

**REQUEST FOR QUALIFICATIONS**

**GENERAL CONTRACTOR /**  
**CONSTRUCTION MANAGER SERVICES**

**HARRISON HALL RENOVATION**  
**MONTANA STATE UNIVERSITY**  
Bozeman, Montana  
**MSU PPA NO. 16-0108**  
**(AE No. 2017-02-06)**



Architecture & Engineering Division, State of Montana  
&  
Campus Planning, Design & Construction  
Montana State University

**May 2018**

## I. INTRODUCTION

The State of Montana (Owner), is seeking qualified General Contractor / Construction Manager (GC/CM) firms to undertake preconstruction and potentially construction services for the renovation of Harrison Hall on the Montana State University campus.

The Owner intends to enter into a GC/CM Contract with the selected GC/CM firm that will include Preconstruction Services and identification of a GC/CM Fee and Fixed Costs for General Conditions Work, with provisions for adding Construction Services through acceptance of a Guaranteed Maximum Price (GMP) by Contract amendment. The GMP would include construction services through completion of the Project. Alternatively, the Owner may, at its sole discretion, choose not to continue the GC/CM Contract beyond the completion of preconstruction activities and solicit bids from qualified contractors for the construction of the Project.

As part of the RFQ response, firms shall include a MEP sub-contractor or group of sub-contractors representing mechanical, electrical, and plumbing trades that the firm proposes to partner with for this project.

The Owner will use the RFQ process to evaluate each of the Proposers' qualifications. A subsequent Request for Proposals (RFP) will be issued to all qualified Contractors who will then be required to submit detailed information regarding project-specific capabilities, experience, and costs. GC/CM selection will be determined from the Proposals submitted in response to the RFP document, interviews, and any other information sought by the Owner to assess a firm's ability to complete the project as required.

When selected, the GC/CM will function as part of a team composed of the Owner, Architect, and others as determined by the Owner.

This Request for Qualifications shall not commit the Owner to enter into any agreement, to pay any expenses incurred in preparation of any response to this request, or to procure or contract for any supplies, goods or services. The Owner reserves the right to accept or reject any or all responses received as a result of this RFQ.

This Procurement is governed by the laws of the State of Montana and venue for all legal proceedings shall be the First Judicial District, City of Helena, Lewis & Clark County.

By offering to perform services under this Procurement, all Proposers agree to be bound by the laws of the State of Montana, including but not limited to applicable wage rates, payments, gross receipts taxes, building codes, equal opportunity employment practices, safety, etc.

*The State of Montana makes reasonable accommodations for any known disability that may interfere with an applicant's ability to compete in the bidding and/or selection process. In order for the state to make such accommodations, applicants must make known any needed accommodation to the individual project managers or agency contacts listed in the contract documents. Persons using TDD may call the Montana Relay Service at 1-800-253-4091.*

## II. PROJECT BACKGROUND AND DESCRIPTION

### Introduction

Harrison Hall is located within the Johnstone Center on the Montana State University Bozeman Campus. The Johnstone Center is a complex of connected structures serving various roles with Harrison Hall at the center. Harrison Hall is currently the home of the Harrison Dining Hall operated by MSU Auxiliary Services. During the Summer of 2018, dining services will be relocated to the new dining hall facility across Harrison Street, leaving Harrison Hall vacant. This move offers a unique opportunity to transition an existing building to academic use and expand academic square footage without building a new structure.

The Harrison Hall project will be completed in a phased approach, addressing multiple campus priorities to improve the education experience at MSU.

**Phase I (\$1.2M to \$1.9M):** Approximately one third of the facility will be renovated to provide new classroom and instructional lab spaces. The programming for the first phase currently includes one classroom sized for 80 seats, one classroom sized for forty seats, an instructional lab sized for forty seats, and support spaces including restrooms.

**Phase II (\$2M to \$3.5M):** Approximately one third of the facility will be renovated to provide new culinary teaching kitchens. The programming for the second phase currently includes two large multi-use teaching kitchens designed for twenty students, a new forty seat instructional lab, a new food science lab space and support spaces including lockers, storage, and washing stations.

NOTE: Approximately one third of the facility will be left abandoned for future renovation. This area is currently existing kitchen space.

***Commencement of all construction activity on Phase II of the Harrison Hall Renovation is fully dependent upon authorization to proceed from the University, Board or Regents, and the Montana State Legislature.***

The exceptional enrollment growth at MSU is driving the need for more instructional space on campus to decompress existing class spaces that are beyond their recommended capacity; Phase I helps address this immediate need. The rapid growth at MSU has also created a demand for new academic programs such as the MSU Hospitality Management Program created in 2015 and the partner program of the Gallatin College Culinary Arts program; Phase II helps address the needs of these programs.

The Owner intends to begin construction of Phase I during the Fall/Winter of 2018 with spaces available for use for Fall Semester 2019. The Owner intends to begin construction of Phase II during the Fall/Winter of 2019 with spaces available for use for Fall Semester 2020. The Owner intends to execute a GC/CM contract with a single firm that will provide continual involvement through both phases of the project. Pre-construction services throughout design will be essential to providing a well-coordinated outcome for this phased project.

## **Project Location and Site**

Harrison Hall is located within the Johnstone Center along Harrison Street at the north side of campus. The facility is aligned with Montana Hall in the center of campus.

## **Design Considerations**

Several complexities associated with this project will benefit from the pre-construction services and expertise offered by a qualified GC/CM.

The Johnstone Center is formed by a variety of independent halls that have been linked and connected through decades of additions, infill construction, and renovations. The building history has created inconsistencies in construction, existing conditions, and systems throughout the facility that will need to be addressed.

The instructional spaces are being designed with a focus on active learning principles and flexibility of use. Acoustics, space comfort, and teaching technology pose design challenges for implementation within the limitations of the existing structure.

The culinary spaces are being designed based on extensive research of other culinary teaching facilities across the country. A consultant with extensive experience in teaching kitchens is a part of the design team. Although the space has served as a dining hall, the structure and layout still offer significant challenges for coordinating the extensive mechanical, electrical, and plumbing requirements of a kitchen.

A general description of the spaces included in each phase is provided in the Introduction section above.

For the design, the Owner has selected:

Comma-Q Architecture  
109 North Rouse Avenue, Unit 1  
Bozeman, MT 59715

The Owner is ready to hire a General Contractor / Construction Manager for pre-construction collaboration with the ownership and design team. The project is presently in the Schematic Design phase.

