

**ADDENDUM NO. 1
TO
LIONS DEN ROAD – PHASE 4 RECONSTRUCTION
(Old HWY 21 to Binning Road)**

COUNTY OF JEFFERSON, MISSOURI

OCTOBER 8, 2010

This addendum forms a part of the bidding and contract documents and modifies the original bidding documents. Acknowledge receipt of this addendum in the space provided on this bid form. **FAILURE TO DO SO MAY SUBJECT BIDDER TO DISQUALIFICATION.**

STP - 5403 (602) TABLE OF CONTENTS:

Remove “TABLE OF CONTENTS” and replace with revised “TABLE OF CONTENTS” dated 10-8-10.

STP - 5403 (602) ON THE JOB TRAINING:

Add “**ON THE JOB TRAINING**” Table of Contents, Special Provision, and Forms immediately behind the DBE SUBMITTAL FORMS.

STP - 5403 (602) FEDERAL WAGE RATE:

Remove pages 1 through 30 of the Federal Wage Rates dated 9/21/10 and replace with pages 1 through 30 Federal Wage Rates dated 10/8/10.

STP - 5403 (602) JOB SPECIAL PROVISIONS:

Replace JSP Section “N. DAILY EARTHWORK DUTY” with revised JSP Section “N. DAILY EARTHWORK DUTY (revised 10-8-10)”.

Replace JSP Section “Q. CONDITIONS AT THE SITE” with revised JSP Section “Q. CONDITIONS AT THE SITE (revised 10-8-10)”.

STP - 5403 (602) ROADWAY CONSTRUCTION PLANS:

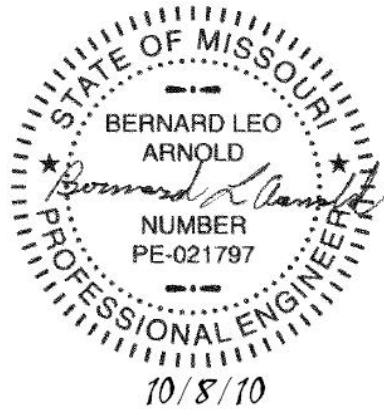
On Plan Sheet 2B, 4 of 5, DRAINAGE schedule, under the column for 24” CMP OR GROUP C EQUIVALENT PIPE (LF), insert 43 feet for the location from 2+25.67 to 2+74.34, and insert 32 feet for the location from 27+31.30 to 27+67.89. The TOTAL for this column is 75 feet.

END OF ADDENDUM NO. 1



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ON THE JOB TRAINING

THE *ON THE JOB TRAINING* GOAL FOR THIS PROJECT IS 2 SLOTS AT 1000 HOURS EACH.

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ON-THE JOB TRAINING SPECIAL PROVISIONS (OJT TSP)

DESCRIPTION. This provision supplements subparagraph 7e of the Contract Provision entitled, "Standard Federal Equal Opportunity Construction Contract Specification ", and in the implementation of CFR Part 230, Subpart A, Appendix B

Purpose:

It is the policy of the MoDOT to require full utilization of all available training and skill-improvement opportunities to assure the increased participation of minority groups, disadvantaged persons and women in all phases of the highway construction industry. The intent of the On the Job Training Program is to recruit entry-level individuals, when feasible, and provide them with meaningful training intended to lead to journey-level employment. MoDOT and its sub-recipients, in carrying out the responsibilities of a federally assisted contract, shall determine which federal-aid construction contract shall include "Training Special Provisions." Under the Training Special Provisions, the Contractor shall make every reasonable effort to enroll minority, disadvantaged persons and women trainees to the extent such persons are available within a reasonable recruitment area. This training provision is not intended, and shall not be used to discriminate against any applicant for training.

The Contractor is hereby advised that it is no excuse for a union, with which the Contractor has a collective bargaining agreement providing for exclusive referral, to fail to refer minority and female employees (23 CFR 230.411(e)(1)). Contractors are hereby made aware that if union referral practices prevent the contractor from meeting the EEO requirements, the contractor should make written notification to MoDOT's External Civil Rights Office (ECR) immediately. Furthermore, the FHWA's Form FHWA-1273 EO bid conditions are to be included in the Contractor's affirmative action plan (AAP). The EEO bid conditions specifically state, "In the event the union is unable to provide the contractor with a reasonable flow of minority and women referrals within the time limit set forth in the collective bargaining agreement, the Contractor will, through independent recruitment efforts, fill the employment vacancies. Unions are not allowed to discriminate based on race, color, national origin or sex, union membership or non-membership, or domicile.

Contractors can sometimes demonstrate that they referred minorities and women to the unions for referral back to them, or the Contractors can demonstrate efforts made to request minorities and women from the union when they see their work force is deficient in certain construction trades. These efforts should be documented and will be verified by MoDOT.

Missouri State Department of Transportation's Responsibility to Federal Highway Administration (FHWA)

A. Program Administration

All training goals, including the number of training hours, on federally funded projects are to be established by the External Civil Rights Office with Federal Highway Administration (FHWA) oversight. The following guidelines will be utilized in selecting projects and determining the goal to be set:

1. Availability of minorities and women for training.
2. The potential for effective training.
3. Duration of the contract.
4. Dollar value of the contract (# of working days).
 - Under \$1,000,000 – 0
 - Over \$1,000,000 to \$3,000,000 – 1-2
 - Over \$3,000,000 to \$5,000,000 – 2-3
 - Over \$5,000,000 to \$10,000,000 – 3-4
 - Over \$10,000,000 to \$15,000,000 – 4-5

Over \$15,000,000 to \$20,000,000 – 5-6
Over \$20,000,000 – * 6-7

* One Additional trainee per \$5,000,000 of estimated construction
Contract amount over \$20,000,000.

5. Total normal work force that the average bidder could be expected to use.
6. Geographical location.
7. Type of work.
8. The need for additional journeymen in the area.
9. The need to correct underutilization of minorities and females in specific trades.
A satisfactory ratio of trainees to journeymen expected to be on the contractor's
workforce during normal operations (considered to fall between 1:10 and 1:4).
Recognition of the suggested minimum goal for the State

The intent of the program is to recruit entry-level individuals when feasible and provides them with meaningful training, which will normally be expected to lead them towards journeyman-level. The unions, Associated General Contractors (AGC), and the Contractors have voiced concern over the lack of young people seeking employment in the highway construction trades. This, coupled with an aging workforce, could cause us to experience a major shortage of trained highway construction workers in the near future. The industry is already experiencing a shortage of minority and female construction workers in most trades with the only exception being possibly Laborers in some areas. If the Contractors do not voluntarily train as many people as possible with beneficial training, they will have no one to work on contracts, which will affect their bidding ability as well as their business.

No apprentice/trainee can be assigned less than 500 hours on a contract. MoDOT will not assign training on contracts that will not support the 500 hours. **Providing less than 500 hours is not considered to be beneficial training nor helping to achieve journey-level status. Therefore, a trainee/apprentice, regardless of craft, must have been trained on the contract for at least 500 hours to be eligible for reimbursement.** However, the contractor may transfer the trainee, with MoDOT's approval, to another MoDOT highway construction project in order to continue the training. Upon reaching the 500 hours, the contractor will be compensated as noted herein. If the enrollee is transferred to a **non**-federal project, MoDOT, upon availability of funding, may have the option of reimbursing the contractor for those hours completed that achieve the 500-hour minimum and for any hours that continue the successful training of the individual(s). The same documentation will be required to be submitted in order to determine if hours will be approved. However, if the trainee is moved to another federally funded enhancement, then a "change order" could be requested for the additional hours, and thus offer the Contractor the necessary credit so as to accomplish the 500 hour plateau. FHWA and MoDOT will only approve training programs meeting the requirements of the Training Special Provisions (TSP). A program will be approved if it is reasonably calculated to meet the equal employment opportunity obligations of the Contractor and to qualify the average trainee for journeyman status in the classification concerned by the end of the training period. Furthermore, apprenticeship programs registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training, or with a State apprenticeship agency recognized by the Bureau and training programs approved but not necessarily sponsored by the Department of Labor, Manpower Administration, Bureau of Apprenticeship and Training will also be considered acceptable provided it is being administered in a manner consistent with the equal employment obligations of Federal-aid highway construction contracts.

No individual shall be employed as a trainee in any classification in which they have successfully completed a training course leading to journeyman status or in which the individual has been employed as a journeyman. The Contractor shall satisfy this requirement by including appropriate questions in the employee application or by other suitable means. It is the Contractor's responsibility to verify that the individual has not been trained or worked at the journey level and their records shall document the findings. Training under the TSP should only be directed toward those trades where underutilization/under representation exists. Flagging/traffic control programs are not considered as meeting the intent of the TSP. However, other programs that including flagging training will be approved if the flagging portion is limited.

A contractor may choose to transfer trainee hours worked on another project, whether MoDOT or not. The contractor must submit monthly trainee reports for that project to the RE Office where the hours will be credited. The contractor must submit with the monthly trainee reports, copies of the certified payrolls so the RE Office can verify the number of hours worked on the project, as well as the wage the trainee was being paid. Once the RE reviews the monthly reports, copies of the monthly reports should be sent to the External Civil Rights Office. The RE Office should include with the report a note indicating the hours that are being transferred from the other project. Both job numbers must be included in the note.

B. Approval Process General

The intended training plan must be submitted 30 days prior to work commencing. Failure to submit the plan will result in withholding of the first monthly progress payment. A written explanation outlining why the delay occurred may be submitted to the External Civil Rights Office for consideration. A revised training plan must be resubmitted when modifications to the plan or schedule occur. The plan must contain the trades proposed in which to accomplish the training item in the contract, the number of trainees, hours assigned to the trade, and the estimated beginning work date for the trainee/apprentice. Acceptable training programs include:

1. BAT Programs – Apprenticeship programs approved by the U.S. Department of Labor, Bureau of Apprenticeship and Training.
2. Any other program, such as the Missouri Manpower Programs, which have been approved by FHWA and MoDOT on an annual basis.

Apprentice/Trainee Approval Forms

Submittal of the TRAINEE NOTIFICATION/APPROVAL/UPGRADE – After the training plan has been approved, the Trainee Approval Form should be submitted prior to the trainee commencing work on the project. It is the intention of these provisions that training is to be provided in the construction crafts rather than clerk-typists or secretarial-type positions. Training is permissible in lower level management positions such as office engineers, estimators, timekeepers, etc., where the training is oriented toward construction applications. Training in the laborer classification will be permitted only with the approval of the External Civil Rights Office with concurrence from the FHWA Division Office. Some offsite training is permissible as long as the training is an integral part of an approved training program and does not comprise a significant part of the overall training. Reimbursement to the Contractor for off-site training as indicated above may only be made when the Contractor does one or more of the following and the trainees are concurrently employed on federal-aid projects.

- Contributes to the cost of the training.
- Provides the instruction to the trainee.
- Pays the trainee's wages during the off-site training period.

Good Faith Efforts (GFE)

Substantial Compliance – Although the OJT Program is specifically designed to increase minority, and female participation on federal aid highway construction projects where underutilization exists, it is not intended to be discriminatory. Contractors and subcontractors may utilize a non-minority male apprentice/trainee if sufficient documented good faith efforts are taken to fill the specific training position with either minorities or females. The Contractor shall enroll minorities, women or economically disadvantaged individuals, where possible, and document their good faith efforts, prior to the hiring of non-minority males not identified as economically disadvantaged. The Contractor may suggest that a subcontractor fulfill a portion of the contract work. However, he/she shall determine how many, if any, of the trainees are to be trained by the subcontractor, and secure approval from MoDOT. Never the less, the Contractor shall retain the primary responsibility for meeting the training requirements imposed by this Special Provision. The Contractor shall apply the requirements of this Training Special Provision to such

subcontracts. Where feasible, 25% of apprentice or trainees in each craft shall be in their first year of apprenticeship training. The Contractor shall be aware that even if a trainee has been previously approved to work on a prior MoDOT project, that trainee may not be approved on future projects if the trainee is not in their first year of apprenticeship training.

