates	Fringes
Painters:		
Bridge	$ 31.80	14.23
Brush	$ 23.92	14.23
Spray, Sandblast	$ 26.05	14.23

PAIN0057-021 06/01/2020

JUNIATA COUNTY

	Rates	Fringes
Painters:		
Bridge, Towers	$ 35.72	20.72
Commercial Brush & Roller	$ 28.80	20.72
Industrial Brush & Roller	$ 33.55	20.72
Spray	$ 28.80	20.72

PAIN1021-001 05/01/2012

BERKS, CARBON, LEBANON, LEHIGH, NORTHAMPTON, AND MONROE COUNTIES

	Rates	Fringes
Painters:		
Bridge; Brush, Roller	$ 30.85	14.80
Bridge; Spray	$ 31.85	14.80

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     Brush and Roller............$ 26.55            14.80
     Spray and Sandblast.........$ 27.55            14.80
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 PAIN1021-002 05/01/2009

BRADFORD, COLUMBIA, LACKWANNA, LUZERNE, LYCOMING, MONTOUR,
NORTHUMBERLAND, PIKE, SCHUYLKILL, SNYDER, SULLIVAN,
SUSQUEHANNA, TIOGA, UNION, WAYNE, WYOMING COUNTIES


                                   Rates          Fringes

Painters:
     Bridge; Brush, Roller.......$ 25.60            12.05
     Bridge; Spray...............$ 26.60            12.05
     Brush and roller............$ 22.75            12.05
     Spray, Sandblast............$ 23.75            12.05
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 PLAS0592-004 06/01/2020

MONROE COUNTY; (EXCEPT TOBYHANNA DEPOT)

                                   Rates          Fringes

CEMENT MASON/CONCRETE FINISHER...$ 34.78            13.30
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 PLAS0592-005 06/01/2020

COLUMBIA COUNTY

                                   Rates          Fringes

CEMENT MASON/CONCRETE FINISHER...$ 34.78            13.30
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 PLAS0592-017 05/01/2020

                                   Rates          Fringes

CEMENT MASON/CONCRETE FINISHER
     BERKS (Northeastern part
     lying North of a line
     starting from the Southern
     boundary line of Lehigh
     County continuing through
     Huffs Church,
     Fredericksville, Dryville,
     Lyon Station, Kutztown,
     Krumsville, and Stoney run
     in Berks County to the
     Lehigh County line),
     CARBON, LEHIGH,
     NORTHAMPTON (Northwest
     part including the towns
     of Walnutport, Bath, and
     Northampton) COUNTIES.......$ 31.60            23.18
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 PLAS0592-018 05/01/2020

                                   Rates          Fringes

Cement Mason/Concrete Finisher
     Adams, Lancaster and York
     Counties....................$ 30.80            21.45
PLASTERER
     Adams, Berks (Portions
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of), Lancaster, and
Lebanon Counties.....$ 27.48 20.75

PLAS9592-002 05/01/2014

MONROE COUNTY (TOBYHANNA ARMY DEPOT)

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	$ 31.23	10.00

TEAM0229-003 05/01/2018

	Rates	Fringes
TRUCK DRIVER (ADAMS, BERKS, CARBON, COLUMBIA, CUMBERLAND, DAUPHIN, JUNIATA, LACKAWANA, LANCASTER, LEBANON, LEHIGH, LUZERNE, LYCOMING, MONROE, MONTOUR, NORTHAMPTON, NORTHUMBERLAND, PERRY, PIKE, SCHUYKILL, SNYDER, SULLIVAN, SUSQUEHANNA, UNION, WAYNE, WYOMING, AND YORK COUNTIES)		
GROUP 1	$ 35.32	0.00
GROUP 2	$ 35.39	0.00
GROUP 3	$ 35.88	0.00
Truck drivers: (BRADFORD AND TIOGA COUNTIES)		
GROUP 1	$ 22.21	13.11
GROUP 2	$ 22.28	13.11
GROUP 3	$ 22.77	13.11

TRUCK DRIVERS CLASSIFICATIONS

GROUP 1: Flat Bed Truck (Single-Axle), Dump Trucks (Under 10 Yds Single Axle), Stake Body Trck (Single Axle), Dumpster (Single Axle)

GROUP 2: Dump Truck (Over 10 Yds), Asphalt Distributors, Transit Mix (Under 5 Yds), Transit Mix (Over 5 Yds.), Flat or Stake Body (Tandem), Fuel Truck A-Frame/Winch Trucks, Dry Batch Truck, Truck Mounted Sweeper and Vac Trucks, Buses, Dumpster (Tandem)

GROUP 3: Euclid-Type, Off Highway Equipment-Back or Double Bottom Dump Trucks (Over 20 Tons), Straddle Trucks, Pusher, Articulate Dumped Trucks, Low Boy Trailers, Semi Trailers

Water Tank, Sprinkler Trucks, Winch Trucks and Fuel Trucks shall be governed by the appropriate classification as listed above.

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

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this

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

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

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

Union Rate Identifiers

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

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

Survey Rate Identifiers

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

in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

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

Union Average Rate Identifiers

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

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

WAGE DETERMINATION APPEALS PROCESS

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

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

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

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

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

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

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

Washington, DC 20210

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

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

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

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

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END OF GENERAL DECISION"