The following is the intended timeline for the project:

### GC/CM Selection:

Advertising dates:	May 13, 20, 27, 2018
Last Date for Questions:	May 23, 2018
Receipt of Qualifications:	2:00 p.m. on May 31, 2018
Review & Scoring by Committee:	June 6, 2018
Issue RFP to Qualified Firms:	June 8, 2018
Potential Site Walk-Through	June 14, 2018

Receive Proposals:	2:00 p.m. on June 21, 2018
Interviews:	Week of June 25, 2018
Selection:	By June 29, 2018

Design/Construction of Harrison Hall Renovation:

Completion of SD set:	May 16, 2018
Completion of DD set:	July 11, 2018
Completion of CD set (Phase I Only):	October 11, 2018
GMP Established:	November 2018
Commence Construction (Phase I):	December 2018
Construction Complete (Phase I):	June 2019
Commissioning & Move-In (Phase I):	July 2019

### III. SCOPE OF PRECONSTRUCTION SERVICES

Subsequent to the RFQ selection and short-listing, each potential firm invited to respond to the RFP shall propose a **maximum** Pre-Construction services fee. Pre-construction services will be provided on a cost reimbursement basis up to a stated maximum. The specific scope of pre-construction services will be negotiated prior to signing the final GC/CM contract, based on the proposer's input as well as the owner's requirements. In general, services are anticipated to include the following:

1. General goals of pre-construction services
  - Serve as a partner to the design team and provide construction management guidance
  - Develop and update schedules, estimates, and action-plans at scheduled milestones
  - Guide decisions regarding phasing of the project to optimize quality, schedule, and budget results from both Phase I and Phase II scopes of work
  - Strategically approach the sub-contractor market with a focus on providing quality, schedule, and budget value to the owner
2. Pre-construction services for quality assurance
  - Partner with design team to improve design through constructability reviews
  - Provide design team with collaborative input on design decisions that impact construction quality
  - Complete thorough visual and invasive investigations of existing conditions and strategically plan for challenges
  - Complete reviews of adjacent occupied spaces and strategically plan for impacts
3. Pre-construction services for scheduling and coordination
  - Provide design team with collaborative input on design decisions that impact construction schedule
  - Develop clear construction staging and impact maps, diagrams, schedules and plans accounting for the challenges of working in an occupied building in the campus core
  - Develop clear communication of impacts and schedules to stake holders and building occupants
  - Provide guidance and strategy for developing Early Work Amendments (EWA)
  - Anticipate, investigate, and plan for challenges of working within an existing building
  - Provide management expertise of procurement challenges and long-lead items

- Guide design team to make changes beneficial to smooth on-boarding of sub-contractors
- 4. Pre-construction services for budgeting and estimating
  - Provide design team with collaborative input on design decisions that impact construction budget
  - Complete thorough and accurate line item cost estimating throughout pre-construction
  - Provide input on current market climate and economic conditions
  - Help design team and owner to strategically avoid value engineering exercises through design-stage balancing of value and budget
- 5. Pre-construction services for the bidding process
  - Develop detailed and well-organized bid packages in coordination with design team
  - Advertise, manage, and obtain bids per trade for Owner review
    - o Self-performed work must be bid to other sub-contractors unless otherwise approved
  - Lead and manage bid package opening and tally results for review
  - Manage any bid-package amendments and communicate revisions to bidders
- 6. MEP Coordination and BIM Integration
  - o The MEP sub-contractor(s) will be required to participate in preconstruction services as outlined above. The MEP firm(s) will become part of the contractor team (at the discretion of the GC/CM and Owner) upon execution of the GMP amendment.
  - Firms shall have the ability to integrate with the design-team's Building Information Modeling (BIM) systems for collaboration during pre-construction.
    - o BIM integration capabilities can be handled in three ways or as otherwise proposed by a submitting firm:
      1. GC/CM Firm has BIM capabilities
      2. MEP Firm(s) (as required above) has BIM capabilities
      3. Third party sub-contractor has BIM capabilities and is partnered with GC/CM for this project
    - o Please contact the Owner for questions regarding BIM requirements

#### **IV. SCOPE OF CONSTRUCTION SERVICES**

The GMP may be requested following the Construction Documents when GC/CM buy-out is completed. The established GMP will be the maximum amount paid for construction, unless scope changes are requested and approved by the Owner. Acceptance of the GMP by contract will constitute completion of preconstruction services and that GMP Agreement/Amendment will initiate the construction period services for the Project. At the time of execution of the GMP, the GC/CM will be required to submit a 100% performance and 100% payment bond for the amount of the GMP. The Owner retains the option to cancel the construction phase services, or to start a new selection process for the construction of the Project, or terminate the contract and negotiate a replacement contract with the next highest rated Proposer from this solicitation, or to conclude the GC/CM's services at pre-construction and issue the Project on a lowest responsible bidder method.

The State of Montana Wage Rates incorporated in this RFQ are provided for informational purposes only. The selected GC/CM will be required to comply (as a minimum allowable rate schedule) with those Rates adopted and effective at the time of signing the GMP Agreement/Amendment. All reporting, documentation, etc. shall remain as per the State requirements. This project is subject to all State requirements as outlined in the Montana Code Annotated (MCA) and Montana University System Board of Regents Policies.

**V. SELECTION PROCEDURE / STATEMENT OF QUALIFICATIONS REQUIREMENTS**

This RFQ is the first of a multi-part selection process. In order to qualify for further consideration, Proposers must comply with the mandatory requirements provided below. Statements of Qualifications that do not contain the required documentation will be deemed nonresponsive to this RFQ requirement and will be rejected on that basis. The Request for Proposals (RFP) will be issued to all qualified Contractors who will then be required to submit detailed information regarding project-specific capabilities, experience, and costs.

The Owner’s selection committee will consist of representatives from the State A&E Division, MSU, and Comma-Q Architecture. The selection committee will evaluate each of the firms based on the overall merit of the written qualifications in accordance with the criteria listed below.

Non-prerequisite criteria will be rated on a scale of 0 through 10 (10 being highest rating) by the selection committee and weighted in accordance with the importance of each item. Ratings will be determined by consensus scoring of the selection team as recommended in “Best Practices for Use of Best Value Selections,” a joint publication of the National Association of State Facilities Administrators (NASFA) and the Associated General Contractors of America (AGC).

*Firms must receive a minimum of a “6” rating in 5 and 6 below, and a minimum weighted total of 50 to be considered qualified.*

Category	Rating:	Weight:	Total Possible Score:
1. Signature of Officer or Principal	----	----	Prerequisite
2. Bonding Capacity	----	----	Prerequisite
3. Safety	----	----	Prerequisite
4. MT Construction Contractor Registration	----	----	Prerequisite
5. List MEP subcontractors your firm proposes to partner with	----	----	Prerequisite
6. GC/CM Firm Information	0-10	3	30
7. Specific Project Experience Information	0-10	5	50
8. Business Entities Other Than Corporations	----	----	Per 1 through 6 above
TOTAL:			80

*CAUTION: Firms shall NOT propose either verbally or in writing any form of donations, contributions, gifts, assistance, or offsets to the project or the University or that could have the appearance of such. Doing so may result in disqualification.*

NOTE: If submitting as an entity other than an incorporated firm (e.g. partnership or joint-venture) or other arrangement (e.g. a contractual teaming relationship), provide ALL the below information for the individual members of the entity or arrangement AND for the entity or arrangement. See Item 7 below.

Proposers must meet certain minimum Qualification Conditions in order to be eligible to submit a Proposal. The Owner has identified the following Qualification Conditions:

1. Statement of Qualifications must be signed by an officer or principal of your firm.  
**(PREREQUISITE)**
2. Bonding Capacity (PREREQUISITE)
  - a) It is required that proposing firm have the bonding capacity for this project. Proposer must have a single-project bonding capacity of \$6 million at the time of the RFP. Provide single-project and aggregate bonding program amount. Please note that bonding capacity is a requirement and if not met, the proposer will not be selected to move forward in the process.
  - b) In addition to bonding capacity of \$6 million please provide:
    - Bonding company and agent, with phone and email contact information;
    - Years of relationship;
    - If less than 5 years, or not your exclusive source, name all others used in the last 5 years; and,
    - If less than 5 years, or not your exclusive source, provide additional explanation regarding any transitions or changes.
3. Safety (PREREQUISITE)
  - a) Provide incidence rate, experience modification rate, AND loss ratio. An incidence rate greater than the latest average for non-residential building construction for Montana as established by the federal Bureau of Labor Statistics (BLS) for the prior year or an experience modification rating (EMR) greater than 1.0 or a loss ratio of more than 100% may result in immediate disqualification on this item.
  - b) Provide your firm's number of employees for BLS's most recent reporting period and the firm's applicable NAICS code.
  - c) Proposer may submit an explanation for incident rate, EMR, and/or loss ratio greater than those listed here for further consideration by the Owner. The Owner reserves the sole right to waive the pass/fail requirement if, in the Owner's sole judgment, sufficient justification exists for any explanation provided. The Owner also reserves the right to request additional information and/or clarification on this item but is not obligated to do so prior to making its determination on whether or not to waive the requirement.