A good faith effort requires that the Contractor furnish evidence of his/her systematic and direct recruitment efforts through the use of public and private sources likely to yield minorities and females. The following, example, represents one element of good faith efforts: The Contractor must submit letters that are project specific (where is the project, how long it will last, type of pay) and targeted for the crafts utilized and must be sent to Community Based Organizations (CBOs) (two or three that are likely to refer minorities or females), and unions/apprenticeships (if union shop). The letters must be forwarded prior to job startup to alert CBOs to the possibility of the Contractor needing assistance finding minorities and females. These letters should be ongoing and targeted when the Contractor needs assistance in locating minorities and/or females in a specific craft. The Contractor's letters should also address anything the Contractor has done to hire minorities and/or females as well as files including employee referrals. The Contractor in his or her letter **must** request a response and the Contractor must note the results of the Contractor's request for assistance. Good faith efforts must be two-way communications with documented results. If a union contractor, contact the union first, then any and all other resources to include two or three CBOs.

The Contractor shall, upon requests, be able to provide documentation of written solicitations to the unions, local or regional community action agencies, or other sources likely to refer minorities or women, such as the St. Louis Agency on Training and Employment or (SLATE), if applicable. Such efforts may be considered good-faith efforts if they were **results oriented**. If the Contractor's efforts are repetitive mechanical exercises that have never produced a referral or are "stuffing" - that is copies of letters not sent, then the non-productive activity cannot be considered to have been made in good faith. If, however, the Contractor can demonstrate that it employed referrals from the sources contacted on prior occasions and some efforts were not productive due to the lack of availability from usually dependable and responsive sources, then the non-productive effort can be considered good faith. In the absence of reasonable representation in any craft, the Contractor should be able to provide proof of its having requested referrals of minorities and women (i.e., records of telephone requests, including dates and times, persons talked with, and for which crafts minorities and women were requested). Letters should be detailed and include the type of vacancy to be filled, location of the project, potential employment opportunities with the company, and current as it relates to the specific job opportunity (ies).

All sources relied upon by the Contractor in advertising for vacancies and recruiting employees, especially those that resulted in referrals and employment should be identified and reported. Lists of minority organizations and other recruiting sources that have not been used or which have not been used recently or which if used, have never referred anyone for employment should not be considered to meet the good faith effort test. All efforts reported by the Contractor to contact recruiting sources will be verified with the recruiting source listed. Contractors often send these recruiting sources "form" letters indicating they are under contract for a federal project. To be considered valid, recruitment letters should be specific. For example, recruitment letters should specify the positions for which referrals are sought, the number of employees needed, position requirements, estimated dates, who to contact, wage/salary range, and other information sufficient to elicit interest and references of potential employees. Form letters without specific information **will not** be considered good-faith efforts.

The terms and conditions of employment practiced by the Contractor should be explored to allow the Contractor the opportunity to demonstrate whether there is adequate representation of minorities and women throughout the life of the contract.

While it is the Contractor's prerogative to select who will be hired, recalled, rehired, or name requested, it is also the Contractor's responsibility to ensure equal employment opportunity for minorities and women.

The hours of minority and female employment and training should be substantially uniform throughout the length of the contract, and in each trade, and the Contractor is required to make a good faith effort to employ minorities and women evenly on each project when there are opportunities to do so. The Contractor should not wait to hire minorities and women at the "eleventh hour" or "bicycle" employees from project to project.

Ethnicity Verification

When there is a questionable ethnic claim concerning an individual submitted for participation in the OJT Program, further documentation of that claim may be necessary to ensure eligibility. Acceptable documentation for ethnicity verification includes, in order of preference:

- Birth certificate

- Naturalization papers

- Native American – Indian Tribal roll, tribal voter registration certificate, or other official document

- History of individual having held himself to be a member of the minority group or community (driver's license, school, medical, and service records)

- Recognition of applicant in a particular minority community as a minority through sworn and notarized statements from bona fide members of the community who are clearly disinterested parties

- Proof of membership and interaction in recognized minority organizations

If requested, the Contractor will be required to obtain this information from the employee claiming the minority status

If an individual requesting minority status cannot provide acceptable documentation and does not manifest the visual characteristics of the ethnic group claimed, the individual **cannot** claim minority status for the purpose of the OJT Program

If a person manifests the visual characteristics of an acceptable ethnic minority group, the contractor may consider the person to be a member of that group

Beneficial Training

MoDOT will ensure its contractors provide on-the-job training aimed at developing or contributing to full journey level status in the type of trade(s) involved. Training shall be consistent with the trainee/apprentice program. Training tasks will be consistent with the approved trade classification for the specific contract. The Contractor shall furnish the trainee a copy of the program the Contractor will follow in providing the training. The Contractor shall provide each trainee and Resident Engineer documentation showing the type and length of training that will be completed include classroom and on-the-job hours. This includes providing information on the monthly trainee report and trainee notification as to the total working and classroom hours the trainee/apprentice has completed to date.

Training Reimbursement Process

Submittal of a certified invoice requesting payment for training is required. Except as otherwise noted herein, the Contractor will be reimbursed \$3.50 per hour of training given an employee on this contract in accordance with an approved training program.

Payments will not be made under the bid item "Training", if the failure to provide the required training is caused by the Contractor and a lack of good faith on the part of the Contractor to meet the training requirements has been determined. For example, if the goal on the project is 1,000 hours and only one trainee reaches the 500 minimum threshold, then the Contractor will be reimbursed for the 500 hours. However, if the trainee goal on the project is 1,000 hours and two trainees receive less than the 500-hour minimum for each, the Contractor will not secure credit for any of the hours under 500 that each of the trainees completed. If the trainee goal on the project is not met, then the remaining hours will be subject to the sanctions as outlined in this TSP. If a trainee quits the project voluntarily, then the Contractor is required to fill the trainee slot as soon

as possible and shall be reimbursed according to these standards. The hours completed by the previous trainee will not be counted toward the new enrollee, if the original unskilled party has not obtained the 500 hours.

Training will not be reimbursed if the Contractor fails to provide beneficial training. This includes only partially meeting the training goal on the project.

Change orders may be submitted to the External Civil Rights Office to increase the Training Hours assigned to a contract. Approval of such requests by the External Civil Rights Office will be granted on a case-by-case basis.

Overrun hours of the training item must not exceed 25% of the contract quantity of hours assigned or 1,000 hours, whichever is less.

6. This reimbursement will be made even though the contractor receives additional training program funds from other sources, provided those sources do not specifically prohibit the contractor from receiving other reimbursement.

Monitoring

MoDOT will monitor contractors to ensure trainees and apprentices are receiving beneficial training in the type of trades submitted. Training shall be consistent with the training program or those OJT Programs the FHWA and MoDOT have approved.

It is normally expected that the trainee/apprentice will begin training on the project as soon as possible, utilizing the skills involved and remaining on the project as long as training opportunities exist in the work classifications or until the completion of the training program.

Onsite Interviews are performed to determine:

- Whether apprentice/trainee is receiving in designated craft
- Work place environment
- If trainee/apprentice is experiencing problems on the job site
- If the apprentice/trainee is being treated fairly

MoDOT monitors contracts with training through onsite visits, monthly training reports and construction reports. These reports are generated by the Contractor and are to be disseminated to the Resident Engineer Office. If there are problems, the External Civil Rights Office will contact the Contractor to address the deficiencies.

1. If there are deficiencies, the Contractor must provide a corrective action plan addressing the deficiencies.
No payment will be made under the bid item "Training" if the Contractor fails to provide the required training.
Payment will not be made if the Contractor fails to submit trainee reports in a timely manner.

Wages

Trainees will be paid at the rate set by the training program. The appropriate minimum journeyman's rate paid cannot be less than the amounts set out in the 23 CFR Subpart A, Appendix B. For example, at least 60 percent of the appropriate minimum journey person's rate specified in the contract for the first half of the training period, 75 percent for the third quarter of the training period and 90 percent for the last quarter of the training period. The appropriate rates approved by the Department of Labor or Transportation in connection with the existing programs shall apply to all apprentice or trainees being trained for the same classification who are covered by the Training Special Provision.

Reports

The Contractor shall provide for the maintenance of records and furnish monthly reports documenting the Contractor's performance under this provision. All trainee notifications must be submitted prior to the start of the project. If a trainee has been previously approved by MoDOT, the Contractor must still notify MoDOT of the name of the individual(s) and proposed craft the trainees will be trained in, as well as, indicate which project the trainees will be working on. The trainee notifications or listing of the proposed trainees must be submitted via fax, mail or electronically to the ECR Office. If the Contractor fails to submit the trainee notification or list of proposed trainees prior to the onset of the project, the Contractor will be subject to the sanctions as outlined in this OJT TSP. Monthly reports shall include at least the following information:

- Contractor's name and address
- Period, which the report covers
- Job Number, Description, and Federal Aid number
- Information for each employee being trained on the project, including:
 - Name
 - Social Security Number
 - Trade/craft
 - Pay percent, based on portion of training complete (if applicable)
 - Journeyman's full prevailing wage applicable
 - Trainee wage
 - Hours this period
 - Total trainee hours for the project for this period

Non-Compliance Sanctions

Progress payments shall be withheld for failing to comply with all OJT Program requirements unless MoDOT accepts Good Faith Efforts.

Sanctions (Violations of EEO/OJT Provisions):

When the job is 50% complete the Contractor must have at least 50% of the trainee hours assigned on that job completed. The percentage of job completion is based on the total value of the contract paid to the Contractor. The remaining amount of the hours must be completed before the completion of the project or the Contractor will be subject to liquidated damages unless a GFE is submitted to and approved by the External Civil Rights Office.

If the training hours have not been obtained and a GFE has not been displayed upon project completion, the Contractor will be assessed liquidated damages in the amount of \$7.00 per hour for those hours not realized. For instance, if the project goal was 1,000 hours and only 450 hours were met, then liquidated damages would be assessed at $550 \times \$7.00 = \$3,850.00$.

If the External Civil Rights Office approves a GFE, then liquidated damages will not be assessed.

If the Contractor does not achieve the full OJT goal, they will not receive partial credit for hours completed. For instance, if the goal on the project was 1,000 hours and only 450 were convened, then no reimbursement will be given for any hours fulfilled. If the goal on the project is 2,000 hours and only 1,500 hours are completed and no GFE is demonstrated, the contractor will receive credit for the 1,500 hours and also be assessed liquidated damages in the amount of the 500 hours there were not met.

In the event the Contract exceeds the trainee goal on the project, the Contractor must submit a request to ECR to obtain an extension of hours. The maximum amount of hours beyond those enumerated in the

contract cannot exceed 500 hours per 1,000. For instance, if the goal was 1,000, the Contractor can be granted an extra 500 hours subject to the **advance** approval of the ECR Office, and concurrence from the FHWA.

Trainee reports must be submitted following the last pay period of the month. Failure to timely submit the reports, hours completed during that month will not be credited. In the cases of voluntary or involuntary trainee termination or when the trainee completes the hours specified in the program, the contractor must complete the trainee completion form within five working days. The Contractor's failure to submit the proper reports in a timely manner may result in the loss of reimbursement for the training hours for that month

Failure to satisfactorily comply with the OJT requirements will also be reflected in the contractor's performance evaluation.

MISSOURI DEPARTMENT OF TRANSPORTATION

TRAINEE NOTIFICATION

DATE: _____

UNION ☐ YES ☐ NOSTATUS ☐ New Hire ☐ UPGRADE

TRAINEE NAME: _____

HOME ADDRESS: _____

CITY/STATE/ZIP _____

HOME PHONE: _____ DATE OF BIRTH _____

SOCIAL SECURITY# _____ GENDER M ☐ F ☐ VETERAN ☐ YES ☐ NO

DATE HIRED _____ DATE TRAINING BEGIN _____

JOB NO: _____ CRAFT: _____

PREVIOUS CONSTRUCTION EXPERINCE?, IF YES, CRAFT, LENGTH OF TIME _____

CONTRACTOR: _____ ☐ PRIME ☐ SUB

NAME OF APPROVED TRAINING PROGRAM: _____

NO. OF HOURS REQUIRED BY TRAINING PROGRAM: _____ NO. OF JOB SITE HOURS TRAINED TO DATE: _____

ETHNIC BACKGROUND

☐ African American☐ Hispanic☐ Native American☐ Asian American☐ Caucasian☐ Other Disadvantaged

Name of Trainee's Direct Supervisor _____

JOURNEY RATE: \$ _____ % OF PAY _____ ACUTAL RATE \$ _____

Date_____
Contractor_____
Date_____
Missy Stuedle, Civil Rights Specialist_____
ORG Code☐ Approved☐ DeniedDistribution: ☐ Construction & Materials-ECR ☐ District Office ☐ File

*Please attach a copy of the letter from the training program indicating the trainee's status in the enrolled program

*All trainee notifications must be approved by ECR.

