



MISSOURI
HIGHWAYS and TRANSPORTATION
COMMISSION
JEFFERSON CITY, MISSOURI
SPECIFICATIONS
FOR
CONSTRUCTING OR IMPROVING

**District – 10
Rest Area Site Demolition
Steele, Missouri**

9-100611

**INVITATION
FOR BID (IFB)
FORM**

**MISSOURI DEPARTMENT OF TRANSPORTATION
GENERAL SERVICES - FACILITIES
1320 CREEK TRAIL DRIVE – P.O. BOX 270
JEFFERSON CITY, MO 65102**

REQUEST NO.	9-100611
DATE	May 26, 2010

SEALED BIDS, SUBJECT TO THE CONDITIONS ON ALL PAGES OF THIS IFB WILL BE RECEIVED AT THIS OFFICE LOCATED AT 1320 CREEK TRAIL DR., JEFFERSON CITY, MO UNTIL:

3:00 PM LOCAL TIME; June 11, 2010

AND THEN PUBLICLY OPENED AND READ FOR FURNISHING THE FOLLOWING SUPPLIES OR SERVICES.

Facsimile or emailed bids shall not be accepted.
SIGN AND RETURN BEFORE TIME SET FOR OPENING.

Steele Rest Area - Southbound
Southbound I-55, 2 Miles South of Route 164/61 and I-55,
Mile Marker 2
Nearby City: Arkansas State Line - 2 miles south

Steele Rest Area - Northbound
Northbound I-55, 2 Miles North of Arkansas State Line on I-55,
Mile Marker 2
Nearby City: Steele - 6 miles north

Attached and part of this IFB:
Special Provisions (Roadway)
Materials – Asbestos & Heavy Metal Paint Inspection Report
Standard Conditions for NPDES Permits Issued by Missouri Department of Natural Resources

RES DATA SHEET
Drawing
General Wage Order 53

BUYER: Clayton Hanks Clayton.Hanks@modot.mo.gov **BUYER TELEPHONE:** 573-522-9565

The purpose of this solicitation is to establish a contract to provide Demolition services as described herein.

1. The undersigned, having examined the proposed Contract Documents titled: “District 10 – Steele Site Demolition” and having visited the sites and examined the conditions affecting the Work, hereby proposes and agrees to furnish all labor, materials, equipment and everything which may be necessary or incidental thereto, as proposed by said Contract Documents, all to the satisfaction of the Chief Engineer of the Missouri Department of Transportation and the Missouri Highway and Transportation Commission, for the stipulated sum of:

_____ DOLLARS (\$ _____).

2. The undersigned, acknowledges having examined and being familiar with the contract documents including the drawings, the Instructions to Bidders, General Conditions, Supplementary Conditions and the body of technical specifications.
3. The undersigned acknowledges receipt of Addenda number _____ through _____ inclusive.
4. Enclosed with this bid is bid security in the amount of not less than 5% of the bidder's proposed Contract Sum, the amount being _____ DOLLARS (\$ _____).

Date: _____ **Firm Name:** _____
Telephone No.: _____ **Address:** _____
Fax No.: _____
Federal I.D. No. _____ **By (Signature):** _____
Email Address: _____ **Type/Print Name** _____

“Notice to Contractors

MoDOT will receive bids at its One Stop Office, 1320 Creek Trail Dr., Jefferson City, MO until 3:00 PM on June 11, 2010 for I-55 Northbound and Southbound Steele Area site demolition. Contact Clayton Hanks at 573-522.9565 or Clayton.Hanks@modot.mo.gov to obtain plans, forms, & information or download them at no charge at http://modot.gov/business/contractor_resources/FacilitiesConstructionandMaintenance.htm.”

PREFERENCE IN PURCHASING PRODUCTS

DATE: _____

The bidders attention is directed to Section 34.076 RSMo 2000 which gives preference to Missouri corporations, firms, and individuals when letting contracts or purchasing products.

Bids/Quotations received will be evaluated on the basis of this legislation.

All vendors submitting a bid/quotation must furnish ALL information requested below.