4. Include evidence of valid Montana Contractor Registration. **(PREREQUISITE)**
5. Firms should submit responses to this RFQ with a MEP sub-contractor or group of sub-contractors representing mechanical, electrical, and plumbing trades that the firm proposes to partner with. **(PREREQUISITE)**
6. General Contractor / Construction Manager Firm Information:
  - a) Proposer must demonstrate successful experience and capacity to act as a GC/CM on non-residential, renovation projects between \$1M and \$4M construction value.
  - b) Describe your firm's GC/CM approach specific to Pre-Construction services, Project estimates, Project schedules, Bid Packages, and balancing value and budget to avoid value engineering (VE) efforts.
  - c) Proposer must list other projects, both private and public, that will be concurrent with the schedule stated in this RFQ for this project. Potential future workload coincident to this project's schedule is also requested.
  - d) Along with current backlog in dollars, provide workload in terms of total contract values or annual business volume for the last 3 years.
  - e) In the last five years, have you (if you answer "yes", provide full explanation):
    - Had an Owner claim against Performance Bond?
    - Been declared in default and/or terminated on a project?
    - Assessed liquidated damages for delay in delivery of project?
    - Taken legal action, filed liens, or dispute resolution proceedings of any kind against an Owner for anything other than non-payment for accepted work?
7. Specific Project Experience Information:
  - a) Provide a narrative of how your firm's approach to MEP sub-contractor collaboration with the design team will bring value to the Owner by addressing the following:
    - Your firm's experience partnering with MEP subcontractor's during the design phase of projects; i.e. preconstruction services.
    - MEP sub-contractor ability to provide accurate cost estimates to the owner at all stages of design
  - b) Provide a narrative explaining your team's ability to integrate with the BIM component of the design process as described in pre-construction services.
  - c) Proposer should provide **three** specific project examples demonstrating experience and capacity to act as a GC/CM on:
    - Renovations in buildings with difficult existing constraints including structural, mechanical, electrical, and plumbing limitations.
    - Renovations with adjacencies to occupied space.
    - Projects with commercial kitchen or teaching kitchen scope.
    - Projects with limited site boundary conditions.
    - Experience with early work packages that may include abatement/remediation and demolition prior to execution of a GMP amendment.
  - d) Firm Background:
    - What three unique approaches and practices used at your firm differentiate your firm from competitors in your ability to provide excellent service to the Owner.

8. Business Entities Other Than Corporations

- a) If submitting as a Partnerships/Joint-Venture please contact the State A&E Division for additional information and specific requirements.

**VI. SUBMITTAL OF INFORMATION**

Two (2) copies of the written response and one electronic PDF copy to this RFQ must be **received** at:

Architecture & Engineering Division, State of Montana  
P.O. Box 200103; 1520 East 6<sup>th</sup> Avenue  
Helena, MT 59620-0103  
[rwarfle@mt.gov](mailto:rwarfle@mt.gov) or DOAAEDivision@mt.gov

**By RFQ June 21, 2018 by 2:00pm MDT**

ALL QUESTIONS AND CONTACTS REGARDING THIS RFQ MUST BE ADDRESSED **IN WRITING** TO:  
(email will qualify, make sure to use read receipts for your protection)

Bob Warfle - PE, Engineering Manager  
Architecture & Engineering Division, State of Montana  
P.O. Box 200103; 1520 East 6<sup>th</sup> Avenue  
Helena, MT 59620-0103  
[rwarfle@mt.gov](mailto:rwarfle@mt.gov); (406) 444-0771

**VII. INSTRUCTIONS TO PROPOSERS**

Statements of Qualification must:

1. Follow the format outlined in the Selection Procedure above.
2. Be **SIGNED** by an officer or principal of your firm.
3. Be contained in a document not to exceed 18 sheets total (printed single or double-sided pages) including whatever pictures, charts, graphs, tables, and text the firm deems appropriate to be part of the review of the firm's qualifications. A transmittal letter, section dividers, and cover/backing sheets, are exempted from the page limit. Page size limit is 8-1/2 x 11 inches, with basic text information no smaller than 10-point font.

**CLAIMS FOR TRADE SECRET AND/OR CONFIDENTIALITY:**

Public agencies in Montana are required by Montana law to permit the public to examine documents that are kept or maintained by public agencies, other than those legitimately meeting the provisions of Montana's Uniform Trade Secrets Act, Mont. Code Ann. §§ 30-14-401, et seq., and that the State is required to review claims of trade-secret confidentiality.

Information separated out under this process will be available for review only by the procurement officer, the evaluator/evaluation committee members, and limited other designees. Offerors shall pay all of its legal costs and related fees and expenses associated with

defending a claim for confidentiality should another party submit a "right to know" (open records) request.

For a claim of confidentiality to be considered by a public agency, all trade secret confidentiality information must be segregated and be accompanied by the Trade Secret Confidentiality Affidavit available <http://vendorresources.mt.gov/VendorForms>. This affidavit must be fully completed and submitted to the State along with the RFQ/RFP, and the following conditions must be met:

- a) Confidential information (including any provided in electronic media) to be withheld under a claim of confidentiality must be clearly marked and separated from the rest of the qualifications or proposal;
- b) The qualification or proposal may not contain trade secret matter or confidential information related to the cost or price; and,
- c) A full explanation of the validity of this trade secret claim attached to the affidavit.

#### **VIII. ATTACHMENTS**

The following exhibits are incorporated in this RFQ:

Attachment A: State of Montana Wage Rates, Current Rates for Building Construction 2018

Attachment B: Harrison Hall Renovation – 100% Schematic Design Programming Document are available from Comma-Q Architecture.

**END OF RFQ**

**MONTANA  
PREVAILING WAGE RATES FOR BUILDING CONSTRUCTION SERVICES 2018**

**Effective: *January 27, 2018***

**Steve Bullock, Governor  
*State of Montana***

**Galen Hollenbaugh, Commissioner  
*Department of Labor and Industry***

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates, visit ERD at [www.mtwagehourbopa.com](http://www.mtwagehourbopa.com) or contact:

Employment Relations Division  
Montana Department of Labor and Industry  
P. O. Box 201503  
Helena, MT 59620-1503  
Phone 406-444-5600  
TDD 406-444-5549

**The Labor Standards Bureau welcomes questions, comments, and suggestions from the public. In addition, we'll do our best to provide information in an accessible format, upon request, in compliance with the Americans with Disabilities Act.**

**MONTANA PREVAILING WAGE REQUIREMENTS**

The Commissioner of the Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 of the Montana Code Annotated (MCA), has determined the standard prevailing rate of wages for the occupations listed in this publication.

The wages specified herein control the prevailing rate of wages for the purposes of Section 18-2-401, et seq., MCA. It is required each employer pay (as a minimum) the rate of wages, including fringe benefits, travel allowance, zone pay and per diem applicable to the district in which the work is being performed as provided in the attached wage determinations.