MISSOURI DEPARTMENT OF TRANSPORTATION

CONTRACTOR'S MONTHLY TRAINEE REPORT

TRAINEE NAME: _____ SOCIAL SECURITY NO. _____
(last four numbers)

CRAFT: _____ CONTRACTOR: _____

REPORT# _____ MONTH ENDING _____ Project# _____

JOURNEY % ACUTAL DATE OF UPGRADE
RATE: \$ _____ OF PAY _____ RATE \$ _____

NAME OF APPROVED TRAINING PROGRAM: _____

NO. OF HOURS REQUIRED NO. OF JOB SITE HOURS TRAINED
BY TRAINING PROGRAM: _____ TO DATE: _____

FIRST HALF: _____ THIRD QUARTER: _____ FINALQUARTER _____

Week (01/01/01-01/08/01)	Weekly Project Hours	Project Hours to Date	

Contractor

Date

ORG Code

MoDOT Representative

Date

Distribution: ☐ Construction & Materials-ECR ☐ District Office ☐ File

*Please complete one monthly trainee report per project

Revised: 05/06

MISSOURI DEPARTMENT OF TRANSPORTATION

Form OJT-3

TRAINING COMPLETION REPORT

TRAINEE NAME _____ HOME ADDRESS _____
 SSN# (LAST FOUR NUMBERS) _____ TELEPHONE NUMBER: _____
 CONTRACTOR : _____ CRAFT _____
 UNION MEMBER ☐ YES ☐ NO UNION NAME _____
 ETHNIC BACKGROUND:
 African American ☐ Hispanic ☐ Native American ☐ Asian American ☐ Caucasian ☐ Other ☐
 GENDER: MALE ☐ FEMALE ☐ No. of Trainee Hours Completed to Date (all Projects) _____

TRAINING INFORMATION

COUNTY	ROUTE	FEDERAL-AID PROJECT	JOB NUMBER	HOURS

DATES OF TRAINING

BEGINNING DATE _____ ENDING DATE _____

REASON FOR TERMINATION

- | | |
|--|---|
| <input type="checkbox"/> Completed Program; retained as Journeyperson | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| <input type="checkbox"/> Illness | <input type="checkbox"/> Job Completion |
| <input type="checkbox"/> Fired | <input type="checkbox"/> Seasonal Layoff |
| <input type="checkbox"/> Personal or health problems | <input type="checkbox"/> Quit to work for another company |
| <input type="checkbox"/> Strike, work stoppage, did not return | <input type="checkbox"/> Transferred to Job NO. _____ |
| <input type="checkbox"/> Lack of transportation and/or travel distance | <input type="checkbox"/> Other |

COMMENTS ON TRAINEE'S PERFORMANCE: _____

Date _____ CONTRACTOR SIGNATURE _____

 ORG CODE _____ DATE _____ SIGNATURE OF MoDOT REPRESENTATIVE _____

Distribution: ☐ Construction & Materials-ECR ☐ District Office ☐ File

GENERAL DECISION: MO201000001 10/01/2010 MO1

Date: October 1, 2010

General Decision Number: MO201000001 10/01/2010

Superseded General Decision Number: MO200800001

State: Missouri

Construction Types: Heavy and Highway

Counties: Missouri Statewide.

HEAVY AND HIGHWAY CONSTRUCTION PROJECTS

Modification Number	Publication Date
0	03/12/2010
1	04/09/2010
2	04/16/2010
3	05/07/2010
4	06/04/2010
5	06/11/2010
6	07/02/2010
7	07/09/2010
8	08/06/2010
9	09/03/2010
10	10/01/2010

CARP0005-020 04/01/2008

CASS (Richards-Gebauer AFB ONLY), CLAY, JACKSON, PLATTE AND RAY COUNTIES

	Rates	Fringes
Carpenters:		
CARPENTERS & LATHERS.....	\$ 33.00	12.03
MILLWRIGHTS & PILEDRIVERS...	\$ 33.00	12.03

CARP0008-003 05/01/2010

ST. LOUIS COUNTY AND CITY

	Rates	Fringes
Carpenters.....	\$ 32.78	12.25

CARP0011-001 05/01/2010

	Rates	Fringes
Carpenter and Piledriver		
ADAIR, AUDRAIN (West of		
Hwy 19), BOONE, CALLAWAY,		
CHARITON, COLE, COOPER,		
HOWARD, KNOX, LINN, MACON,		
MILLER, MONITEAU, MONROE,		
OSAGE, PUTNAM, RANDOLPH,		
SCHUYLER, SHELBY AND		

SULLIVAN COUNTIES.....\$ 28.57	11.00+a
ATCHISON, ANDREW, BATES,	
CALDWELL, CARROLL, DAVIESS,	
DEKALE, GENTRY, GRUNDY,	
HARRISON, HENRY, HOLT,	
LIVINGSTON, MERCER,	
NODAWAY, ST. CLAIR, SALINE	
AND WORTH COUNTIES.....\$ 27.67	10.55
AUDRAIN (East of Hwy.19),	
RALLS, MARION, LEWIS,	
CLARK AND SCOTLAND COUNTIES.\$ 28.48	12.25
BARRY, BARTON, CAMDEN,	
CEDAR, CHRISTIAN, DADE,	
DALLAS, DOUGLAS, GREENE,	
HICKORY, JASPER, LACLEDE,	
LAWRENCE, MCDONALD,	
NEWTON, OZARK, POLK,	
STONE, TANEY, VERNON,	
WEBSTER AND WRIGHT COUNTIES.\$ 27.32	10.55
BENTON, MORGAN AND PETTIS...\$ 27.27	11.00
BOLLINGER, BUTLER, CAPE	
GIRARDEAU, DUNKLIN,	
MISSISSIPPI, NEW MADRID,	
PEMISCOT, PERRY, STE.	
GENEVIEVE, SCOTT, STODDARD	
AND WAYNE COUNTIES.....\$ 28.27	12.32
BUCHANAN, CLINTON, JOHNSON	
AND LAFAYETTE COUNTIES.....\$ 28.32	10.55
CARTER, HOWELL, OREGON AND	
RIPLEY COUNTIES.....\$ 27.35	12.32
CRAWFORD, DENT, GASCONADE,	
IRON, MADISON, MARIES,	
MONTGOMERY, PHELPS,	
PULASKI, REYNOLDS, SHANNON	
AND TEXAS COUNTIES.....\$ 28.33	12.25
FRANKLIN COUNTY.....\$ 30.63	12.25
JEFFERSON AND ST. CHARLES	
COUNTIES.....\$ 32.78	12.25
LINCOLN COUNTY.....\$ 29.99	12.25
PIKE, ST. FRANCOIS AND	
WASHINGTON COUNTIES.....\$ 29.04	12.25
WARREN COUNTY.....\$ 30.38	12.25

a. Millwright & Piledriver rate \$23.18 plus \$9.71.

ELEC0001-002 06/01/2009

BOLLINGER, BUTLER, CAPE GIRARDEAU, CARTER, DUNKLIN, FRANKLIN,
IRON, JEFFERSON, LINCOLN, MADISON, MISSISSIPPI, NEW MADRID,
PEMISCOT, PERRY, REYNOLDS, RIPLEY, ST. CHARLES, ST. FRANCOIS,
ST. LOUIS (City and County), STE. GENEVIEVE, SCOTT, STODDARD,
WARREN, WASHINGTON AND WAYNE COUNTIES

	Rates	Fringes
Electricians.....\$ 33.60		22.242

ELEC0002-001 09/01/2008

ADAIR, AUDRAIN, BOONE, CALLAWAY, CAMDEN, CARTER, CHARITON,

CLARK, COLE, COOPER, CRAWFORD, DENT, FRANKLIN, GASCONADE,
 HOWARD, HOWELL, IRON, JEFFERSON, KNOX, LEWIS, LINCON, LINN,
 MACON, MARIES, MARION, MILLER, MONITEAU, MONROE, MONTGOMERY,
 MORGAN, OREGON, OSAGE, PERRY, PHELPS, PIKE, PULASKI, PUTNAM,
 RALLS, RANDOLPH, REYNOLDS, RIPLEY, ST. CHARLES, ST. FRANCOIS,
 ST. LOUIS (City and County), STE. GENEVIEVE, SCHUYLER,
 SCOTLAND, SHANNON, SHELBY, SULLIVAN, TEXAS, WARREN AND
 WASHINGTON COUNTIES

	Rates	Fringes
Line Construction:		
Groundman and Groundman-		
Driver.....	\$ 22.48	43.25%+4.75
Groundman Equipment		
Operator.....	\$ 29.08	43.25%+4.75
Groundman-Winch Driver.....	\$ 23.59	43.25%+4.75
Lineman or Cable Splicer....	\$ 33.68	43.25%+4.75

 ELECC0053-004 08/31/2010

	Rates	Fringes
Line Construction: (ANDREW, ATCHINSON, BARRY, BARTON, BUCHANAN, CALDWELL, CEDAR, CHRISTIAN, CLINTON, DADE, DALLAS, DAVIES,, DEKALB, DOUGLAS, GENTRY, GREENE, GRUNDY, HARRISON, HICKORY, HOLT, JASPER, LACLEDE, LAWRENCE, LIVINGSTON, MCDONALD, MERCER, NEWTON, NODAWAY, OZARK, POLK, ST. CLAIR, STONE, TANEY, VERNON, WEBSTER, WORTH AND WRIGHT COUNTIES)		
Groundman Powderman.....	\$ 25.88	34.5%+4.75
Groundman.....	\$ 23.98	34.5%+4.75
GroundmanPowderman.....	\$ 25.13	34%+4.75
Lineman Operator.....	\$ 35.12	34.5%+4.75
Lineman.....	\$ 37.10	34.5%+4.75

Line Construction; (BATES, BENTON, CARROLL, CASS, CLAY, HENRY, JACKSON, JOHNSON, LAFAYETTE, PETTIS, PLATTE, RAY AND SALINE COUNTIES)		
Groundman Powderman.....	\$ 26.84	34.5%+4.75
Groundman.....	\$ 25.44	34.5%+4.75
Lineman Operator.....	\$ 35.82	34.5%+4.75
Lineman.....	\$ 38.40	34.5%+4.75

 ELECC0095-001 06/01/2009

BARRY, BARTON, CEDAR, CRAWFORD, DADE, JASPER, LAWRENCE,
 MCDONALD, NEWTON, ST CLAIR, AND VERNON COUNTIES

	Rates	Fringes
Electricians:		

Cable Splicers.....	\$ 23.75	12.31
Electricians.....	\$ 23.40	12.28

ELEC0124-007 09/01/2009

BATES, BENTON, CARROLL, CASS, CLAY, COOPER, HENRY, JACKSON,
JOHNSON, LAFAYETTE, MORGAN, PETTIS, PLATTE, RAY AND SALINE
COUNTIES:

	Rates	Fringes
Electricians.....	\$ 35.23	17.38

ELEC0257-003 03/01/2010

AUDRAIN (Except Cuivre Township), BOONE, CALLAWAY, CAMDEN,
CHARITON, COLE, CRAWFORD, DENT, GASCONADE, HOWARD, MARIES,
MILLER, MONITEAU, OSAGE, PHELPS AND RANDOLPH COUNTIES

	Rates	Fringes
Electricians:		
Cable Splicers.....	\$ 30.92	15.57
Electricians.....	\$ 29.92	15.57

