

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

**CRAFT: #RESIDENTIAL CARPENTER**

**RESIDENTIAL DETERMINATION:** R-23-31-1-2018-1E

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2018

**EXPIRATION DATE:** June 30, 2019\*\* The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit at (415) 703-4774.

**LOCALITY:** All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, portions of El Dorado (includes territory east of Highway 49, excluding territory inside the city limits of Placerville), Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, portions of Placer (includes territory east of Highway 49), Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

**WAGE RATES:**

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Carpenter	\$40.57
Residential Hardwood Floorlayers	\$40.72
Residential Shinglers	\$40.72
Residential Power Saw Operators	\$40.72
Residential Steel Scaffold & Steel Shoring Erectors	\$40.72
Residential Saw Filers	\$40.72

**EMPLOYER PAYMENTS:** (Labor Code Section 1773.1)

<b>Health &amp; Welfare:</b>	\$11.45 per hour worked
<b>Pension:</b>	\$10.10 per hour worked
<b>Vacation/Dues:</b>	\$4.44 per hour worked <sup>a</sup>
<b>Training:</b>	\$0.93 per hour worked
<b>Other:</b>	\$2.59 per hour worked <sup>b</sup>

**STRAIGHT TIME HOURS:**

Eight (8) consecutive hours per day, Monday through Friday, shall constitute a day's work. Saturday in the same workweek may be worked at a straight-time rate if a job is shut down during the normal workweek due to inclement weather.

**OVERTIME:**

One and one-half (1½x) the basic straight-time hourly rate will be paid for the first four (4) daily overtime hours, the first eight (8) hours worked on Saturday. Double (2x) the basic straight-time hourly rate will be paid for all hours worked in excess of the first four daily overtime hours and the first eight hours on Saturday and all hours worked on Sundays and Holidays. For the four designated off/holidays, one and one-half (1½x) the basic straight-time hourly rate will be paid for the first eight (8) hours worked.

(Continued)

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day. If any of the holidays fall on Saturday, the preceding Friday shall be observed as the holiday. If any of the above holidays fall on Sunday, the Monday following shall be observed as the holiday.

The following days in 2018 and 2019 will be designated off/holidays: 2018- Monday, December 24<sup>th</sup> and Monday, December 31<sup>st</sup>. 2019- Friday, February 15<sup>th</sup>, Friday, May 24<sup>th</sup>, Friday, July 5<sup>th</sup> and Friday, August 30<sup>th</sup>.

**TRAVEL AND SUBSISTENCE:**

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

---

# Indicates an apprenticeable craft. To obtain current residential apprentice wage rates please fax a request to (415) 703-4771 or send to the Office of the Director – Research Unit at P.O. Box 420603, San Francisco, CA 94142-0603. To obtain any commercial and residential apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

<sup>a</sup> Includes an amount for work fees.

<sup>b</sup> Includes an amount for Annuity Trust Fund, Industry Promotion Fund, Contract Work Preservation, Carpenter Employers Contract Administration, Carpenters International Fund, and Vacation/Holiday/Sick Leave Admin.

\*\* Effective on July 1, 2019, there will be an increase of \$3.08 allocated to wages and/or fringes.

\*\* Effective on July 1, 2020, there will be an increase of \$2.77 allocated to wages and/or fringes.

\*\* Effective on July 1, 2021, there will be an increase of \$2.87 allocated to wages and/or fringes.

\*\* Effective on July 1, 2022, there will be an increase of \$2.98 allocated to wages and/or fringes.

There are no further increases applicable to this determination.

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

**CRAFT: #RESIDENTIAL ELECTRICIAN**

**RESIDENTIAL DETERMINATION:** R-61-551-2-2018-1C

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2018

**EXPIRATION DATE:** December 31, 2018\* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

**LOCALITY:** All localities within Del Norte, Humboldt, Lake and Mendocino Counties.

**WAGE RATES:**

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Electrician: Inside Wireman	\$25.60
Residential Electrician: Inside Wireman (Second Shift)	\$30.04
Residential Electrician: Inside Wireman (Third Shift)	\$33.65