All Montana Prevailing Wage Rates are available on the internet at [www.mtwagehourbopa.com](http://www.mtwagehourbopa.com) or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

In addition, this publication provides general information concerning compliance with Montana's Prevailing Wage Law and the payment of prevailing wages. For detailed compliance information relating to public works contracts and payment of prevailing wage rates, please consult the regulations on the internet at [www.mtwagehourbopa.com](http://www.mtwagehourbopa.com) or contact the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

GALEN HOLLENBAUGH  
Commissioner  
Department of Labor and Industry  
State of Montana

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## **A. Date of Publication January 27,2018**

## **B. Definition of Building Construction**

For the purposes of Prevailing Wage, the Commissioner of Labor and Industry has determined that building construction occupations are defined to be those performed by a person engaged in a recognized trade or craft, or any skilled, semi-skilled, or unskilled manual labor related to the construction, alteration, or repair of a public building or facility, and does not include engineering, superintendence, management, office or clerical work.

The Administrative Rules of Montana (ARM), 24.17.501(2) – 2(a), states *“Building construction projects generally are the constructions of sheltered enclosures with walk-in access for housing persons, machinery, equipment, or supplies. It includes all construction of such structures, incidental installation of utilities and equipment, both above and below grade level, as well as incidental grading, utilities and paving.*

*Examples of building construction include, but are not limited to, alterations and additions to buildings, apartment buildings (5 stories and above), arenas (closed), auditoriums, automobile parking garages, banks and financial buildings, barracks, churches, city halls, civic centers, commercial buildings, court houses, detention facilities, dormitories, farm buildings, fire stations, hospitals, hotels, industrial buildings, institutional buildings, libraries, mausoleums, motels, museums, nursing and convalescent facilities, office buildings, out-patient clinics, passenger and freight terminal buildings, police stations, post offices, power plants, prefabricated buildings, remodeling buildings, renovating buildings, repairing buildings, restaurants, schools, service stations, shopping centers, stores, subway stations, theaters, warehouses, water and sewage treatment plants (buildings only), etc.”*

## **C. Definition of Public Works Contract**

Section 18-2-401(11)(a), MCA defines “public works contract” as *“...a contract for construction services let by the state, county, municipality, school district, or political subdivision or for nonconstruction services let by the state, county, municipality, or political subdivision in which the total cost of the contract is in excess of \$25,000...”*.

## **D. Prevailing Wage Schedule**

This publication covers only Building Construction occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rate schedules for Heavy Construction, Highway Construction, and Nonconstruction Services occupations can be found on the internet at [www.mtwagehoubopa.com](http://www.mtwagehoubopa.com) or by contacting the Labor Standards Bureau at (406) 444-5600 or TDD (406) 444-5549.

## **E. Rates to Use for Projects**

ARM, 24.17.127(1)(c), states *“The wage rates applicable to a particular public works project are those in effect at the time the bid specifications are advertised.”*

## **F. Wage Rate Adjustments for Multiyear Contracts**

Section 18-2-417, MCA states:

*“(1) Any public works contract that by the terms of the original contract calls for more than 30 months to fully perform must include a provision to adjust, as provided in subsection (2), the standard prevailing rate of wages to be paid to the workers performing the contract.*

*(2) The standard prevailing rate of wages paid to workers under a contract subject to this section must be adjusted 12 months after the date of the award of the public works contract. The amount of the adjustment must be a 3% increase. The adjustment must be made and applied every 12 months for the term of the contract.*

*(3) Any increase in the standard rate of prevailing wages for workers under this section is the sole responsibility of the contractor and any subcontractors and not the contracting agency.”*

## G. Fringe Benefits

Section 18-2-412, MCA states:

“(1) To fulfill the obligation...a contractor or subcontractor may:

(a) pay the amount of fringe benefits and the basic hourly rate of pay that is part of the standard prevailing rate of wages directly to the worker or employee in cash;

(b) make an irrevocable contribution to a trustee or a third person pursuant to a fringe benefit fund, plan, or program that meets the requirements of the Employee Retirement Income Security Act of 1974 or that is a bona fide program approved by the U. S. department of labor; or

(c) make payments using any combination of methods set forth in subsections (1)(a) and (1)(b) so that the aggregate of payments and contributions is not less than the standard prevailing rate of wages, including fringe benefits and travel allowances, applicable to the district for the particular type of work being performed.

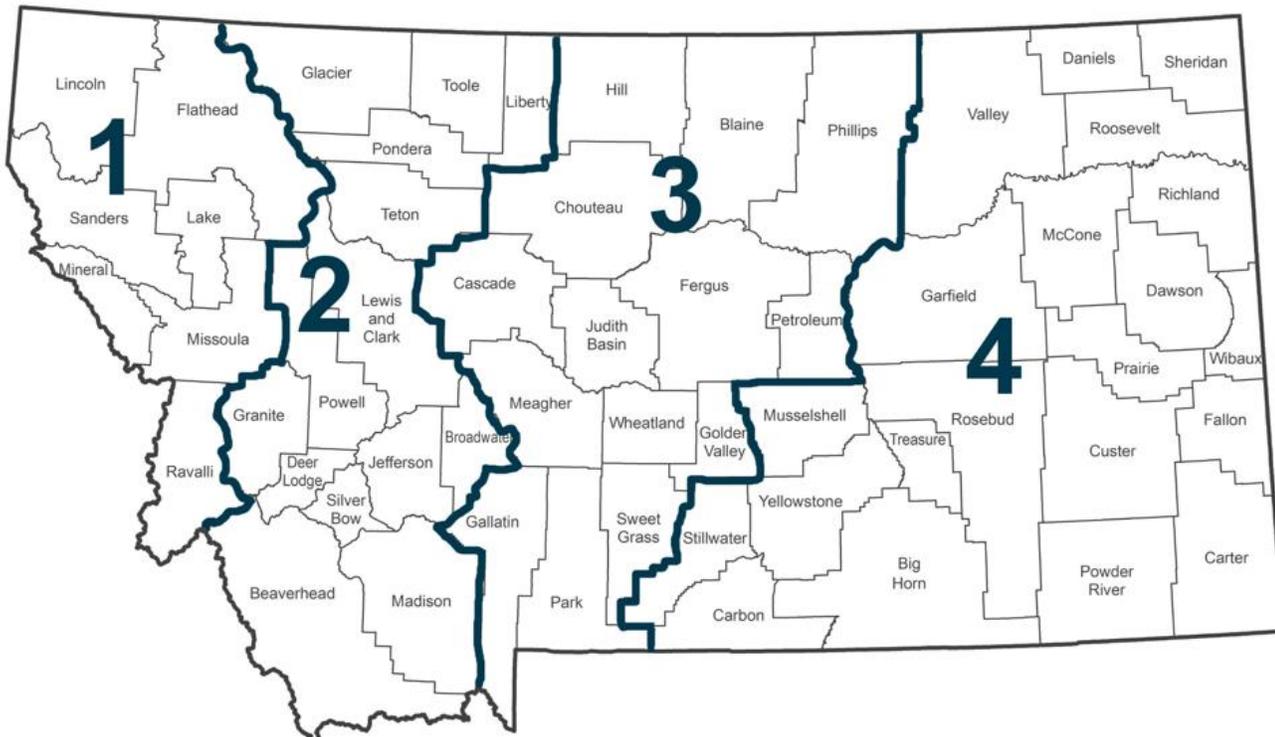
(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income Security Act of 1974 or that are approved by the U. S. department of labor.”