ELEC0350-002 12/01/2009

ADAIR, AUDRAIN (East of Highway 19), CLARK, KNOX, LEWIS, LINN,
MACON, MARION, MONROE, MONTGOMERY, PIKE, PUTNAM, RALLS,
SCHUYLER, SCOTLAND, SHELBY AND SULLIVAN COUNTIES

	Rates	Fringes
Electricians.....	\$ 28.16	14.70

ELEC0453-001 09/01/2009

	Rates	Fringes
Electricians:		
CHRISITAN, DALLAS,		
DOUGLAS, GREENE, HICKORY,		
HOWELL, LACLEDE, OREGON,		
OZARK, POLK, SHANNON,		
WEBSTER and WRIGHT COUNTIES..	\$ 23.93	13.52
PULASKI and TEXAS COUNTIES..	\$ 28.58	13.98
STONE and TANEY COUNTIES....	\$ 19.72	12.69

ELEC0545-003 06/01/2010

ANDREW, BUCHANAN, CLINTON, DEKALB, ATCHISON, HOLT, MERCER,
GENTRY, HARRISON, DAVIESS, GRUNDY, WORTH, LIVINGSTON, NODAWAY,
AND CALDWELL COUNTIES

	Rates	Fringes
Electricians:.....	\$ 30.85	12.19

ELEC0702-004 06/28/2010

BOLLINGER, BUTLER, CAPE GIRARDEAU, DUNKLIN, MADISON,
MISSISSIPPI, NEW MADRID, PEMISCOT, SCOTT, STODDARD AND WAYNE
COUNTIES

	Rates	Fringes
Line Construction:		
Groundman - Class A.....	\$ 23.34	11.65
Groundman-Equipment		
Operator Class II (all		
other equipment).....	\$ 29.50	13.42
Heavy-Equipment Operator		
Class I (all crawler type		
equipment D-4 and larger)...	\$ 33.59	14.59
Lineman.....	\$ 40.85	16.68

ENG10101-001 05/01/2010

ANDREW, ATCHISON, BATES, BENTON, BUCHANAN, CALDWELL, CARROLL,
CHARITON, CLINTON, COOPER, DAVIESS, DEKALB, GENTRY, GRUNDY,
HARRISON, HENRY, HOLT, HOWARD, JOHNSON, LAFAYETTE, LINN,
LIVINGSTON, MERCER, NODAWAY, PETTIS, SALINE, SULLIVAN AND WORTH
COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 29.45	13.00
GROUP 2.....	\$ 29.05	13.00
GROUP 3.....	\$ 27.05	13.00

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Asphalt roller operator, finish; asphalt paver and spreader; asphalt plant operator; auto grader or trimmer or sub-grader; backhoe; blade operator (all types); boilers - 2; booster pump on dredge; bulldozer operator; boring machine (truck or crane mounted); clamshell operator; concrete mixer paver; concrete plant operator; concrete pump operator; crane operator; derrick or derrick trucks; ditching machine; dragline operator; dredge engineman; dredge operator; drill cat with compressor mounted (self-contained) or similar type self-propelled rotary drill (not air tract); drilling or boring machine (rotary-self-propelled); finishing machine operator; greaser; high loader-fork lift-skid loader (all types); hoisting engineer (2 active drums); locomotive operator (standard guage); mechanics and welders (field and plants); mucking machine operator; pile drive operator; pitman crane or boom truck (all types); push cat; quad track; scraper operators (all types); shovel operator; sideboom cats; side discharge spreader; skimmer scoop operators; slip form paver operator (CMI, Rex, Gomeco or equal); la tourneau rooter (all tiller types); tow boat operator; truck crane; wood and log chippers (all types).

GROUP 2: A-frame truck operator; articulated dump truck; back filler operator; boilers (1); chip spreader; churn drill operator; compressor; concrete mixer operator, skip loader; concrete saws (self-propelled); conveyor operator;

crusher operator; distributor operator; elevating grader operator; farm tractor (all attachments); fireman rig; float operator; form grade operator; hoisting engine (one drum); maintenance operator; multiple compactor; pavement breaker, self-propelled hydra-hammer (or similar type); paymill operator; power shield; pumps; roller operator (with or without blades); screening and washing plant; self-propelled street broom or sweeper; siphons and jets; straw blower; stump cutting machine; siphons and jets; tank car heater operator (combination boiler and booster); welding machine; vibrating machine operator (not hand held); welding machine.

GROUP 3: (a) Oiler;
(b) Oiler driver
(c) Mechanic.

HOURLY PREMIUMS:

THE FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$.25) ABOVE GROUP 1 RATE: Dragline operator - 3 yds. & over; shovel 3 yds. & over; clamshell 3 yds. & over; Crane, rigs or piledrivers, 100' of boom or over (incl. jib.), hoist - each additional active drum over 2 drums

THE FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$.50) ABOVE GROUP 1 RATE: Tandem scoop operator; crane, rigs or piledrivers 150' to 200' of boom (incl. jib.)

THE FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$.75) ABOVE GROUP 1 RATE: Crane rigs, or piledrivers 200 ft. of boom or over (including jib.)

ENG10101-005 04/01/2010

CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 31.84	13.12
GROUP 2.....	\$ 30.80	13.12
GROUP 3.....	\$ 26.33	13.12
GROUP 4.....	\$ 29.68	13.12

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Asphalt roller operator, finish; asphalt paver and spreader; asphalt plant operator; auto grader or trimmer or sub-grader; backhoe; blade operator (all types); boilers-2; booster pump on dredge; boring machine (truck or crane mounted); bulldozer operator; clamshell operator; concrete cleaning decontamination machine operator; concrete mixer paver; concrete plant operator; concrete pump operator; crane operator; derrick or derrick trucks; ditching machine; dragline operator; dredge engineman; dredge operator; drillcat with compressor mounted (self-contained) or similar type self propelled rotary drill (not air tract); drilling or boring machine (rotary - self-propelled); finishing machine operator; greaser; heavy equipment robotics operator/mechanic; horizontal

directional drill operator; horizontal directional drill locator; loader-forklift - skid loader (all types); hoisting engineer (2 active drums); locomotive operator (standard guage); master environmental maintenance mechanic; mechanics and welders (field and plants); mucking machine operator; piledrive operator; pitman crane or boom truck (all types); push cat; quad-track; scraper operators (all types); shovel operator; side discharge spreader; sideboom cats; skimmer scoop operator; slip-form paver (CMI, REX, Gomaco or equal); la tourneau rooter (all tiller types); tow boat operator; truck crane; ultra high pressure waterjet cutting tool system operator/mechanic; vacuum blasting machine operator/mechanic; wood and log chippers (all types)

GROUP 2: "A" Frame truck operator; articulated dump truck; back filler operator; boilers (1); chip spreader; churn drill operator; concrete mixer operator, skip loader; concrete saws (self-propelled); conveyor operator; crusher operator; distributor operator; elevating grader operator; farm tractor (all attachments); fireman rig; float operator; form grader operator; hoisting engine (1 drum); maintenance operator; multiple compactor; pavement breaker, self-propelled hydra- hammer (or similar type); power shield; paymill operator; pumps; siphons and jets; stump cutting machine; tank car heater operator (combination boiler and booster); compressor; roller operator (with or without blades); screening and washing plant; self-propelled street broom or sweeper; straw blower; tank car heater operator (combination boiler and booster); vibrating machine operator (not hand held)

GROUP 3: Oilers

GROUP 4: Oiler Driver (All Types)

FOOTNOTE:

HOURLY PREMIUMS FOLLOWING CLASSIFICATIONS SHALL RECEIVE (\$1.00) ABOVE GROUP 1 RATE:

Clamshells - 3 yd. capacity or over; Cranes or rigs, 80 ft. of boom or over (including jib); Draglines, 3 yd. capacity or over;

Piledrivers 80 ft. of boom or over (including jib);

Shovels & backhoes, 3 yd. capacity or over.

ENGI0101-022 05/01/2010

BARRY, BARTON, CAMDEN, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE, HICKORY, JASPER, LACLEDE, LAWRENCE, MCDONALD, NEWTON, OZARK, POLK, ST. CLAIR, STONE, TANEY, VERNON, WEBSTER AND WRIGHT COUNTIES and CITY OF SPRINGFIELD

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 25.72	11.55
GROUP 2.....	\$ 25.37	11.55
GROUP 3.....	\$ 25.17	11.55
GROUP 4.....	\$ 23.12	11.55

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Asphalt finishing machine & trench widening spreader; asphalt plant console operator; autograder; automatic slipform paver; backhoe; blade operator - all types; boat operator - tow; boilers-2; central mix concrete plant operator; clamshell operator; concrete mixer paver; crane operator; derrick or derrick trucks; ditching machine; dozer operator; dragline operator; dredge booster pump; dredge engineman; dredge operator; drill cat with compressor mounted on cat; drilling or boring machine rotary self-propelled; highloader; hoisting engine - 2 active drums; launch hammer wheel; locomotive operator; - standard guage; mechanic and welders; mucking machine; off-road trucks; piledriver operator; pitman crane operator; push cat operator; quad trac; scoop operator - all types; shovel operator; sideboom cats; skimmer scoop operators; trenching machine operator; truck crane.

GROUP 2: A-frame; asphalt hot-mix silo; asphalt plant fireman (drum or boiler); asphalt plant man; asphalt plant man; asphalt plant mixer operator; asphalt roller operator; backfiller operator; barber-greene loader; boat operator (bridges and dams); chip spreader; concrete mixer operator - skip loader; concrete plant operator; concrete pump operator; crusher operator; dredge oiler; elevating grader operator; fork lift; greaser-fleet; hoisting engine - 1; locomotive operator - narrow gauge; multiple compactor; pavement breaker; powerbroom - self-propelled; power shield; roter; side discharge concrete spreader; slip form finishing machine; stumpcutter machine; throttle man; tractor operator (over 50 h.p.); winch truck.

GROUP 3: Boilers - 1; chip spreader (front man); churn drill operator; clef plane operator; concrete saw operator (self-propelled); curb finishing machine; distributor operator; finishing machine operator; flex plane operator; float operator; form grader operator; pugmill operator; roller operator, other than high type asphalt; screening & washing plant operator; siphons & jets; sub-grading machine operator; spreader box operator, self-propelled (not asphalt); tank car heater operator (combination boiler & booster); tractor operator (50 h.p. or less); Ulmac, Ulric or similar spreader; vibrating machine operator, not hand;

GROUP 4: Grade checker; Oiler; Oiler-Driver

HOURLY PREMIUMS:

The following classifications shall receive \$.25 above GROUP 1 rate:

Clamshells - 3 yds. or over; Cranes - Rigs or Piledrivers, 100 ft. of boom or over (including jib);
 Draglines - 3 yds. or over; Hoists - each additional active drum over 2 drums; Shovels - 3 yds. or over;

The following classifications shall receive \$.50 above GROUP 1 rate:

Tandem scoop operator; Cranes - Rigs or Piledrivers, 150 ft. to 200 ft. of boom (including jib); Tandem scoop.

The following classifications shall receive \$.75 above GROUP 1 rate:
 Cranes - Rigs or Piledrivers, 200 ft. of boom or over
 (including jib.).