**EMPLOYER PAYMENTS:** (Labor Code Section 1773.1)

<b>Health &amp; Welfare:</b>	\$11.05 per hour worked.
<b>Pension:</b>	\$2.77 per hour worked. (\$2.90 for Second Shift, \$3.01 for Third Shift) <sup>a</sup>
<b>Training:</b>	\$0.85 per hour worked.
<b>Other:</b>	\$0.57 per hour worked. (\$0.61 for Second Shift, \$0.65 for Third Shift) <sup>b</sup>

**STRAIGHT TIME HOURS:**

Eight (8) hours per day, Monday through Friday, shall constitute a day's work. <sup>c</sup>

**OVERTIME:** One and one-half (1½x) times the basic straight time hourly rate is paid for all hours worked in excess of the eight hour workday and for all hours worked on Saturdays. Double (2x) the basic straight-time hourly rate is paid for all hours worked on Sundays and Holidays. Saturdays, Sundays and Holidays shall be paid at the non-shift rate. Workers employed on the 2<sup>nd</sup> shift shall receive eight (8) hours pay for seven and one-half (7.5) hours of work. Workers employed on the 3<sup>rd</sup> shift shall receive (8) hours pay for seven (7) hours of work.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Martin Luther King Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, and the weekday before or after Christmas. When Christmas day falls on a Tuesday, Wednesday, Friday, or Saturday the holiday shall be observed on the previous day (Monday, Tuesday, Thursday or Friday). When Christmas day falls on Sunday, Monday, or Thursday the holiday shall be observed on the following day (Monday, Tuesday or Friday). If any of the above holidays fall on Sunday, the Monday following shall be considered a holiday. If any of the holidays fall on Saturday the preceding Friday shall be observed as a holiday.

(Continued)

**TRAVEL AND SUBSISTENCE:**

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

---

# Indicates an apprenticeable craft. To obtain current residential apprentice wage rates please fax a request to (415) 703-4771 or send to the Office of the Director – Research Unit at P.O. Box 420603, San Francisco, CA 94142-0603. To obtain any commercial and residential apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

<sup>a</sup> Includes an amount equal to 3% of the Basic Hourly Rate added for NEBF (National Employees Benefit Fund) which is factored at the applicable overtime multiplier, and an amount (\$2.00) for Pension.

Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

<sup>b</sup> Amount is for LMCC (\$0.30), National LMCC (\$0.01), and CAF equal to 1% of the Basic Hourly Rate. CAF is factored at the applicable overtime multiplier.

<sup>c</sup> For 2<sup>nd</sup> Shift, 8 hours pay for 7.5 hours worked at the straight time Basic Hourly Rate.

For 3<sup>rd</sup> Shift, 8 hours pay for 7 hours worked at the straight time Basic Hourly Rate.

\* The rates are in effect throughout the duration of the determination.

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

**CRAFT: #RESIDENTIAL PLUMBER**

**RESIDENTIAL DETERMINATION:** R-204-290-1-2018-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2018

**EXPIRATION DATE:** March 31, 2019\*\* The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit at (415) 703-4774.

**LOCALITY:** All localities within Del Norte and Humboldt Counties.

**WAGE RATES:**

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Plumber	\$33.63 <sup>a</sup>

**EMPLOYER PAYMENTS:** (Labor Code Section 1773.1)

<b>Health &amp; Welfare:</b>	\$15.01 per hour worked
<b>Pension:</b>	\$13.00 per hour worked <sup>b</sup>
<b>Training:</b>	\$1.19 per hour worked
<b>Other:</b>	\$0.26 per hour worked <sup>c</sup>

**STRAIGHT TIME HOURS:** Eight (8) hours per day, Monday through Friday

**OVERTIME:** All hours worked in excess of an eight (8) hour day and a forty (40) hour week will be paid at one and one-half (1 ½) times the straight time rate. All hours worked on Sundays, Holidays, in excess of twelve (12) hours Monday through Friday, or in excess of ten (10) hours on Saturday will be paid at two (2) times the straight time rate.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving Day and Christmas Day. Holidays falling on Sunday shall be observed on Monday; holidays falling on Saturday shall be observed on Friday.