Fringe benefits are paid for all hours worked (straight time and overtime hours). However, fringe benefits are not to be considered a part of the hourly rate of pay for calculating overtime, unless there is a collectively bargained agreement in effect that specifies otherwise.

## H. Prevailing Wage Districts

Montana counties are aggregated into 4 districts for the purpose of prevailing wage. The prevailing wage districts are composed of the following counties:

### Montana Prevailing Wage Districts



## **I. Dispatch City**

ARM, 24.17.103(11), defines dispatch city as “...*the courthouse in the city from the following list which is closest to the center of the job: Billings, Bozeman, Butte, Great Falls, Helena, Kalispell, and Missoula.*” A dispatch city shall be considered the point of origin only for jobs within the counties identified in that district (as shown below):

**District 1 – Kalispell and Missoula:** includes Flathead, Lake, Lincoln, Mineral, Missoula, Ravalli, and Sanders;

**District 2 – Butte and Helena:** includes Beaverhead, Broadwater, Deer Lodge, Glacier, Granite, Jefferson, Lewis and Clark, Liberty, Madison, Pondera, Powell, Silver Bow, Teton, and Toole;

**District 3 – Bozeman and Great Falls:** includes Blaine, Cascade, Chouteau, Fergus, Gallatin, Golden Valley, Hill, Judith Basin, Meagher, Park, Petroleum, Phillips, Sweet Grass, and Wheatland;

**District 4 – Billings:** includes Big Horn, Carbon, Carter, Custer, Daniels, Dawson, Fallon, Garfield, McCone, Musselshell, Powder River, Prairie, Richland, Roosevelt, Rosebud, Sheridan, Stillwater, Treasure, Valley, Wibaux, and Yellowstone.

## **J. Zone Pay**

Zone pay is not travel pay. ARM, 24.17.103(24), defines zone pay as “...*an amount added to the base pay; the combined sum then becomes the new base wage rate to be paid for all hours worked on the project. Zone pay must be determined by measuring the road miles one way over the shortest practical maintained route from the dispatch city to the center of the job.*” See section I above for a list of dispatch cities.

## **K. Computing Travel Benefits**

ARM, 24.17.103(22), states “ ‘*Travel pay, ’ also referred to as ‘travel allowance,’ is and must be paid for travel both to and from the job site, except those with special provisions listed under the classification. The rate is determined by measuring the road miles one direction over the shortest practical maintained route from the dispatch city or the employee’s home, whichever is closer, to the center of the job.*” See section I above for a list of dispatch cities.

## **L. Per Diem**

ARM, 24.17.103(18), states “ ‘*Per diem ’ typically covers costs associated with board and lodging expenses. Per diem is paid when an employee is required to work at a location outside the daily commuting distance and is required to stay at that location overnight or longer.*”

## **M. Apprentices**

Wage rates for apprentices registered in approved federal or state apprenticeship programs are contained in those programs. Additionally, Section 18-2-416(2), MCA states “...*The full amount of any applicable fringe benefits must be paid to the apprentice while the apprentice is working on the public works contract.*” Apprentices not registered in approved federal or state apprenticeship programs will be paid the appropriate journey level prevailing wage rate when working on a public works contract.

## **N. Posting Notice of Prevailing Wages**

Section 18-2-406, MCA provides that contractors, subcontractors and employers who are “...*performing work or providing construction services under public works contracts, as provided in this part, shall post in a prominent and accessible site on the project or staging area, not later than the first day of work and continuing for the entire duration of the project, a legible statement of all wages and fringe benefits to be paid to the employees.*”

## **O. Employment Preference**

Sections 18-2-403 and 18-2-409, MCA requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works contracts.

## **P. Projects of a Mixed Nature**

Section 18-2-408, MCA states:

*“(1) The contracting agency shall determine, based on the preponderance of labor hours to be worked, whether the public works construction services project is classified as a highway construction project, a heavy construction project, or a building construction project.*

*(2) Once the project has been classified, employees in each trade classification who are working on that project must be paid at the rate for that project classification”*

## **Q. Occupations Definitions**

You can find definitions for these occupations on the following Bureau of Labor Statistics website:

[http://www.bls.gov/oes/current/oes\\_stru.htm](http://www.bls.gov/oes/current/oes_stru.htm)

## **R. Welder Rates**

Welders receive the rate prescribed for the craft performing an operation to which welding is incidental.

## **S. Foreman Rates**

Rates are no longer set for foremen. However, if a foreman performs journey level work, the foreman must be paid at least the journey level rate.

# WAGE RATES

## BOILERMAKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$30.25	\$30.30
District 2	\$30.25	\$30.30
District 3	\$30.25	\$30.30
District 4	\$30.25	\$30.30

### **Duties Include:**

Construct, assemble, maintain, and repair stationary steam boilers, boiler house auxiliaries, process vessels, and pressure vessels.

### **Travel:**

#### **All Districts**

0-120 mi. free zone

>120 mi. federal mileage rate/mi.

### **Special Provision:**

Travel is paid only at the beginning and end of the job.

### **Per Diem:**

#### **All Districts**

0-70 mi. free zone

>70-120 mi. \$55.00/day

>120 mi. \$70.00/day

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## BRICK, BLOCK, AND STONE MASONS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$26.58	\$14.00
District 2	\$26.58	\$14.00
District 3	\$26.22	\$14.00
District 4	\$26.22	\$14.00

### **Travel:**

#### **All Districts**

0-45 mi. free zone

>45-60 mi. \$25.00/day

>60-90 mi. \$55.00/day

>90 mi. \$65.00/day

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## CARPENTERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$22.06	\$13.07
District 2	\$22.00	\$13.36
District 3	\$22.00	\$13.07
District 4	\$24.58	\$13.07

### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone

>30-60 mi. base pay + \$4.00/hr.

>60 mi. base pay + \$6.00/hr.

### **Duties Include:**

Install roll and batt insulation, and hardwood floors.

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## CEMENT MASONS AND CONCRETE FINISHERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.22	\$10.36
District 2	\$21.73	\$10.51
District 3	\$21.57	\$10.36
District 4	\$19.22	\$10.36

### **Duties Include:**

Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, or curbs. Align forms for sidewalks, curbs, or gutters.

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### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone

>30-60 mi. base pay + \$2.95/hr.

>60 mi. base pay + \$4.75/hr.

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 1

	<b>Wage</b>	<b>Benefit</b>
District 1	\$26.41	\$12.20
District 2	\$26.41	\$12.20
District 3	\$26.41	\$12.20
District 4	\$26.41	\$12.20

### **This group includes but is not limited to:**

Air Compressor; Auto Fine Grader; Belt Finishing; Boring Machine (Small); Cement Silo; Crane, A-Frame Truck Crane; Crusher Conveyor; DW-10, 15, and 20 Tractor Roller; Farm Tractor; Forklift; Form Grader; Front-End Loader, under 1 cu. yd; Oiler, Heavy Duty Drills; Herman Nelson Heater; Mucking Machine; Oiler, All Except Cranes/Shovels; Pumpman.

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### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone

>30-60 mi. base pay + \$3.50/hr.

>60 mi. base pay + \$5.50/hr.

## CONSTRUCTION EQUIPMENT OPERATORS GROUP 2

	<b>Wage</b>	<b>Benefit</b>
District 1	\$27.20	\$12.20
District 2	\$27.20	\$12.20
District 3	\$27.20	\$12.20
District 4	\$27.20	\$12.20

**Zone Pay:**  
**All Districts**  
0-30 mi. free zone  
>30-60 mi. base pay + \$3.50/hr.  
>60 mi. base pay + \$5.50/hr.