FOR CORPORATIONS:

State in which incorporated: _____

FOR OTHERS:

State of domicile: _____

FOR ALL VENDORS:

List address of Missouri offices or places of business:

THIS SECTION MUST BE COMPLETED AND SIGNED:

FIRM NAME: _____

ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

BY (signature required): _____

Federal Tax I.D. #: _____ **if no Federal Tax I.D. # - list Social Security #:** _____

NOTE: For bid/quotation to be considered, the "Preference in Purchasing Products" form must be on file in the General Services (Facilities Management) Division and must be dated in the current calendar year.

MISSOURI DOMESTIC PRODUCTS PROCUREMENT ACT

The bidder's attention is directed to the Missouri Domestic Products Procurement Act, Sections 34.350 to 34/359, RsMO, which requires all manufactured goods or commodities used or supplied in the performance of this contract or any subcontract to be manufactured or produced in the United States.

Section 34.355, RsMO, requires the vendor or contractor to certify his compliance with Section 34.353 and, if applicable, Section 34.359, RsMO, at the time of bidding **and** prior to payment. Failure to comply with Section 34.353, RsMO, during the performance of the contract **and** to provide certification of compliance prior to payment will result in nonpayment for those goods or commodities.

Section 34.353.2, RsMO, specifies that it does not apply where the total contract is less than Twenty-Five Thousand Dollars (\$25,000.00). If your total bid is Twenty-Five Thousand Dollars (\$25,000.00) or more, you **must** complete this form as directed below.

Failure to complete and return this document with this bid will cause the State to presume the manufactured goods or products listed in the bid are not manufactured or produced in the United States, and the bid will be evaluated on that basis. Please read the certification appearing below on this form.

- [] If all the goods or products specified in the attached bid which the bidder proposes to supply to the State shall be manufactured or produced in the "United States" as defined in Section 34.350, RsMO, check the box at left.

- [] If only one item of any particular goods or products specified in the attached bid is manufactured or produced in the "United States" as defined in Section 34.350, RsMO, check the box at left and list the items (or item number) here:

- [] If any or all of the goods or products specified in the attached bid which the bidder proposes to supply to the State are **not** manufactured or produced in the "United States" as defined in Section 34.350, RsMO, then: (a) check the box at left; (b) list below, by item (or item number), the country other than the United States where each good or product is manufactured or produced; and (c) check the boxes to the left of the paragraphs below if applicable and list the corresponding items (or item numbers) in the spaces provided.

Item (or item number)	Location Where Item Manufactured or Produced

(attach an additional sheet if necessary)

- [] The following specified goods or products cannot be manufactured or produced in the United States in sufficient quantities or in time to meet the contract specifications. Items (or item numbers): _____

- [] The following specified goods or products must be treated as manufactured or produced in the United States, in accordance with an existing treaty, law, agreement, or regulation of the United States, including a treaty between the United States and any foreign country regarding export-import restrictions or international trade. Items (or item numbers): _____

CERTIFICATION

By submitting this document, completed as directed above, with a bid, the bidder certifies under penalty of making false declaration (Section 575.060, RsMO) that the information contained in this document is true, correct and complete, and may be relied upon by the State in determining the bidders qualifications under and in compliance with the Missouri Domestic Products Procurement Act.

The bidder's failure to complete and return this document with the bid as directed above will cause the State to presume the manufactured goods or products listed in the bid are not manufactured or produced in the United States, and the bid will be evaluated on that basis pursuant to Section 34.353.3(2), RsMO.

MISSOURI SERVICE-DISABLED VETERAN BUSINESS PREFERENCE

By virtue of statutory authority, RSMo 34.074, a preference will be given all contracts for the performance of any job or service to service-disabled veteran business either doing business as Missouri firms, corporations, or individuals; or which maintain Missouri offices or places of business, when the quality of performance promised is equal or better and the price quoted is the same or less or whenever competing bids, in their entirety, are comparable.

Definitions:

Service-Disabled Veteran is defined as any individual who is disabled as certified by the appropriate federal agency responsible for the administration of veterans' affairs.