**TRAVEL AND SUBSISTENCE:**

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774

---

# Indicates an apprenticeable craft. To obtain current residential apprentice wage rates please fax a request to (415) 703-4771 or send to the Office of the Director – Research Unit at P.O. Box 420603, San Francisco, CA 94142-0603. To obtain any commercial and residential apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

<sup>a</sup> Includes an amount for Dues Check-off and Vacation and Holiday

<sup>b</sup> Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

<sup>c</sup> Includes amounts for Education Reimbursement and Labor Management Fund

(Continued)

*Residential Determination: 204-290-1-2018-1*

*Residential Plumber*

*Page 2 of 2*

**\*\* Predetermined Increases**

Effective April 1, 2019, \$2.24 to Basic Hourly Rate, \$0.07 to Training and \$2.10 to be allocated to wages and/or employer payments

Effective April 1, 2020, \$2.17 to be allocated to wages and/or employer payments

Effective April 1, 2021, \$2.25 to be allocated to wages and/or employer payments

Effective April 1, 2022, \$2.33 to be allocated to wages and/or employer payments

There are no further increases applicable to this determination.

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

**CRAFT: #RESIDENTIAL PLUMBER: FIRE SPRINKLER FITTER**

**RESIDENTIAL DETERMINATION:** R-204-669-1-2018-1B

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2018

**EXPIRATION DATE:** December 31, 2018\*\* The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit at (415) 703-4774.

**LOCALITY:** All localities within Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, and Yuba Counties.

**WAGE RATES:**

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Fire Sprinkler Fitter: Building Trades Journeyman <sup>a</sup>	\$30.58
Residential Fire Sprinkler Fitter: Residential Tradesman <sup>a</sup>	\$30.58

**EMPLOYER PAYMENTS:** (Labor Code Section 1773.1)

**Building Trades Journeyman**

**Health & Welfare:** \$9.67 per hour worked.  
**Pension:** \$11.80 per hour worked.  
**Training:** \$0.52 per hour worked.  
**Other Payment:** \$0.25 per hour worked<sup>b</sup>

**Residential Tradesman**

**Health & Welfare:** \$4.25 per hour worked.  
**Pension:** \$1.00 per hour worked.  
**Training:** \$0.20 per hour worked.  
**Other Payments:** \$0.25 per hour worked<sup>b</sup>

**STRAIGHT TIME HOURS:** Eight (8) hours per day, Monday through Friday, shall constitute a day's work.

**OVERTIME:** All residential overtime hours shall be paid at one and one-half (1½x) the basic straight-time hourly rate.

**RECOGNIZED HOLIDAYS:**

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If any of the holidays fall on Sunday, the Monday following shall be observed as a holiday. If any of the holidays should fall on Saturday, the Friday preceding shall be considered a holiday.

*(Continued)*

**TRAVEL AND SUBSISTENCE:**

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

---

# Indicates an apprenticeable craft. To obtain current residential apprentice wage rates please fax a request to (415) 703-4771 or send to the Office of the Director – Research Unit at P.O. Box 420603, San Francisco, CA 94142-0603. To obtain any commercial and residential apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

<sup>a</sup> Applies to Fire Protection Sprinkler Fitter work, does not apply to other plumbing work.

<sup>b</sup> Amount is for Industry Promotion Fund.

\*\* Residential Fire Sprinkler Fitter: Building Trades Journeyman:

Effective on January 1, 2019, there will be an increase of \$0.35 to Health and Welfare and \$0.20 to Pension. There will be no further increases applicable to this determination.

\*\* Residential Fire Sprinkler Fitter: Tradesman:

Effective on January 1, 2019, there will be an increase of \$0.15 to Pension. There will be no further increases applicable to this determination.



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

**CRAFT: #RESIDENTIAL SHEET METAL WORKER**

**RESIDENTIAL DETERMINATION:** R-166-104-1-2018-1

Pursuant to the California Code of Regulations Section 16001(d), residential projects consist of single-family homes and apartments up to and including four stories. This residential determination applies only to the residential portion of the project meeting this definition. Construction of any structures or ancillary facilities on the project that does not meet this definition requires the payment of the general commercial prevailing wage rates.