**This group includes but is not limited to:**

Air Doctor; Backhoe\Excavator\Shovel, up to and incl. 3 cu. yds; Bit Grinder; Bituminous Paving Travel Plant; Boring Machine, Large; Broom, Self-Propelled; Concrete Travel Batcher; Concrete Float & Spreader; Concrete Bucket Dispatcher; Concrete Finish Machine; Concrete Conveyor; Distributor; Dozer, Rubber-Tired, Push, & Side Boom; Elevating Grader\Gradall; Field Equipment Serviceman; Front-End Loader, 1 cu. yd up to and incl. 5 cu. yds; Grade Setter; Heavy Duty Drills, All Types; Hoist\Tugger, All; Hydralift Forklifts & Similar; Industrial Locomotive; Motor Patrol (except finish); Mountain Skidder; Oiler, Cranes\Shovels; Pavement Breaker, EMSCO; Power Saw, Self-Propelled; Pugmill; Pumpcrete\Grout Machine; Punch Truck; Roller, other than Asphalt; Roller, Sheepsfoot (Self-Propelled); Roller, 25 tons and over; Ross Carrier; Rotomill, under 6 ft; Trenching Machine; Washing /Screening Plant.

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## CONSTRUCTION EQUIPMENT OPERATORS GROUP 3

	<b>Wage</b>	<b>Benefit</b>
District 1	\$28.45	\$12.20
District 2	\$28.45	\$12.20
District 3	\$28.45	\$12.20
District 4	\$28.45	\$12.20

**Zone Pay:**  
**All Districts**  
0-30 mi. free zone  
>30-60 mi. base pay + \$3.50/hr.  
>60 mi. base pay + \$5.50/hr.

**This group includes but is not limited to:**

Asphalt Paving Machine; Asphalt Screed; Backhoe\Excavator\Shovel, over 3 cu. yds; Cableway Highline; Concrete Batch Plant; Concrete Curing Machine; Concrete Pump; Cranes, Creter; Cranes, Electric Overhead; Cranes, 24 tons and under; Curb Machine\Slip Form Paver; Finish Dozer; Front-End Loader, over 5 cu. yds; Mechanic\Welder; Pioneer Dozer; Roller Asphalt (Breakdown & Finish); Rotomill, over 6 ft; Scraper, Single, Twin, or Pulling Belly-Dump; YO-YO Cat.

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## CONSTRUCTION EQUIPMENT OPERATORS GROUP 4

	<b>Wage</b>	<b>Benefit</b>
District 1	\$29.45	\$12.20
District 2	\$29.45	\$12.20
District 3	\$29.45	\$12.20
District 4	\$29.45	\$12.20

**Zone Pay:**  
**All Districts**  
0-30 mi. free zone  
>30-60 mi. base pay + \$3.50/hr.  
>60 mi. base pay + \$5.50/hr.

**This group includes but is not limited to:**

Asphalt\Hot Plant Operator; Cranes, 25 tons up to and incl. 44 tons; Crusher Operator; Finish Motor Patrol; Finish Scraper.

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## CONSTRUCTION EQUIPMENT OPERATORS GROUP 5

	<b>Wage</b>	<b>Benefit</b>
District 1	\$30.45	\$12.20
District 2	\$30.45	\$12.20
District 3	\$30.45	\$12.20
District 4	\$30.45	\$12.20

**Zone Pay:**  
**All Districts**  
0-30 mi. free zone  
>30-60 mi. base pay + \$3.50/hr.  
>60 mi. base pay + \$5.50/hr.

**This group includes but is not limited to:**

Cranes, 45 tons up to and incl. 74 tons.

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## CONSTRUCTION EQUIPMENT OPERATORS GROUP 6

	<b>Wage</b>	<b>Benefit</b>
District 1	\$31.45	\$12.20
District 2	\$31.45	\$12.20
District 3	\$31.45	\$12.20
District 4	\$31.45	\$12.20

**Zone Pay:**  
**All Districts**  
0-30 mi. free zone  
>30-60 mi. base pay + \$3.50/hr.  
>60 mi. base pay + \$5.50/hr.

**This group includes but is not limited to:**

Cranes, 75 tons up to and incl. 149 tons; Cranes, Whirley (All).

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## CONSTRUCTION EQUIPMENT OPERATORS GROUP 7

	<b>Wage</b>	<b>Benefit</b>
District 1	\$32.45	\$12.20
District 2	\$32.45	\$12.20
District 3	\$32.45	\$12.20
District 4	\$32.45	\$12.20

**Zone Pay:**  
**All Districts**  
0-30 mi. free zone  
>30-60 mi. base pay + \$3.50/hr.  
>60 mi. base pay + \$5.50/hr.

**This group includes but is not limited to:**

Cranes, 150 tons up to and incl. 250 tons; Cranes, over 250 tons—add \$1.00 for every 100 tons over 250 tons; Crane, Tower (All); Crane Stiff-Leg or Derrick; Helicopter Hoist.

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## CONSTRUCTION LABORERS GROUP 1 / FLAG PERSON FOR TRAFFIC CONTROL

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.90	\$9.92
District 2	\$18.75	\$9.92
District 3	\$18.75	\$9.92
District 4	\$18.75	\$9.92

**Zone Pay:**  
**All Districts**  
0-15 mi. free zone  
>15-30 mi. base pay + \$0.65/hr.  
>30-50 mi. base pay + \$0.85/hr.  
>50 mi. base pay + \$1.25/hr.

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## CONSTRUCTION LABORERS GROUP 2

	<b>Wage</b>	<b>Benefit</b>
District 1	\$17.64	\$7.54
District 2	\$18.67	\$8.49
District 3	\$17.55	\$7.28
District 4	\$19.14	\$3.76

**Zone Pay:**  
**All Districts**  
0-15 mi. free zone  
>15-30 mi. base pay + \$0.65/hr.  
>30-50 mi. base pay + \$0.85/hr.  
>50 mi. base pay + \$1.25/hr.

**This group includes but is not limited to:**

General Labor; Asbestos Removal; Burning Bar; Bucket Man; Carpenter Tender; Caisson Worker; Cement Mason Tender; Cement Handler (dry); Chuck Tender; Choker Setter; Concrete Worker; Curb Machine-lay Down; Crusher and Batch Worker; Heater Tender; Fence Erector; Landscape Laborer; Landscaper; Lawn Sprinkler Installer; Pipe Wrapper; Pot Tender; Powderman Tender; Rail and Truck Loaders and Unloaders; Riprapper; Sign Erection; Guardrail and Jersey Rail; Spike Driver; Stake Jumper; Signalman; Tail Hoseman; Tool Checker and Houseman and Traffic Control Worker.

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### CONSTRUCTION LABORERS GROUP 3

	<b>Wage</b>	<b>Benefit</b>
District 1	\$20.90	\$9.92
District 2	\$20.90	\$9.92
District 3	\$20.90	\$9.92
District 4	\$20.90	\$9.92

**This group includes but is not limited to:**

Concrete Vibrator; Dumpman (Grademan); Equipment Handler; Geotextile and Liners; High-Pressure Nozzleman; Jackhammer (Pavement Breaker) Non-Riding Rollers; Pipelayer; Posthole Digger (Power); Power Driven Wheelbarrow; Rigger; Sandblaster (excluding all surface preparation work for paint); Sod Cutter-Power and Tamper.