 ENG10513-004 05/01/2010

FRANKLIN, JEFFERSON, LINCOLN, ST CHARLES, AND WARREN COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 29.67	19.13
GROUP 2.....	\$ 29.67	19.13
GROUP 3.....	\$ 27.77	19.13
GROUP 4.....	\$ 24.31	19.13

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Backhoe, Cable; Backhoe, Hydraulic (2 cu yds bucket and under regardless of attachment, one oiler for 2 or 3, two oilers for 4 through 6); Backhoe, Hydraulic over 2 cu yds; Cableway; Crane, Crawler or Truck; Crane, Hydraulic - Truck or Cruiser mounted, 16 tons and over; Crane, Locomotive; crane with boom including jib over 100 ft from pin to pin; Crane using rock socket tool; Derrick, Steam; Derrick Car and Derrick Boat; Dragline, 7 cu yds and over; Dredge; Gradall, Crawler or tire mounted; Locomotive, Gas, Steam & other powers; Pile Driver, Land or Floating; Scoop, Skimmer; Shovel, Power (Electric, Gas, Steam or other powers); Shovel, Power (7 cu yds and over); Switch Boat; Whirley; Air Tugger with air compressor; Anchor Placing Barge; Asphalt Spreader; Athey Force Feeder Loader, self-propelled; Backfilling Machine; Boat Operator - Push Boat or Tow Boat (job site); Boiler, High Pressure Breaking in Period; Boom Truck, Placing or Erecting; Boring Machine, Footing Foundation; Bullfloat; Cherry Picker; Combination Concrete Hoist and Mixer (such as Mixermobile); Compressor, Two 125 CFM and under; Compressor, Two through Four over 125 CFM; Compressor when operator runs throttle; Concrete Breaker (Truck or Tractor mounted); Concrete Pump (such as Pumpcrete machine); Concrete Saw (self-propelled); Concrete Spreader; Conveyor, Large (not selfpropelled) hoisting or moving brick and concrete into, or into and on floor level, one or both; Crane, Climbing (such as Linden); Crane, Hydraulic - Rough Terrain, self-propelled; Crane, Hydraulic - Truck or Cruiser mounted - under 16 tons; Drilling machine - Self-powered, used for earth or rock drilling or boring (wagon drills and any hand drills obtaining power from other sources including concrete breakers, jackhammers and Barco equipment no engineer required); Elevating Grader; Engine Man, Dredge; Excavator or Powerbelt Machine; Finishing Machine, self-propelled oscillating screed; Forklift; Generators, Two through Six 30 KW or over; Grader, Road with power blade; Greaser; Highlift; Hoist, Concrete and Brick (Brick cages or concrete skips operating or on tower, Towermobile, or similar equipment); Hoist, Three or more drums in use; Hoist, Stack; Hydro-Hammer; Lad-A-Vator, hoisting brick or concrete; Loading Machine

such as Barber-Greene; Mechanic on job site

GROUP 2: Air Tugger with plant air; Boiler (for power or heating shell of building or temporary enclosures in connection with construction work); Boiler, Temporary; Compressor, One over 125 CFM; Compressor, truck mounted; Conveyor, Large (not self-propelled); Conveyor, Large (not self-propelled) moving brick and concrete (distributing) on floor level; Curb Finishing Machine; Ditch Paving Machine; Elevator (outside); Endless Chain Hoist; Fireman (as required); Form Grader; Hoist, One Drum regardless of size (except brick or concrete); Lad-A-Vator, other hoisting; Manlift; Mixer, Asphalt, over 8 cu ft capacity; Mixer, one bag capacity or less; Mixer, without side loader, two bag capacity or more; Mixer, with side loader, regardless of size, not Paver; Mud Jack (where mud jack is used in conjunction with an air compressor, operator shall be paid \$.55 per hour in addition to his basic hourly rate for covering both operations); Pug Mill operator; Pump, Sump - self powered, automatic controlled over 2"; Scissor Lift (used for hoisting); Skid Steer Loader; Sweeper, Street; Tractor, small wheel type 50 HP and under with grader blade and similar equipment; Welding Machine, One over 400 amp; Winch, operating from truck

GROUP 3: Boat operator - outboard motor, job site; Conveyors (such as Con-Vay-It) regardless of how used; Elevator (inside); Heater operator, 2 through 6; Sweeper, Floor

GROUP 4: Crane type

HOURLY PREMIUMS:

Backhoe, Hydraulic 2 cu yds or less without oiler - \$2.00;
 Certified Crane Operator - \$1.50;
 Certified Hazardous Material Operator \$1.50;
 Crane, climbing (such as Linden) - \$.50;
 Crane, Pile Driving and Extracting - \$.50
 Crane with boom (including job) over
 100 ft from pin to pin - add \$.01 per foot
 to maximum of \$4.00);
 Crane, using rock socket tool - \$.50;
 Derrick, diesel, gas or electric hoisting material
 and erecting steel (150 ft or more above ground) - \$.50;
 Dragline, 7 cu yds and over - \$.50;
 Hoist, Three or more drums in use - \$.50;
 Scoop, Tandem - \$.50;
 Shovel, Power - 7 cu yds and over - \$.50;
 Tractor, Tandem Crawler - \$.50;
 Tunnel, man assigned to work in tunnel or
 tunnel shaft - \$.50;
 Wrecking, when machines are working on
 second floor or higher - \$.50

 ENGI0513-006 05/01/2010

ADAIR, AUDRAIN, BOLLINGER, BOONE, BUTLER, CALLAWAY, CAPE
 GIRARDEAU, CARTER, CLARK, COLE, CRAWFORD, DENT, DUNKLIN,
 GASCONADE, HOWELL, IRON, KNOX, LEWIS, MACON, MADISON, MARIES,
 MARION, MILLER, MISSISSIPPI, MONITEAU, MONROE, MONTGOMERY,

MORGAN, NEW MADRID, OREGON, OSAGE, PEMISCOT, PERRY, PHELPS,
 PIKE, PULASKI, PUTNAM, RALLS, RANDOLPH, REYNOLDS, RIPLEY, ST.
 FRANCOIS, STE. GENEVIEVE, SCHUYLER, SCOTLAND, SCOTT, SHANNON,
 SHELBY, STODDARD, TEXAS, WASHINGTON, AND WAYNE COUNTIES

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 25.60	19.09
GROUP 2.....	\$ 25.25	19.09
GROUP 3.....	\$ 25.05	19.09
GROUP 4.....	\$ 21.40	19.09

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Asphalt finishing machine & trench widening spreader, asphalt plant console operator; autograder; automatic slipform paver; back hoe; blade operator - all types; boat operator tow; boiler two; central mix concrete plant operator; clam shell operator; concrete mixer paver; crane operator; derrick or derrick trucks; ditching machine; dozer operator; dragline operator; dredge booster pump; dredge engineman; dredge operator; drill cat with compressor mounted on cat; drilling or boring machine rotary self-propelled; highloader; hoisting engine 2 active drums; launchhammer wheel; locomotive operator standrad guage; mechanics and welders; mucking machine; piledriver operator; pitman crane operator; push cat operator; quad-trac; scoop operator; sideboom cats; skimmer scoop operator; trenching machine operator; truck crane, shovel operator.

GROUP 2: A-Frame; asphalt hot-mix silo; asphalt roller operator asphalt plant fireman (drum or boiler); asphalt plant man; asphalt plant mixer operator; backfiller operator; barber-greene loader; boat operator (bridge & dams); chip spreader; concrete mixer operator skip loader; concrete plant operator; concrete pump operator; dredge oiler; elevating graded operator; fork lift; grease fleet; hoisting engine one; locomotive operator narrow guage; multiple compactor; pavement breaker; powerbroom self-propelled; power shield; rooter; slip-form finishing machine; stumpcutter machine; side discharge concrete spreader; throttleman; tractor operator (over 50 hp); winch truck; asphalt roller operator; crusher operator.

GROUP 3: Spreader box operator, self-propelled not asphalt; tractor operator (50 h.p. or less); boilers one; chip spreader (front man); churn drill operator; compressor over 105 CFM 2-3 pumps 4" & over; 2-3 light plant 7.5 KWA or any combination thereof; clef plane operator; compressor maintenance operator 2 or 3; concrete saw operator (self-propelled); curb finishing mancine; distributor operator; finishing machine operator; flex plane operator; float operator; form grader operator; pugmill operator; riller operator other than high type asphalt; screening & washing plant operator; siphons & jets; subgrading machine operator; tank car heater (combination boiler & booster); ulmac, ulric or similar spreader; vibrating machine operator; hydrobroom.

GROUP 4: Oiler; grout machine; oiler driver; compressor over 105 CFM one; conveyor operator one; maintenance operator; pump 4" & over one.

FOOTNOTE: HOURLY PREMIUMS

Backhoe hydraulic, 2 cu. yds. or under Without oiler - \$2.00
 Certified Crane Operator - \$1.50;
 Certified Hazardous Material Operator \$1.50;
 Crane, climbing (such as Linden) - \$0.50;
 Crane, pile driving and extracting - \$0.50;
 Crane, with boom (including jib) over 100' from pin to pin add \$0.01 per foot to maximum of \$4.00;
 Crane, using rock socket tool - \$0.50;
 Derrick, diesel, gas or electric, hoisting material and erecting steel (150' or more above the ground) - \$0.50;
 Dragline, 7 cu. yds, and over - \$0.50;
 Hoist, three or more drums in use - \$0.50; Scoop, Tandem - \$0.50;
 Shovel, power - 7 cu. yds. or more - \$0.50;
 Tractor, tandem crawler - \$0.50;
 Tunnel, man assigned to work in tunnel or tunnel shaft - \$0.50;
 Wrecking, when machine is working on second floor or higher - \$0.50;

 ENGI0513-007 05/01/2010

ST. LOUIS CITY AND COUNTY

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 29.67	19.13
GROUP 2.....	\$ 29.67	19.13
GROUP 3.....	\$ 27.77	19.13
GROUP 4.....	\$ 24.31	19.13

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Backhoe, cable or hydraulic; cableway; crane crawler or truck; crane, hydraulic-truck or cruiser mounted 16 tons & over; crane locomotive; derrick, steam; derrick car & derrick boat; dragline; dredge; gradall, crawler or tire mounted; locomotive, gas, steam & other powers; pile driver, land or floating; scoop, skimmer; shovel, power (steam, gas, electric or other powers); switch boat; whirley.

GROUP 2: Air tugger w/air compressor; anchor-placing barge; asphalt spreader; atthey force feeder loader (self-propelled); backfilling machine; backhoe-loader; boat operator-push boat or tow boat (job site); boiler, high pressure breaking in period; boom truck, placing or erecting; boring machine, footing foundation; bull- float; cherry picker; combination concrete hoist & mixer (such as mixer mobile); compressor (when operator runs throttle); concrete breaker (truck or tractor mounted); concrete pump, such as pump-crete machine; concrete saw (self-propelled),

concrete spreader; conveyor, large (not self-propelled), hoisting or moving brick and concrete into, or into and on floor level, one or both; crane, hydraulic-rough terrain, self-propelled; crane hydraulic-truck or cruiser mounted-under 16 tons; drilling machines, self-powered use for earth or rock drilling or boring (wagon drills and any hand drills obtaining power from other sources including concrete breakers, jackhammers and barco equipment-no engineer required); elevating grader; engineman, dredge; excavator or powerbelt machine; finishing machine, self-propelled oscillating screed; forklift; grader, road with power blade; highlift. greaser; hoist, stack, hydro-hammer; loading machine (such as barber-green); machanic, on job site; mixer, pipe wrapping machines; plant asphalt; plant, concrete producing or ready-mix job site; plant heating-job site; plant mixing-job site; plant power, generating-job site; pumps, two through six self-powered over 2"; pumps, electric submersible, two through six, over 4"; quad-track; roller, asphalt, top or sub-grade; scoop, tractor drawn; spreader box; sub-grader; tie tamper; tractor-crawler, or wheel type with or without power unit, power take-offs and attachments regardless of size; trenching machine; tunnel boring machine; vibrating machine automatic, automatic propelled; welding machines (gasoline or diesel) two through six; well drilling machine

GROUP 3: Conveyor, large (not self-propelled); conveyor, large (not self-propelled) moving brick and concrete distributing) on floor level; mixer two or more mixers of one bag capacity or less; air tugger w/plant air; boiler, for power or heating on construction projects; boiler, temporary; compressor (mounted on truck; curb finishing machine; ditch paving machine; elevator; endless chain hoist; form grader; hoist, one drum regardless of size; lad-a-vator; manlift; mixer, asphalt, over 8 cu. ft. capacity, without side loader, 2 bag capacity or more; mixer, with side loader, regardless of size; pug mill operator; pump, sump-self-powered, automatic controlled over 2" during use in connection with construction work; sweeper, street; welding machine, one over 400 amp.; winch operating from truck; scissor lift (used for hoisting); tractor, small wheel type 50 h.p. & under with grader blade & similar equipment; Oiler on dredge and on truck crane.