Service-Disabled Veteran Business is defined as a business concern:

- a. Not less than fifty-one (51) percent of which is owned by one or more service-disabled veterans or, in the case of any publicly owned business, not less than fifty-one (51) percent of the stock of which is owned by one or more service-disabled veterans; and
- b. The management and daily business operations of which are controlled by one or more service-disabled veterans.

If an offeror meets the definitions of a service-disabled veteran and a service-disabled veteran business as defined in 34.074 RSMo and is either doing business as a Missouri firm, corporation, or individual; or maintains a Missouri office or place of business, the offeror **must** provide the following with the proposal in order to receive the Missouri service-disabled veteran business preference over a non-Missouri service-disabled veteran business when the quality of performance promised is equal or better and the price quoted is the same or less or whenever competing proposals, in their entirety, are comparable:

- a. A copy of a letter from the Department of Veterans Affairs (VA), or a copy of the offeror's discharge paper (DD Form 214, Certificate of Release or Discharge from Active Duty) from the branch of service the offeror was in, stating that the offeror has a service-connected disability rating ranging from 0 to 100% disability; and
- b. A completed copy of this exhibit

(NOTE: For ease of evaluation, please attach copy of the above-referenced letter from the VA or a copy of the offeror's discharge paper to this Exhibit.)

By signing below, I certify that I meet the definitions of a service-disabled veteran and a service-disabled veteran business as defined in 34.074 RSMo and that I am either doing business as a Missouri firm, corporation, or individual; or maintain Missouri offices or places of business at the location(s) listed below.

Veteran Information

Business Information

Service-Disabled Veteran's Name, (Please Print)

Service-Disabled Veteran's Signature

Service-Disabled Veteran Business Name

Missouri Address of Service-Disabled Veteran Business

SUBCONTRACTOR LISTING

1. For portions of the Work equaling or exceeding 1% of the total proposed Contract Sum, the undersigned proposes to use the following subcontractors. Except as otherwise approved by the Owner, the undersigned proposes to perform all other portions of the Work with his own forces.

2. Portion of the Work:	Subcontractor name and address:
_____	_____

_____	_____

_____	_____

_____	_____

USE ADDITIONAL SHEETS
IF REQUIRED

PROVIDE SIGNATURE
IDENTICAL TO THAT
SHOWN ON THE BID FORM

BIDDER:

by _____

BID BOND

KNOW ALL MEN BY THESE PRESENTS, that we _____,
as Principal, and _____,
as Surety, are held firmly bound unto the State of Missouri (acting by and through the Missouri Highway and
Transportation Commission) in the penal sum of _____ Dollars (\$ _____),
to be paid to the State of Missouri, or the Missouri Highway and Transportation Commission, to be credited to the
State Road Fund and Principal and Surety binding themselves, their heirs, executors, administrators, successors and
assigns, jointly and severally, firmly by these presents.

Sealed with our seals and dated this _____ day of _____, 20_____.

THE CONDITION OF THIS OBLIGATION is such that:
WHEREAS, the Principal is submitting herewith a bid to the Missouri Highway and Transportation Commission on
Route(s) _____,
in _____ County(ies), Project(s) _____,
for construction or improvement as set out in said proposal.

NOW THEREFORE, if the Missouri Highway and Transportation Commission shall accept the bid of the Principal,
and if said Principal shall properly execute and deliver to the Missouri Highway and Transportation Commission the
Contract, Contract Bond, Specifications and evidence of insurance coverage in compliance with the requirements of
the Proposal, to the satisfaction of the Missouri Highway and Transportation Commission, then this obligation shall
be void and of no effect, otherwise to remain in full force and effect.

In the event the said Principal shall, in the judgment of the Missouri Highway and Transportation Commission, fail to
comply with any requirement as set forth in the preceding paragraph, then the State of Missouri, acting through the
Missouri Highway and Transportation Commission, shall immediately and forthwith be entitled to recover the fees,
and any other expense of recovery.