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**Zone Pay:**

**All Districts**

0-15 mi. free zone  
>15-30 mi. base pay + \$0.65/hr.  
>30-50 mi. base pay + \$0.85/hr.  
>50 mi. base pay + \$1.25/hr.

### CONSTRUCTION LABORERS GROUP 4

	<b>Wage</b>	<b>Benefit</b>
District 1	\$21.20	\$9.92
District 2	\$21.20	\$9.92
District 3	\$22.44	\$9.92
District 4	\$21.20	\$9.92

**This group includes but is not limited to:**

Hod Carrier\*\*\*; Water Well Laborer; Blaster; Wagon Driller; Asphalt Raker; Cutting Torch; Grade Setter; High-Scaler; Power Saws (Faller & Concrete) Powderman; Rock & Core Drill; Track or Truck Mounted Wagon Drill and Welder incl. Air Arc.

\*\*\*Hod Carriers will receive the same amount of travel and/or subsistence pay as bricklayers when requested to travel.

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**Zone Pay:**

**All Districts**

0-15 mi. free zone  
>15-30 mi. base pay + \$0.65/hr.  
>30-50 mi. base pay + \$0.85/hr.  
>50 mi. base pay + \$1.25/hr.

### DRYWALL APPLICATORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$22.00	\$13.07
District 2	\$22.00	\$13.36
District 3	\$22.00	\$13.07
District 4	\$22.00	\$13.07

**Duties Include:**

Drywall and ceiling tile installation.

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**Zone Pay:**

**All Districts**

0-30 mi. free zone  
>30-60 mi. base pay + \$4.00/hr.  
>60 mi. base pay + \$6.00/hr.

## ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL

	<b>Wage</b>	<b>Benefit</b>
District 1	\$29.28	\$13.09
District 2	\$29.23	\$12.83
District 3	\$30.50	\$12.57
District 4	\$32.74	\$13.37

### Duties Include:

Electrical wiring; equipment and fixtures; street lights; electrical control systems. Installation and/or adjusting of building automation controls also during testing and balancing, commissioning and retro-commissioning.

### Travel:

#### District 1

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-10 mi. free zone
- >10-45 mi. \$0.585/mi. in excess of the free zone.
- >45 mi. \$75.00/day

#### Districts 2 & 3

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-08 mi. free zone
- >08-50 mi. federal mileage rate/mi. in excess of the free zone.
- >50 mi. \$66.00/day

#### District 4

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-18 mi. free zone
- >18-60 mi. federal mileage rate/mi.
- >60 mi. \$75.00/day

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## ELEVATOR CONSTRUCTORS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$50.82	\$31.89
District 2	\$50.82	\$31.89
District 3	\$50.82	\$31.89
District 4	\$50.82	\$31.89

### Travel:

#### All Districts

- 0-15 mi. free zone
- >15-25 mi. \$40.21/day
- >25-35 mi. \$80.42/day
- >35 mi. \$84.90/day or cost of receipts for hotel and meals, whichever is greater.

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## FLOOR LAYERS

### No Rate Established

Lay and install carpet from rolls or blocks on floors.  
Install padding and trim flooring materials.

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## GLAZIERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.55	\$2.50
District 2	\$16.20	\$2.50
District 3	\$21.37	\$1.18
District 4	\$21.49	\$2.26

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### Travel and Per Diem:

#### All Districts

No travel or per diem established.

## HEATING AND AIR CONDITIONING

	<b>Wage</b>	<b>Benefit</b>
District 1	\$28.51	\$17.91
District 2	\$28.51	\$17.91
District 3	\$28.51	\$17.91
District 4	\$28.51	\$17.91

### Duties Include:

Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work.

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### Travel:

#### All Districts

0-50 mi. free zone

>50 mi.

- \$0.25/mi. in employer vehicle.
- \$0.65/mi. in employee vehicle.

### Per Diem:

#### All Districts

\$65/day

## INSULATION WORKERS - MECHANICAL (HEAT AND FROST)

	<b>Wage</b>	<b>Benefit</b>
District 1	\$28.67	\$19.47
District 2	\$28.67	\$19.47
District 3	\$28.67	\$19.47
District 4	\$28.67	\$19.47

### Duties Include:

Insulate pipes, ductwork or other mechanical systems.

### Travel:

#### All Districts

0-30 mi. free zone

>30-40 mi. \$20.00/day

>40-50 mi. \$30.00/day

>50-60 mi. \$40.00/day

>60 mi. \$45.00/day plus

- \$0.56/mi. if transportation is not provided.
- \$0.20/mi. if in company vehicle.

>60 mi. \$80.00/day on jobs requiring an overnight stay plus

- \$0.56/mi. if transportation is not provided.
- \$0.20/mi. if in company vehicle.

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## IRONWORKERS - STRUCTURAL STEEL AND REBAR PLACERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$27.21	\$24.54
District 2	\$27.25	\$20.98
District 3	\$27.25	\$20.98
District 4	\$27.25	\$20.98

### Duties Include:

Structural steel erection; assemble prefabricated metal buildings; cut, bend, tie, and place rebar; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.

### Travel:

#### District 1

0-45 mi. free zone

>45-60 mi. \$35.00/day

>60-100 mi. \$60.00/day

>100 mi. \$80.00/day

### Special Provision:

When the employer provides transportation, travel will not be paid. However, when an employee is required to travel over 70 miles one way, the employee may elect to receive the travel pay in lieu of the transportation.

#### Districts 2, 3 & 4

0-45 mi. free zone

>45-85 mi. \$55.00/day

>85 mi. \$85.00/day

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## MILLWRIGHTS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$32.00	\$13.07
District 2	\$32.00	\$13.36
District 3	\$32.00	\$13.07
District 4	\$32.00	\$13.07

### Zone Pay:

#### All Districts

0-30 mi. free zone

>30-60 mi. base pay + \$4.00/hr.

>60 mi. base pay + \$6.00/hr.

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## PAINTERS: INCLUDING PAPERHANGERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.38	\$7.81
District 2	\$18.60	\$8.76
District 3	\$23.73	\$8.76
District 4	\$19.93	\$9.28

### **Duties Include:**

All surface preparation for paint.

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### **Travel:**

#### **All Districts**

0-120 mi. free zone

>120 mi. \$45.00/day

## PILE BUCKS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$29.00	\$13.07
District 2	\$29.00	\$13.36
District 3	\$29.00	\$13.07
District 4	\$29.00	\$13.07

### **Duties Include:**

Set up crane; set up hammer; weld tips on piles; set leads; insure piles are driven straight with the use of level or plum bob. Give direction to crane operator as to speed and direction of swing. Cut piles to grade.

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### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone

>30-60 mi. base pay + \$4.00/hr.

>60 mi. base pay + \$6.00/hr.

## PLASTERERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.22	\$10.36
District 2	\$21.73	\$10.51
District 3	\$19.22	\$10.36
District 4	\$19.22	\$10.36

### **Duties Include:**

All materials beyond the substrate, such as a moisture barrier, any type of drainage installation between the moisture barrier and insulation or EPS board, the attachment of the EPS board, installation of fiberglass mesh embedded in the base coat, any water-resistant coat that is applied on top of the insulation to serve as a weather barrier, and the application of the finish coat.

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### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone

>30-60 mi. base pay + \$2.95/hr.