GROUP 4: Boat operator-outboard motor (job site); conveyor (such as con-vay-it) regardless of how used; sweeper, floor

HOURLY PREMIUMS:

Backhoe, hydraulic	
2 cu. yds. or under without oiler	\$2.00
Certified Crane Operator	1.50
Certified Hazardous Material Operator	1.50
Crane, climbing (such as Linden)	.50
Crane, pile driving and extracting	.50
Crane, with boom (including jib) over 100' (from pin to pin) add \$.01	
per foot to maximum of	4.00
Crane, using rock socket tool	.50
Derrick, diesel, gas or electric, hoisting material and erecting steel	

(150' or more above ground)	.50
Dragline, 7 cu. yds. and over	.50
Hoist, three (3) or more drums in use	.50
Scoop, Tandem	.50
Shovel, power - 7 cu. yds. or more	.50
Tractor, tandem crawler	.50
Tunnel, man assigned to work in tunnel or tunnel shaft	.50
Wrecking, when machine is working on second floor or higher	.50

IRON0010-012 04/01/2010

	Rates	Fringes
Ironworkers:		
ANDREW, ATCHISON, BARTON, BATES, BENTON, CALDWELL, CAMDEN, CARROLL, CEDAR, CHARITON, CHRISTIAN, CLINTON, COOPER, DADE, DALLAS, DAVIESS, DE KALB, GENTRY, GREENE, GRUNDY, HARRISON, HENRY, HICKORY, HOLT, HOWARD, LACLEDE, LINN, LIVINGSTON, MERCER, MONITEAU, MORGAN, NODAWAY, PETTIS, POLK, PUTNAM, RANDLOPH, ST. CLAIR, SALINE, SULLIVAN, TANEY, VERNON, WEBSTER, WRIGHT and WORTH Counties and portions of ADAIR, BOONE, MACON, MILLER and RANDOLPH Counties.....\$ 25.00		22.85
BUCHANAN, CASS, CLAY, JACKSON, JOHNSON, LAFAYETTE, PLATTE AND RAY Counties.....\$ 28.00		22.85

IRON0321-002 08/01/2009

DOUGLAS, HOWELL and OZARK COUNTIES

	Rates	Fringes
Ironworker.....\$ 18.10		12.34

* IRON0396-004 08/04/2010

ST. LOUIS (City and County), ST. CHARLES, JEFFERSON, IRON,
FRANKLIN, LINCOLN, WARREN, WASHINGTON, ST. FRANCOIS, STE.
GENEVIEVE, and REYNOLDS Counties; and portions of MADISON,
PERRY, BOLLINGER, WAYNE, and CARTER Counties

	Rates	Fringes
Ironworker.....\$ 31.98		17.61

IRON0396-009 08/05/2009

AUDRAIN, CALLAWAY, COLE, CRAWFORD, DENT, GASCONADE, MARIES,
MONTGOMERY, OSAGE, PHELPS, PIKE, PULASKI, TEXAS and WRIGHT
Counties; and portions of BOONE, CAMDEN, DOUGLAS, HOWELL,
LACLEDE, MILLER, MONROE, OREGON, SHANNON and RALLS Counties

	Rates	Fringes
Ironworker.....	\$ 26.41	17.51

IRON0577-005 06/01/2010

ADAIR, CLARK, KNOX, LEWIS, MACON, MARION, MONROE, RALLS,
SCHUYLER, SCOTLAND, AND SHELBY COUNTIES

	Rates	Fringes
Ironworker.....	\$ 24.00	15.01

IRON0584-004 06/01/2009

BARRY, JASPER, LAWRENCE, MCDONALD, NEWTON AND STONE Counties

	Rates	Fringes
Ironworkers:.....	\$ 22.10	10.51

IRON0782-003 05/01/2010

CAPE GIRARDEAU, MISSISSIPPI, NEW MADRID, SCOTT, & STODDARD
Counties; and portions of BOLLINGER, BUTLER, CARTER, DUNKLIN,
MADISON, PEMISCOT, PERRY, RIPLEY, and WAYNE Counties

	Rates	Fringes
Ironworkers:		
Locks, Dams, Bridges and other major work on the Mississippi and Ohio River only.....	\$ 28.29	16.85
All Other Work.....	\$ 23.38	14.48

LABO0042-003 03/01/2010

ST. LOUIS (City and County)

	Rates	Fringes
Laborers:		
Plumber Laborers.....	\$ 27.81	11.29

LABO0042-005 03/03/2010

ST. LOUIS (City and County)

	Rates	Fringes
Laborers:		
Dynamiter, Powderman.....	\$ 28.22	11.32
Laborers, Flaggers.....	\$ 27.72	11.32

Wrecking.....\$ 27.60 11.32

LAB00424-002 05/01/2009

	Rates	Fringes
Laborers:		
ADAIR, AUDRAIN, BOONE,		
CALLAWAY, CHARITON, CLARK,		
COLE, COOPER, HOWARD,		
IRON, KNOX, LEWIS, LINN,		
MACON, MADISON, MARION,		
MILLER, MONITEAU, MONROE,		
PERRY, PIKE, PUTNAM,		
RALLS, RANDOLPH, REYNOLDS,		
ST. FRANCOIS, STE.		
GENEVIEVE, SCHUYLER,		
SCOTLAND, SHELBY AND		
SULLIVAN COUNTIES		
GROUP 1.....\$ 24.56	9.29	
GROUP 2.....\$ 25.16	9.29	
BOLLINGER, BUTLER, CAPE		
GIRARDEAU, CARTER,		
CRAWFORD, DENT, DUNKLIN,		
GASCONADE, HOWELL, MARIES,		
MISSISSIPPI, NEW MADRID,		
OREGON, OSAGE, PEMISCOT,		
PHELPS, PULASKI, RIPLEY,		
SCOTT, SHANNON, STODDARD,		
TEXAS, WASHINGTON AND		
WAYNE COUNTIES		
GROUP 1.....\$ 24.56	9.29	
GROUP 2.....\$ 25.16	9.29	
FRANKLIN COUNTY		
GROUP 1.....\$ 26.01	9.29	
GROUP 2.....\$ 26.61	9.29	
JEFFERSON COUNTY		
GROUP 1.....\$ 26.06	9.29	
GROUP 2.....\$ 26.66	9.29	
LINCOLN, MONTGOMERY AND		
WARREN COUNTIES		
GROUP 1.....\$ 24.81	9.29	
GROUP 2.....\$ 25.41	9.29	
ST.CHARLES COUNTY		
GROUP 1.....\$ 27.33	9.29	
GROUP 2.....\$ 27.33	9.29	

LABORERS CLASSIFICATIONS

GROUP 1 - General laborer-flagman, carpenter tenders; salamander Tenders; Dump Man; Ticket Takers; loading trucks under bins, hoppers, and conveyors; track man; cement handler; dump man on earth fill; georgie buggy man; material batch hopper man; spreader on asphalt machine; material mixer man (except on manholes); coffer dams; riprap pavers rock, block or brick; scaffolds over ten feet not self-supported from ground up; skip man on concrete paving; wire mesh setters on concrete paving; all work in connection with sewer, water, gas, gasoling, oil, drainage pipe, conduit pipe, tile and duct lines and all other pipe

lines; power tool operator; all work in connection with hydraulic or general dredging operations; form setters, puddlers (paving only); straw blower nozzle man; asphalt plant platform man; chuck tender; crusher feeder; men handling creosote ties or creosote materials; men working with and handling epoxy material; topper of standing trees; feeder man on wood pulverizers, board and willow mat weavers and cable ties on river work; deck hands; pile dike and revetment work; all laborers working on underground tunnels less than 25 ft. where compressed air is not used; abutment and pier hole men working six (6) ft. or more below ground; men working in coffer dams for bridge piers and footing in the river; barco tamper; jackson or any other similar tamp; cutting torch man; liners, curb, gutters, ditch lines; hot mastic kettlemen; hot tar applicator; hand blade operator; mortar men or brick or block manholes; rubbing concrete, air tool operator under 65 lbs.; caulker and lead man; chain or concrete saw under 15 h.p.; signal Gan; Guard rail and sign erectors.

GROUP 2 - Skilled laborers - Vibrator man; asphalt raker; head pipe layer on sewer work; batterboard man on pipe and ditch work; cliff scalers working from bosun's chairs; scaffolds or platforms on dams or power plants over 10 ft. high; air tool operator over 65 lbs.; stringline man on concrete paving; sandblast man; laser beam man; wagon drill; churn drill; air track drill and all other similar type drills, guniting nozzle man; pressure grout man; screed man on asphalt; concrete saw 15 h.p. and over; grade checker; stringline man on electronic grade control; manhole builder; dynamite man; powder man; welder; tunnel man; waterblaster - 1000 psi or over; asbestos and/or hazardous waste removal and/or disposal

LABO0579-005 05/01/2010

	Rates	Fringes
Laborers: (ANDREW, ATCHISON, BUCHANAN, CALDWELL, CLINTON, DAVIESS, DEKALB, GENTRY, GRUNDY, HARRISON, HOLT, LIVINGSTON, MERCER, NODAWAY and WORTH COUNTIES.)		
GROUP 1.....	\$ 23.54	10.04
GROUP 2.....	\$ 23.89	10.04
Laborers: (BARRY, BARTON, BATES, BENTON, CAMDEN, CARROLL, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE, HENRY. HICKORY, JASPER, JOHNSON, LACLEDE, LAWRENCE, MCDONALD, MORGAN, NEWTON, OZARK, PETTIS, POLK, ST. CLAIR, SALINE, STONE, TANEY, VERNON, WEBSTER and WRIGHT COUNTIES)		
GROUP 1.....	\$ 21.89	9.89
GROUP 2.....	\$ 22.44	9.89

Laborers: (LAFAYETTE COUNTY)

GROUP 1.....	\$ 23.44	10.14
GROUP 2.....	\$ 23.79	10.14

LABORERS CLASSIFICATIONS

GROUP 1: General Laborers - Carpenter tenders; salamander tenders; loading trucks under bins; hoppers & conveyors; track men & all other general laborers; air tool operator; cement handler-bulk or sack; dump man on earth fill; georgie buggy man; material batch hopper man; material mixer man (except on manholes); coffer dams; riprap pavers - rock, block or brick; signal man; scaffolds over ten feet not self-supported from ground up; skipman on concrete paving; wire mesh setters on concrete paving; all work in connection with sewer, water, gas, gasoline, oil drainage pipe, conduit pipe, tile and duct lines and all other pipe lines; power tool operator, all work in connection with hydraulic or general dredging operations; puddlers (paving only); straw blower nozzle man; asphalt plant platform man; chuck tender; crusher feeder; men handling creosote ties or creosote materials; men working with and handling epoxy material or materials (where special protection is required); rubbing concrete; topper of standing trees; batter board man on pipe and ditch work; feeder man on wood pulverizers; board and willow mat weavers and cable tiers on river work; deck hands; pile dike and revetment work; all laborers working on underground tunnels less than 25 feet where compressed air is not used; abutment and pier hole men working six (6) feet or more below ground; men working in coffer dams for bridge piers and footings in the river; ditchliners; pressure groutmen; caulker; chain or concrete saw; cliffscalers working from scaffolds, bosuns' chairs or platforms on dams or power plants over (10) feet above ground; mortarmen on brick or block manholes; toxic and hazardous waste work.

GROUP 2: Skilled Laborers - Head pipe layer on sewer work; laser beam man; Jackson or any other similar tamp; cutting torch man; form setters; liners and stringline men on concrete paving, curb, gutters; hot mastic kettleman; hot tar applicator; sandblasting and gunite nozzle men; air tool operator in tunnels; screed man on asphalt machine; asphalt raker; barco tamper; churn drills; air track drills and all similar drills; vibrator man; stringline man for electronic grade control; manhole builders-brick or block; dynamite and powder men; grade checker.