Principal

Surety

By _____

Attorney in Fact (SEAL)

Attest: (CORPORATE SEAL)

Corporate Secretary

Note: This bond must be executed by the Principal and by a Corporate Surety authorized to conduct
surety business in the State of Missouri.

*Missouri
Department
of Transportation*



105 West Capitol Avenue
P.O. Box 270
Jefferson City, MO 65102
(573) 751-2551
Fax (573) 751-6555
www.modot.org

Pete K. Rahn, Director

May 26, 2010

Dear Sir or Madam:

Effective January 1, 2009 and pursuant to Section 285.530(1) RSMo, no business entity or employer shall knowingly employ, hire for employment, or continue to employ an unauthorized alien to perform work within the State of Missouri.

As a condition for the award of any contract in excess of five thousand dollars by the Missouri Highways and Transportation Commission/Missouri Department of Transportation (MoDOT) to a business entity, the business entity shall, by sworn affidavit and provisions of documentation, affirm enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contract. Every such business entity shall sign an affidavit affirming that it does not knowingly employ any person who is an unauthorized alien in connection with the contract.

For vendors that are not already enrolled and participating in a federal work authorization program, E-Verify is an example of this type of program. Acceptable enrollment and participation documentation consists of **completed** a copy of the E-Verify Memorandum of Understanding (MOU).

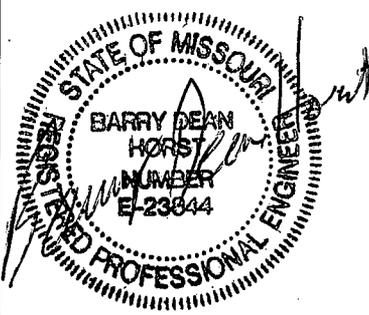
Any vendor that is not already enrolled and participating in a federal work authorization program and has the intent of doing business with MoDOT, should begin the enrollment process immediately. E-Verify is available at http://www.dhs.gov/xprevprot/programs/gc_1185221678150.shtm.

If you should have any questions or need additional information, please feel free to contact Clayton Hanks at (573) 522-9565.

SPECIAL PROVISIONS TABLE OF CONTENTS (ROADWAY)

(Job Special Provisions shall prevail over General Special Provisions whenever in conflict therewith).

- A. General - State
- B. Supplemental Revisions
- C. Project Contact for Contractor/Bidder Questions
- D. Utilities
- E. Time for Completion of Work
- F. Relocation of Water Hydrant
- G. Relocation of Power Supply
- H. Relocation of Lighting Controller
- I. Wastewater Lagoon Closure
- J. Disposal Of Excess Material
- K. Fertilizing, Seeding and Mulching

	<p>MISSOURI HIGHWAYS AND TRANSPORTATION COMMISSION 105 W. CAPITOL AVE. JEFFERSON CITY, MO 65102 Phone 1-888-275-6636</p>
	<p>JOB NUMBER: C0292016 PEMISCOT COUNTY, MO DATE PREPARED: 05-18-10</p>
<p>Date: <i>5/26/10</i></p>	<p>ADDENDUM DATE:</p>
<p>Only the following items of the Job Special Provisions (Roadway) are authenticated by this seal:</p>	

JOB
SPECIAL PROVISIONS

A. GENERAL – STATE

1.0 Description. The Federal Government is not participating in the cost of construction of this project.

1.1 This contract requires payment of the prevailing hourly rate of wages for each craft or type of worker required to execute the contract as determined by the Missouri Department of Labor and Industrial Relations. The current State Wage Rates have been attached and any updated version may be inspected at any District Office or at the Central Office in Jefferson City, MO. This supplemental bidding document has important legal consequences. It shall be conclusively presumed that they are in the bidder's possession, and they have been reviewed and used by the bidder in the preparation of any bid submitted on this project.

State Wage Rates

1.2 The following documents are available on the Missouri Department of Transportation web page at www.modot.mo.gov under "Business With MoDOT" "Standards and Specifications". The effective version shall be determined by the letting date of the project.