>60 mi. base pay + \$4.75/hr

## PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$28.28	\$14.56
District 2	\$30.17	\$15.83
District 3	\$30.17	\$15.83
District 4	\$31.81	\$17.86

### **Duties Include:**

Assemble, install, alter, and repair pipe-lines or pipe systems that carry water, steam, air, other liquids or gases. Testing of piping systems, commissioning and retro-commissioning. Workers in this occupation may also install heating and cooling equipment and mechanical control systems.

### **Travel:**

#### **District 1**

0-30 mi. free zone  
>30-50 mi. \$25.00/day  
>50-75 mi. \$40.00/day  
>75 mi. \$75.00/day

#### **Special Provision**

If transportation is not provided, mileage at \$0.35/mi. with a separate free zone of 20 miles is added to the amounts above. However, if the employee is traveling more than 75 miles/day, only subsistence is required.

#### **Districts 2 & 3**

0-40 mi. free zone  
>40-80 mi. \$35.00/day  
>80 mi. \$85.00/day

#### **Special Provision:**

If employer provides transportation, travel pay will be ½ of the amounts listed above unless the employee stays overnight. If the employee chooses to stay overnight, the employee will receive the full amount of travel listed above even if the employer furnishes transportation.

#### **District 4**

0-70 free zone  
>70 mi.

- On jobs when employees do not work consecutive days: \$0.55/mi. if employer doesn't provide transportation. Not to exceed two trips.
- On jobs when employees work any number of consecutive days: \$100.00/day.

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## ROOFERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$24.17	\$11.48
District 2	\$23.44	\$ 9.08
District 3	\$19.69	\$ 5.28
District 4	\$20.84	\$ 2.23

### **Travel:**

#### **District 1**

0-50 mi. free zone  
>50 mi. \$0.35/mi.

#### **District 2,**

0-25 mi. free zone  
>25 mi. \$0.35/mi.

#### **District 3**

0-25 mi. free zone  
>25 mi. \$0.35/mi.

#### **District 4**

0-30 mi. free zone  
>30 mi. \$0.25/mi.

### **Per Diem:**

#### **District 1**

\$56.00/day

#### **District 2**

Employer pays for room + \$25.00/day.

#### **District 3**

Employer pays for room + \$25.00/day.

#### **District 4**

\$50.00/day.

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## SHEET METAL WORKERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$28.51	\$17.91
District 2	\$28.51	\$17.91
District 3	\$28.51	\$17.91
District 4	\$28.51	\$17.91

### **Duties Include:**

Testing and balancing, commissioning and retro-commissioning of all air-handling equipment and duct work. Manufacture, fabrication, assembling, installation, dismantling, and alteration of all HVAC systems, air veyer systems, and exhaust systems. All lagging over insulation and all duct lining. Metal roofing.

### **Travel:**

#### **All Districts**

0-50 mi. free zone  
>50 mi.

- \$0.25/mi. in employer vehicle
- \$0.65/mi. in employee vehicle

### **Per Diem:**

#### **All Districts**

\$65.00/day

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## SOLAR PHOTOVOLTAIC INSTALLERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$29.28	\$13.09
District 2	\$25.80	\$11.03
District 3	\$25.51	\$12.57
District 4	\$26.18	\$11.38

### **Travel:**

#### **District 1**

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-10 mi. free zone
- >10-45 mi. \$0.585/mi. in excess of the free zone.
- >45 mi. \$75.00/day

#### **Districts 2 & 3**

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-08 mi. free zone
- >08-50 mi. federal mileage rate/mi. in excess of the free zone.
- >50 mi. \$66.00/day

#### **District 4**

No mileage due when traveling in employer's vehicle.

The following travel allowance is applicable when traveling in employee's vehicle:

- 0-18 mi. free zone
- >18-60 mi. federal mileage rate/mi.
- >60 mi. \$75.00/day

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## SPRINKLER FITTERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$33.35	\$19.49
District 2	\$33.35	\$19.49
District 3	\$33.35	\$19.49
District 4	\$32.87	\$10.95

### **Duties Include:**

Duties Include but not limited to any and all fire protection systems: Installation, dismantling, inspection, testing, maintenance, repairs, adjustments, and corrections of all fire protection and fire control systems, including both overhead and underground water mains, all piping, fire hydrants, standpipes, air lines, tanks, and pumps used in connection with sprinkler and alarm systems.

### **Travel:**

#### **All Districts**

- 0-60 mi. free zone
- >60-80 mi. \$19.00/day
- >80-100 mi. \$29.00/day
- >100 mi. \$90.00/day

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## TAPERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$19.38	\$7.81
District 2	\$18.60	\$8.76
District 3	\$23.73	\$8.76
District 4	\$19.93	\$9.28

**Travel:**  
**All Districts**  
0-120 mi. free zone  
>120 mi. \$45.00/day

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## TELECOMMUNICATIONS EQUIPMENT INSTALLERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$31.13	\$4.71
District 2	\$22.22	\$5.07
District 3	\$22.40	\$5.23
District 4	\$24.13	\$8.74

**Duties Include:**

Install voice; sound; vision and data systems. This occupation includes burglar alarms, fire alarms, fiber optic systems, and video systems for security or entertainment.

**Travel:**  
**All Districts**  
The federal mileage rate/mi. in effect when travel occurs if using own vehicle.

**Per Diem:**  
**All Districts**  
Employer pays for meals and lodging up to \$65.00/day. When jobsite is located in Big Sky, West Yellowstone, and Gardiner, lodging and meals will be provided by the employer for all actual and reasonable expenses incurred.

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## TILELAYERS, TERRAZZO AND MARBLE FINISHERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$18.82	\$13.38
District 2	\$18.82	\$13.38
District 3	\$18.82	\$13.38
District 4	\$18.82	\$13.38

**Duties Include:**

Finish work on hard tile, marble, and wood tile to floors, ceilings, and roof decks

**Travel:**  
**All Districts**  
0-60 mi. free zone  
>60-75 mi. \$30.00/day  
>75-215 mi. \$65.00/day  
>215 mi. \$80.00/day

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## TILELAYERS, TERRAZZO AND MARBLE SETTERS

<b>Wage</b>	<b>Benefit</b>	
District 1	\$26.04	\$13.38
District 2	\$26.04	\$13.38
District 3	\$26.04	\$13.38
District 4	\$26.04	\$13.38

### **Duties Include:**

Apply hard tile, marble, and wood tile to floors, ceilings, and roof decks

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### **Travel:**

#### **All Districts**

0-60 mi. free zone  
>60-75 mi. \$30.00/day  
>75-215 mi. \$65.00/day  
>215 mi. \$80.00/day

## TRUCK DRIVERS

	<b>Wage</b>	<b>Benefit</b>
District 1	\$28.88	\$9.42
District 2	\$28.88	\$9.42
District 3	\$28.88	\$9.42
District 4	\$28.88	\$9.42

### **This group includes but is not limited to:**

Combination Truck & Concrete Mixer; Distributor Driver; Dry Batch Trucks; Dump Trucks & Similar Equipment; Flat Trucks; Lowboys, Four-Wheel Trailers, Float Semitrailer; Powder Truck Driver (Bulk Unloader Type); Servicemen; Service Truck Drivers, Fuel Truck Drivers, Tiremen; Trucks with Power Equipment; Truck Mechanic; Water Tank Drivers, Petroleum Product Drivers.

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### **Zone Pay:**

#### **All Districts**

0-30 mi. free zone  
>30-60 mi. base pay + \$3.05/hr.  
>60 mi. base pay + \$.485/hr.