**ISSUE DATE:** December 1, 2018

**EXPIRATION DATE:** June 30, 2019\* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

**LOCALITY:** All localities within Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma and Trinity Counties.

**WAGE RATES:**

<u>Classification(s)</u>	<u>Basic Straight-Time Hourly Rate</u>
Residential Sheet Metal Worker	38.88 <sup>a</sup>
Residential Sheet Metal Worker (Special Shift)	43.55 <sup>a</sup>
Residential Sheet Metal Worker (Second Shift)	42.77 <sup>a</sup>
Residential Sheet Metal Worker (Third Shift)	44.71 <sup>a</sup>
Residential A/C Journeyman	31.03 <sup>a</sup>
Residential A/C Journeyman (Special Shift)	34.75 <sup>a</sup>
Residential A/C Journeyman (Second Shift)	34.13 <sup>a</sup>
Residential A/C Journeyman (Third Shift)	35.68 <sup>a</sup>
Residential A/C Specialist	26.72 <sup>a</sup>
Residential A/C Specialist (Special Shift)	29.93 <sup>a</sup>
Residential A/C Specialist (Second Shift)	29.39 <sup>a</sup>
Residential A/C Specialist (Third Shift)	30.73 <sup>a</sup>
Residential Service Mechanic	32.83 <sup>a</sup>
Residential Service Mechanic (Special Shift)	36.77 <sup>a</sup>
Residential Service Mechanic (Second Shift)	36.11 <sup>a</sup>
Residential Service Mechanic (Third Shift)	37.75 <sup>a</sup>
Residential Service Technician	29.91 <sup>a</sup>
Residential Service Technician (Special Shift)	33.50 <sup>a</sup>
Residential Service Technician (Second Shift)	32.90 <sup>a</sup>
Residential Service Technician (Third Shift)	34.40 <sup>a</sup>

**EMPLOYER PAYMENTS: (Labor Code Section 1773.1)**

**Health & Welfare:** \$14.40 per hour worked (\$13.80 for the Residential A/C Journeyman, Residential A/C Specialist, Residential Service Mechanic and Residential Service Technician)

**Pension:** \$21.39 per hour worked (\$10.02 for Residential A/C Journeyman; \$4.47 for Residential A/C Specialist; \$15.08 for Residential Service Mechanic; \$9.71 for Residential Service Technician) <sup>b</sup>

*(Continued)*

**Training:** \$1.41 per hour worked (\$1.21 for Residential A/C Journeyperson and Specialist, \$1.23 for Residential Service Mechanic and Residential Service Technician)

**Other:** \$0.15 per hour worked <sup>c</sup>

**STRAIGHT TIME HOURS:** Eight (8) hours per day, Monday through Friday, shall constitute a day's work. Saturday in the same workweek may be worked at straight time if the job is shutdown during the normal workweek due to inclement weather. The Special Shift shall be 8 hours worked for 8 hours pay. The Second Shift shall be 7.5 hours worked for 8 hours of pay. The Third Shift shall be 7 hours worked for 8 hours pay.

**OVERTIME:** The first two (2) overtime hours, Monday through Friday, and the first eight (8) hours worked on Saturday (First 7.5 hours for Second Shift, first 7 hours for Third Shift) will be paid at one and one-half (1½x) the basic straight-time hourly rate. All other overtime hours including Sundays and Holidays will be paid at double (2x) the basic straight-time hourly rate.

**RECOGNIZED HOLIDAYS:** New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day, and the day after Christmas. If any of the holidays fall on Sunday, the Monday following shall be observed as a holiday. If any of the holidays fall on Saturday, the Friday preceding shall be considered a holiday. When Christmas falls on Friday, Saturday, or Sunday, Friday and Monday shall be observed as holidays.

**TRAVEL AND SUBSISTENCE:** In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. Travel and/or subsistence requirements for each craft, classification, or type of worker may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

---

# Indicates an apprenticeable craft. To obtain current residential apprentice wage rates please fax a request to (415) 703-4771 or send to the Office of the Director – Research Unit at P.O. Box 420603, San Francisco, CA 94142-0603. To obtain any commercial and residential apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

<sup>a</sup> Includes amount for Vacation/Holiday and Dues Check-Off.

<sup>b</sup> Includes an amount for Profit Sharing Plan (\$4.32) that is factored at the applicable overtime multiplier (\$1.43 for Residential A/C Journeyperson; \$0.84 for Residential A/C Specialist; \$2.50 for Residential Service Mechanic; \$1.50 for Residential Service Technician). Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

<sup>c</sup> Includes an amount for the Industry Promotion Fund (\$0.15)

\* No predetermined increases. The rates are in effect throughout the duration of the project.