General Provisions & Supplemental Specifications

Supplemental Plans to October 2009 Missouri Std. Plans
For Highway Construction

These supplemental bidding documents contain all current revisions to the bound printed versions and have important legal consequences. It shall be conclusively presumed that they are in the bidder's possession, and they have been reviewed and used by the bidder in the preparation of any bid submitted on this project.

B. SUPPLEMENTAL REVISIONS

Insert 109.15, subsequent section renumbered accordingly:

MEASUREMENT AND PAYMENT

109.15 Asphalt Cement Price Index. Adjustments will be made to the payments due the Contractor for any plant mix bituminous base, plant mix bituminous pavement, plant mix bituminous surface leveling, asphaltic concrete pavement and ultrathin bonded asphalt wearing surface that contains PG64-22, PG70-22 or PG76-22 when it has been determined that the monthly average price for the midpoint of the published prices of PG64-22 for St. Louis, Missouri area and Kansas City area has fluctuated from the monthly average price of the month the project was bid. The St. Louis, Missouri area and Kansas City area prices will be obtained from the Asphalt Weekly Monitor® published by Poten & Partners Inc. The monthly base price will be the price from the last published Asphalt Weekly Monitor® prior to MoDOT's monthly bid opening. The monthly base price, established prior to the monthly bid opening, shall apply to payment estimates for the following month.

109.15.1 The adjusted contract unit price will be applied to the actual amount of asphalt binder used by the Contractor for all asphalt items. The adjustment will be applied to projects that have a quantity of asphalt wet ton mix pay items or converted square yard quantity over 1000 tons. For projects that are paid for with square yard pay items, the adjustments will be made for applicable tons calculated based upon the plan square yard quantity and thickness converted to tons excluding the 1:1 wedge. The percentage of virgin asphalt as shown in the job mix formula, in accordance with Sec 401, Sec 403 and Sec 413, will be the basis for adjustments for any asphalt mix type placed on the project during the monthly index period. The effective asphalt obtained from the use of Recycled Asphalt Pavement (RAP) and/or Recycled Asphalt Shingles (RAS) will not be eligible for adjustment. The base price index for PG64-22 will be applied to the asphalt mix for mixes using PG64-22, PG70-22 or PG76-22.

109.15.2. Basis of Payment To determine the adjustment for any material specified in this provision the following formula will be used.

$$A = (B \times C) \times (D - E)$$

Where:

- A = Adjustment for mix placed during monthly average index period
- B = Tons of Mix Placed during the monthly average index period
- C = % of virgin asphalt binder as listed in the job mix formula in use
- D = monthly average price at time mix placement
- E = monthly average price at time of bid

109.15.3. The engineer will make adjustment payments, as defined above, for the applicable work completed during each month except for projects on which the contractor is being charged liquidated damages, due to working beyond the project completion date, in accordance with Sec 108. In this case, the "D" value used for the price adjustment will be either the last "D" value prior to the date that liquidated damage assessment began or the current monthly "D" value, whichever is lower. If the contractor is being charged liquidated damages due to the contract being beyond the project completion date and the current months "D" value results in a deduction, then the current monthly "D" value will be used.

109.15.4. Optional This provision is optional. If the bidder wishes to be bound by this provision, the bidder shall execute the acceptance form in the Bid. Failure by the bidder to execute the acceptance form will be interpreted to mean election to not participate in the Asphalt Cement Price Index. If the Asphalt Cement Price Index is accepted, asphalt binder for the project will not be eligible for a material allowance as described in Sec 109.

SECTION 1048 – PAVEMENT MARKING MATERIAL

Delete the table in Sec 1048.10.1.5.

Delete the table in Sec 1048.10.2.5.

Delete the table in Sec 1048.20.2.

Delete Sec 1048.30.1 through 1048.30.2 and substitute the following:

1048.30.1 Reflectance. The tape shall have a minimum specific luminance as shown for White and Yellow per ASTM D 4592, expressed as millicandelas/m²/lux). The tape shall be applied to an 8 in. x 36 in. (200 mm x 900 mm) panel per instrument recommendation for pavement marking tape and measured in accordance with MoDOT Test Method TM 8 at prescribed CEN geometry.