LABO0663-002 04/01/2010

CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 26.55	11.49
GROUP 2.....	\$ 27.76	11.49

LABORERS CLASSIFICATIONS

GROUP 1: General laborers, Carpenter tenders, salamander tenders, loading trucks under bins, hoppers and conveyors, track men and all other general laborers, air tool operator, cement handler (bulk or sack), chain or concrete saw, deck hands, dump man on earth fill, Georgie Buggies man, material batch hopper man, scale man, material mixer man (except on manholes), coffer dams, abutments and pier hole men working below ground, riprap pavers rock, black or brick, signal man, scaffolds over ten feet not self-supported from ground up, skipman on concrete paving, wire mesh setters on concrete paving, all work in connection with sewer, water, gas, gasoling, oil, drainage pipe, conduit pipe, tile and duct lines and all other pipelines, power tool operator, all work in connection with hydraulic or general dredging operations, straw blower nozzle man, asphalt plant platform man, chuck tender, crusher feeder, men handling creosote ties on creosote materials, men working with and handling epoxy material or materials (where special protection is required), toppler of standing trees, batter board man on pipe and ditch work, feeder man on wood pulverizers, board and willow mat weavers and cable tiers on river work, deck hands, pile dike and revetment work, all laborers working on underground tunnels less than 25 feet where compressed air is not used, abutment and pier hole men working six (6) feet or more below ground, men working in coffer dams for bridge piers and footings in the river, ditchliners, pressure groutmen, caulker and chain or concrete saw, cliffscalers working from scaffolds, bosuns' chairs or platforms on dams or power plants over (10) feet above ground, mortarmen on brick or block manholes, signal man.

GROUP 2: Skilled Laborer - spreader or screed man on asphalt machine, asphalt raker, grade checker, vibrator man, concrete saw over 5 hp., laser beam man, barco tamper, jackson or any other similar tamp, wagon driller, churn drills, air track drills and other similar drills, cutting torch man, form setters, liners and stringline men on concrete paving, curb, gutters and etc., hot mastic kettleman, hot tar applicator, hand blade operators, mortar men on brick or block manholes, sand blasting and gunnite nozzle men, rubbing concrete, air tool operator in tunnels, head pipe layer on sewer work, manhole builder (brick or block), dynamite and powder men.

PAIN0002-002 09/01/2007

CLARK, FRANKLIN, JEFFERSON, LEWIS, LINCOLN, MARION, PIKE, RALLS, ST. CHARLES, ST. LOUIS (CITY & COUNTY), AND WARREN COUNTIES

	Rates	Fringes
Painters:		
Brush and Roller; Taper.....	\$ 28.61	10.24
High work over 60 feet.....	\$ 29.11	10.24
Lead Abatement.....	\$ 29.36	10.24
Pressure Roller; High work under 60 ft.....	\$ 28.86	10.24
Spray & Abrasive Blasting;		

Water Blasting (Over 5000 PSI).....	\$ 30.61	10.24
Taper (Ames Tools & Bazooka).....	\$ 30.21	10.24

PAIN0002-006 04/01/2010

ADAIR, AUDRAIN, BOONE, CALLAWAY, CHARITON, COLE, GASCONADE,
HOWARD, KNOX, LINN, MACON, MONROE, MONTGOMERY, OSAGE, PUTNAM,
RANDOLPH, SCHUYLER, SCOTLAND, SHELBY AND SULLIVAN COUNTIES and
the City of Booneville.

	Rates	Fringes
Painters:		
Bridges, Dams, Locks or Powerhouses.....	\$ 22.40	10.52
Brush and Roll; Taping, Paperhanging.....	\$ 20.40	10.52
Epoxy or Any Two Part Coating; Sandblasting; Stage or other Aerial Work - Platforms over 50 feet high; Lead Abatement.....	\$ 21.40	10.52
Spray; Structural Steel (over 50 feet).....	\$ 20.90	10.52
Tapers using Ames or Comparable Tools.....	\$ 20.65	10.52

PAIN0003-004 04/01/2009

CASS, CLAY, CLINTON, JACKSON, JOHNSON, LAFAYETTE, PLATTE & RAY
COUNTIES

	Rates	Fringes
Painters:		
Brush & Roller.....	\$ 28.23	12.90
Drywall.....	\$ 28.45	12.90
Paper Hanger.....	\$ 28.73	12.90
Steeplejack.....	\$ 33.42	12.90
Storage Bin & Tanks; Stageman; Beltman; Bridgeman; Steelman; Sandblast; Elevator Shaft; Bazooka, Boxes and Power Sander; Lead Abatement; Sprayman; Dipping.....	\$ 29.35	12.90

PAIN0003-011 04/01/2009

BATES, BENTON, CALDWELL, CARROLL, COOPER, DAVIESS, GRUNDY,
HARRISON, HENRY, LIVINGSTON, MERCER, MONITEAU, MORGAN, PETTIS &
SALINE COUNTIES

	Rates	Fringes
Painters:		
Brush & Roller.....	\$ 22.59	12.90
Drywall.....	\$ 22.76	12.90

Paper Hanger.....	\$ 22.99	12.90
Steeplejack.....	\$ 26.74	12.90
Storage Bin & Tanks;		
Stageman; Beltman;		
Bridgeman; Steelman;		
Sandblast; Elevator Shaft;		
Bazooka, Boxes and Power		
Sander; Lead Abatement;		
Sprayman; Dipping.....	\$ 23.48	12.90

PAIN0098-002 05/01/2009

ANDREW, ATCHISON, BUCHANAN, DE KALB, GENTRY, HOLT, NODAWAY &
WORTH COUNTIES

	Rates	Fringes
Painters:		
Brush & Roller.....	\$ 24.43	10.17
Sandblaster.....	\$ 25.43	10.17
Steeplejack.....	\$ 27.43	10.17

PAIN0203-001 04/01/2010

BARRY, BARTON, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE,
HICKORY, HOWELL, JASPER, LAWRENCE, MCDONALD, NEWTON, OZARK,
POLK, ST. CLAIR, STONE, TANEY, VERNON, WEBSTER, and WRIGHT
COUNTIES

	Rates	Fringes
Painters:		
Finisher.....	\$ 19.69	11.06
Painter.....	\$ 19.26	11.49
Sandblaster, High Man,		
Spray Man, Vinyl Hanger,		
Tool Operator.....	\$ 20.26	11.49

PAIN1265-003 07/01/2009

CAMDEN, CRAWFORD, DENT, LACLEDE, MARIES, MILLER, PHELPS,
PULASKI AND TEXAS COUNTIES

	Rates	Fringes
Painters:		
Brush and Roller.....	\$ 23.00	10.66
Floor Work.....	\$ 23.50	10.66
Lead Abatement.....	\$ 25.25	10.66
Spray.....	\$ 24.50	10.66
Structural Steel,		
Sandblasting and All Tank		
Work.....	\$ 24.25	10.66
Taping, Paperhanging.....	\$ 24.00	10.66

PAIN1292-002 09/01/2009

BOLLINGER, BUTLER, CAPE GIRARDEAU, CARTER, DUNKLIN,
MISSISSIPPI, NEW MADRID, OREGON, PEMISCOT, PERRY, REYNOLDS,
RIPLEY, SCOTT, SHANNON, STODDARD and WAYNE COUNTIES

	Rates	Fringes
Painters:		
Bridges, Stacks & Tanks.....	\$ 26.68	10.00
Commercial.....	\$ 19.23	10.00
Industrial.....	\$ 21.73	10.00
Spray & Abrasive Blasting...	\$ 21.23	10.00
Taper (Tools).....	\$ 19.48	10.00
Waterblasting.....	\$ 21.23	10.00

Height Rates (All Areas):
Over 60 ft. \$0.50 per hour.
Under 60 ft. \$0.25 per hour.

PAIN1292-003 09/01/2009

IRON, MADISON, ST. FRANCOIS, STE. GENEVIEVE and WASHINGTON
COUNTIES

	Rates	Fringes
Painters:		
Bridges, Stacks & Tanks.....	\$ 26.68	10.00
Commercial.....	\$ 21.33	10.00
Industrial.....	\$ 22.33	10.00
Lead Abatement.....	\$ 22.08	10.00
Spray & Abrasive Blasting...	\$ 23.33	10.00
Tapers (Tools).....	\$ 21.58	10.00
Water Blasting.....	\$ 23.33	10.00

Height Rates (All Areas):
Over 60 ft. \$0.50 per hour
Under 60 ft. \$0.25 per hour.

* PLAS0518-006 03/01/2010

BARRY, BARTON, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE,
HICKORY, JASPER, LACLEDE, LAWRENCE, MCDONALD, NEWTON, OZARK,
POLK, ST. CLAIR, STONE, TANEY, VERNON, WEBSTER, AND WRIGHT
COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 21.41	7.69

* PLAS0518-007 04/01/2010

CASS (Richards-Gebaur AFB only), CLAY, JACKSON, PLATTE AND RAY
COUNTIES

	Rates	Fringes
Cement Masons:.....	\$ 28.69	12.63

* PLAS0518-011 04/01/2010

ANDREW, ATCHISON, BATES, BUCHANNAN, CLINTON, DEKALB, GENTRY,
HENRY, HOLT, JOHNSON, LAFAYETTE, NODAWAY & WORTH COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 29.78	14.45

 * PLAS0527-001 04/01/2010

	Rates	Fringes
Cement Masons:		
FRANKLIN, LINCOLN AND		
WARREN COUNTIES.....	\$ 27.88	14.13
JEFFERSON, ST. CHARLES		
COUNTIES AND ST. LOUIS		
(City and County).....	\$ 29.05	14.21

 * PLAS0527-004 06/01/2010

CRAWFORD, DENT, IRON, MADISON, MARION, PHELPS, PIKE, PULASKI,
 RALLS, REYNOLDS, ST. FRANCOIS, STE. GENEVIEVE, SHANNON, TEXAS,
 WASHINGTON COUNTIES

	Rates	Fringes
Cement Masons:.....	\$ 25.89	14.13

 * PLAS0908-001 05/01/2010

BOLLINGER, BUTLER, CAPE GIRARDEAU, CARTER, DUNKLIN, HOWELL,
 MISSISSIPPI, NEW MADRID, OREGON, PEMISCOT, PERRY, RIPLEY,
 SCOTT, STODDARD, AND WAYNE COUNTIES

	Rates	Fringes
CEMENT MASON.....	\$ 21.15	9.30

 * PLAS0908-005 03/01/2010

BENTON, CALDWELL, CALLAWAY, CAMDEN, CARROLL, COLE, DAVIESS,
 GASCONADE, GRUNDY, HARRISON, LIVINGSTON, MACON, MARIES, MERCER,
 MILLER, MONTGOMERY, MORGAN, OSAGE, PETTIS & SALINE COUNTIES

	Rates	Fringes
CEMENT MASON.....	\$ 25.08	9.60

 PLUM0008-003 06/01/2010

BATES, BENTON, CARROLL, CASS, CLAY, HENRY, JACKSON, JOHNSON,
 LAFAYETTE, MORGAN, PETTIS, PLATTE, RAY, ST. CLAIR, SALINE AND
 VERNON COUNTIES

	Rates	Fringes
Plumbers.....	\$ 37.09	19.62

 PLUM0045-003 09/01/2008

ANDREW, ATCHISON, BUCHANAN, CALDWELL, CLINTON, DAVIESS, DEKALB,
 GENTRY, HARRISON, HOLT, NODAWAY AND WORTH COUNTIES

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 32.00	15.25

 PLUM0178-003 11/01/2009

BARRY, CEDAR, CHRISTIAN, DADE, DALLAS, DOUGLAS, GREENE,
 HICKORY, LACLEDE, LAWRENCE, POLK, STONE, TANEY, WEBSTER AND
 WRIGHT COUNTIES

	Rates	Fringes
Plumbers and Pipefitters.....	\$ 26.50	13.20

 PLUM0178-006 11/01/2009

BARTON, JASPER, MCDONALD AND NEWTON COUNTIES

	Rates	Fringes
Plumbers and Pipefitters		
Projects \$750,000 & under...	\$ 23.53	13.20
Projects over \$750,000.....	\$ 26.50	13.20

 PLUM0533-004 06/01/2010

BATES, BENTON, CARROLL, CASS, CLAY, HENRY, HICKORY, JACKSON,
 JOHNSON, LAFAYETTE, MORGAN, PETTIS, PLATTE, RAY, SALINE, ST.
 CLAIR AND VERNON COUNTIES

	Rates	Fringes
Pipefitters.....	\$ 39.08	19.07

 PLUM0562-004 01/01/2010

ADAIR, AUDRAIN, BOLLINGER, BOONE, BUTLER, CALLAWAY, CAMDEN, CAPE
 GIRARDEAU, CARTER, CHARITON, CLARK, COLE, COOPER, CRAWFORD,
 DENT, DUNKLIN, FRANKLIN, GASCONADE, GRUNDY, HOWARD, HOWELL,
 IRON, JEFFERSON, KNOX, LEWIS, LINCOLN, LINN, LIVINGSTON, MACON,
 MADISON, MARIES, MARION, MERCER, MILLER, MISSISSIPPI, MONITEAU,
 MONROE, MONTGOMERY, NEW MADRID, OREGON, OSAGE, PEMISCOTT,
 PERRY, PHELPS, PIKE, PULASKI, PUTNAM, RALLS, RANDOLPH,
 REYNOLDS, RIPLEY, ST. CHARLES, ST. FRANCOIS, STE. GENEVIEVE, ST.
 LOUIS, SCHUYLER, SCOTLAND, SCOTT, SHANNON, SHELBY, STODDARD,
 SULLIVAN, TEXAS, WARREN, WASHINGTON, AND WAYNE COUNTIES.

	Rates	Fringes
Plumbers and Pipefitters		
Projects \$7.0 million & under.....	\$ 32.66	16.04
Projects over \$7.0 million..	\$ 34.00	21.43

 PLUM0562-016 01/01/2010

CAMDEN, COLE, CRAWFORD, FRANKLIN, JEFFERSON, MARIES, MILLER,
 MONITEAU, OSAGE, PHELPS, PULASKI, ST. CHARLES, ST. LOUIS (City
 and County), WARREN and WASHINGTON COUNTIES

	Rates	Fringes
Plumbers		
Projects \$7.0 million & under.....	\$ 32.66	16.04
Projects over \$7.0 million..	\$ 34.00	21.43

* TEAM0013-001 05/01/2010

	Rates	Fringes
Truck drivers (ADAIR, BUTLER, CLARK, DUNKIN, HOWELL, KNOX, LEWIS, OREGON, PUTNAM, RIPLEY, SCHUYLER AND SCOTLAND COUNTIES)		
GROUP 1.....	\$ 25.84	9.85
GROUP 2.....	\$ 26.00	9.85
GROUP 3.....	\$ 25.99	9.85
GROUP 4.....	\$ 26.11	9.85
Truck drivers (AUDRAIN, BOLLINGER, BOONE, CALLAWAY, CAPE GIRARDEAU, CARTER, COLE, CRAWFORD, DENT, GASCONADE, IRON, MACON, MADISON, MARIES, MARION, MILLER, MISSISSIPPI, MONROE, MONTGOMERY, NEW MADRID, OSAGE, PEMISCOT, PERRY, PHELPS, PIKE, PULASKI, RALLS, REYNOLDS, ST. FRANCOIS, STE. GENEVIEVE, SCOTT, SHANNON, SHELBY, STODDARD, TEXAS, WASHINGTON AND WAYNE COUNTIES)		
GROUP 1.....	\$ 26.57	9.85
GROUP 2.....	\$ 26.73	9.85
GROUP 3.....	\$ 26.72	9.85
GROUP 4.....	\$ 26.84	9.85
Truck drivers (FRANKLIN, JEFFERSON and ST. CHARLES COUNTIES)		
GROUP 1.....	\$ 28.93	9.85
GROUP 2.....	\$ 29.04	9.85
GROUP 3.....	\$ 29.08	9.85
GROUP 4.....	\$ 29.15	9.85
Truck drivers (LINCOLN and WARREN COUNTIES)		
GROUP 1.....	\$ 27.58	9.85
GROUP 2.....	\$ 27.69	9.85
GROUP 3.....	\$ 28.73	9.85
GROUP 4.....	\$ 27.80	9.85

TRUCK DRIVERS CLASSIFICATIONS:

GROUP 1: Flat Bed Trucks, Single Axle; Station Wagons; Pickup Trucks; Material Trucks, Single Axle; Tank Wagon, Single Axle

GROUP 2: Agitator and Transit Mix Trucks

GROUP 3: Flat Bed Trucks, Tandem Axle; Articulated Dump Trucks; Material Trucks, Tandem Axle; Tank Wagon, Tandem Axle

GROUP 4: Semi and/or Pole Trailers; Winch, Fork & Steel Trucks; Distributor Drivers and Operators; Tank Wagon, Semi-Trailer; Insley Wagons, Dumpsters, Half-Tracks, Speedace, Euclids and other similar equipment; A-Frame and Derrick Trucks; Float or Low Boy

* TEAM0056-001 05/01/2010

	Rates	Fringes
Truck drivers (ANDREW, BARTON, BATES, BENTON, CALDWELL, CAMDEN, CARROLL, CEDAR, CHARITON, CHRISTIAN, CLINTON, COOPER, DADE, DALLAS, DAVIESS, DEKALE, DOUGLAS, GREENE, HENRY, HICKORY, HOWARD, JASPER, LACLEDE, LAWRENCE, LINN, LIVINGSTON, MONITEAU, MORGAN, NEWTON, PETTIS, POLK, RANDOLPH, ST. CLAIR, SALINE, VERNON, WEBSTER AND WRIGHT COUNTIES)		
GROUP 1.....	\$ 26.27	9.85
GROUP 2.....	\$ 26.43	9.85
GROUP 3.....	\$ 26.42	9.85
GROUP 4.....	\$ 26.54	9.85
Truck drivers: (ATCHISON, BARRY, GENTRY, GRUNDY, HARRISON, HOLT, MCDONALD, MERCER, NODAWAY, OZARK, STONE, SULLIVAN, TANEY AND WORTH COUNTIES)		
GROUP 1.....	\$ 25.54	9.85
GROUP 2.....	\$ 25.70	9.85
GROUP 3.....	\$ 25.69	9.85
GROUP 4.....	\$ 25.81	9.85
Truck drivers; (BUCHANAN, JOHNSON AND LAFAYETTE COUNTIES)		
GROUP 1.....	\$ 27.48	9.85
GROUP 2.....	\$ 27.59	9.85
GROUP 3.....	\$ 27.63	9.85
GROUP 4.....	\$ 27.70	9.85

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Flat bed trucks single axle; station wagons; pickup trucks; material trucks single axle; tank wagons single axle.

GROUP 2: Agitator and transit mix-trucks.

GROUP 3: Flat bed trucks tandem axle; articulated dump trucks; material trucks tandem axle; tank wagons tandem

axle.

GROUP 4: Semi and/or pole trailers; winch, fork & steel trucks; distributor drivers & operators; tank wagons semi-trailer; insley wagons, dumpsters, half-tracks, speedace, euclids & other similar equipment; A-frames and derrick trucks; float or low boy.

* TEAM0245-001 03/25/2010

BARRY, BARTON, CAMDEN, CEDAR, CHRISTIAN, DALLAS, DENT, DOUGLAS, GREENE, HICKORY, HOWELL, JASPER, LACLEDE, LAWRENCE, MCDONALD, MILLER, NEWTON, OZARK, PHELPS, POLK, PULASKI, SHANNON, STONE, TANEY, TEXAS, VERNON, WEBSTER AND WRIGHT COUNTIES

	Rates	Fringes
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Truck drivers:

Traffic Control Service		
Driver.....	\$ 19.45	0.00

PAID HOLIDAYS: New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day, employee's birthday and 2 personal days.

TEAM0541-001 04/01/2010

CASS, CLAY, JACKSON, PLATTE AND RAY COUNTIES

	Rates	Fringes
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Truck drivers:

GROUP 1.....	\$ 29.21	11.10
GROUP 2.....	\$ 28.64	11.10
GROUP 3.....	\$ 28.12	11.10

TRUCK DRIVERS CLASSIFICATIONS

GROUP 1: Mechanics and Welders, Field; A-Frame Low Boy-Boom ruck Driver.

GROUP 2: Articulated Dump Truck; Insley Wagons: Dump Trucks, Excavating, 5 cu yds and over; Dumpsters; Half-Tracks: Speedace: Euclids & similar excavating equipment Material trucks, Tandem Two teams; Semi-Trailers; Winch trucks-Fork trucks; Distributor Drivers and Operators; Agitator and Transit Mix; Tank Wagon Drivers, Tandem or Semi; One Team; Station Wagons; Pickup Trucks; Material Trucks, Single Axle; Tank Wagon Drivers, Single Axle

GROUP 3: Oilers and Greasers - Field

* TEAM0682-002 05/01/2008

ST LOUIS CITY AND COUNTY

	Rates	Fringes
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Truck drivers:

GROUP 1.....	\$ 26.605	4.69+a+b+c+d
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GROUP 2.....	\$ 26.805	4.69+a+b+c+d
GROUP 3.....	\$ 26.905	4.69+a+b+c+d

a. PENSION: \$27.60 per day, \$138.00 maximum per week.

b. HAZMAT PREMIUM: If Hazmat certification on a job site is required by a state or federal agency or requested by project owner or by the employer, employees on that job site shall receive \$1.50 premium pay.

TRUCK DRIVERS CLASSIFICATIONS

GROUP 1 - Pick-up trucks; forklift, single axle; flatbed trucks; job site ambulance, and trucks or trailers of a water level capacity of 11.99 cu. yds. or less

GROUP 2 - Trucks or trailers of a water level capacity of 12.0 cu yds. up to 22.0 cu yds. including euclids, speedace and similar equipment of same capacity and compressors

GROUP 3 - Trucks or trailers of a water level capacity of 22.0 cu. yds & over including euclids, speedace & all floats, flatbed trailers, boom trucks, winch trucks, including small trailers, farm wagons tilt-top trailers, field offices, tool trailers, concrete pumps, concrete conveyors & gasoline tank trailers and truck mounted mobile concrete mixers

FOOTNOTE FOR TRUCK DRIVERS:

c. PAID HOLIDAYS: Christmas Day, Independence Day, Labor Day, Memorial Day, Veterans Day, New Years Day, Thanksgiving Day

d. PAID VACATION: 3 days paid vacation for 600 hours of service in any one contract year; 4 days paid vacation for 800 hours of service in any one contract year; 5 days paid vacation for 1,000 hours of service in any one contract year. When such an employee has completed 3 years of continuous employment with the same employer and then works the above required number of hours, he shall receive double the number of days of vacation specified above. When such an employee has completed 10 years of continuous employment with the same employer and then works the above required number of hours, he shall receive triple the number of days of vacation specified above. When such an employee has completed 15 years of continuous employment with the same employer and then works the above required number of hours, he shall receive 4 times the number of days of vacation specified above.

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

In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.

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

N. DAILY EARTHWORK DUTY (revised 10-8-10)

On a daily basis, the Contractor shall be responsible for maintaining drainage patterns that avoids the ponding of drainage water unless specifically called for in the STORM WATER POLLUTION PROTECTION PLAN.

Q. CONDITIONS AT THE SITE (revised 10-8-10)

The Contractor shall make such investigations of conditions above or below the surface of the ground, as he may deem necessary for the proper and timely performance of his work, including but not limited to the making of borings. No oral representations by any persons respecting such conditions shall in any manner be binding upon the Owner or the Consultant.

The Owner has, for its own use, made borings at or near the site of the work. Copies of the boring logs/data are included in the back of the Project Manual for the Contractor's convenience and examination. The full geotechnical report is not a part of the Contract Documents and will be provided for inspection upon Contractor's request. Any interpretations or conclusions drawn by the Contractor from such data shall be his own, and the Owner and Consultant make no representation or guaranty concerning the accuracy or completeness of such data.

The borings from the excavation areas have indicated that the rock quality is poor to below average, which has led to 2:1 backslopes being proposed in the construction documents (on the cut sections). However, if the engineer determines that field conditions show substantial improvements in the actual quality of existing rock in the cut sections (when compared to the soil boring reports), the engineer may allow the contractor to construct backslopes steeper than 2:1 and/or rock benching, provided there remains enough material to construct all of the required embankment. All such modifications to the 2:1 backslope configuration shall meet the approval of the engineer.

The contractor shall take into account the potential for these varying backslopes in the rock cut areas. This potential shall be incidental to the cost of CLASS C EXCAVATION.