1048.30.2 Adhesive. Tape shall have a pre-coated pressure sensitive adhesive requiring no activation procedures. The adhesive shall be resistant to normal roadway chemicals or materials.

C. PROJECT CONTACT FOR CONTRACTOR/BIDDER QUESTIONS

All questions concerning this project during the bidding process shall be forwarded to the project contact listed below.

Jeff Wachter, Project Contact
District 10
P.O. Box 160
Sikeston, MO 63801
Telephone Number (573) 472-5294
e-mail Jeffery.Wachter@modot.mo.gov

All questions concerning the bid document preparation can be directed to the General Headquarters – Design Office at (573) 751-2876.

D. UTILITIES

1.0 For informational purposes only, the following is a list of names, addresses, and telephone numbers of the known utility companies in the area of the construction work for this improvement:

<u>Utility Name</u>	<u>Known Required Adjustment</u>
POWER AmerenUE 212 S. Hickory Dexter, MO 63841 Contact: Eric Boyer Tel: 573-624-5982	No
TELEPHONE BPS Telephone Company 120 Stewart Street PO Box 550 Bernie, MO 63822 Contact: David Carson Tel: 800-785-8630 or 573-293-2277	No

FIBER OPTIC TELECOM
IN I-55 MEDIAN
LightCore
1151 CenturyTel Dr Bldg A
Wentzville, MO 63303
Contact: Kirk Thaelke
Tel: 636-887-4752

No

WATER
Consolidated Public Water Supply
Dist No. 1 of Pemiscot County
309 E. Broadway
PO Box 36
Hayti, MO 63851
Contact: Robert Drumright
Tel: 573-359-1713

No

1.1 The existence and approximate location of utility facilities known to exist, as shown on the plans, are based upon the best information available to the Commission at this time. This information is provided by the Commission "as-is" and the Commission expressly disclaims any representation or warranty as to the completeness, accuracy, or suitability of the information for any use. Reliance upon this information is done at the risk and peril of the user, and the Commission shall not be liable for any damages that may arise from any error in the information. It is, therefore, the responsibility of the contractor to verify the above listing information indicating existence, location and status of any facility. Such verification includes direct contact with the listed utilities.

1.2 The contractor agrees that any effects of the presence of the utilities, their relocation, contractor's coordination of work with the utilities and any delay in utility relocation shall not be compensable as a suspension of work, extra work, a change in the work, as a differing site condition or otherwise including but, without limitation, delay, impact, incidental or consequential damages. The contractor's sole remedy for the effects of the presence of utilities, delay in their relocation or any other effects shall be an excusable delay as provided in Section 105.7.3. The contractor waives, for itself, its subcontractors and suppliers the compensability of the presence of utilities, delay in their relocation and any cost to the contractor, its subcontractors and suppliers in any claim or action arising out of or in relation to the work under the contract.

1.3 The contractor shall be solely responsible and liable for incidental and consequential damage to any utility facilities or interruption of the service caused by it or its subcontractors operation. The contractor shall hold and save harmless the Commission from damages to any utility facilities interruption of service by it or its subcontractor's operation.

2.0 It shall be noted by the contractor that MoDOT is a member of Missouri One Call (800 Dig Rite). Some work on this project may be in the vicinity of MoDOT utility facilities, which includes but is not limited to traffic signal cables, highway lighting circuits, ITS cables, cathodic protection cables, etc. Prior to beginning work, the contractor shall request locates from Missouri One Call. The contractor shall also complete the Notice of Intent to Perform Work form located at the Missouri Department of Transportation website:

<http://www.modot.mo.gov/asp/intentToWork.shtml>

The contractor shall submit the form over the web (preferred method) or by fax to the numbers on the printed form. The notice must be submitted a minimum of 2 and a maximum of 10 working days prior to excavation just as Missouri One Call requires.

E. TIME FOR COMPLETION OF THE WORK

1.0 Description. Completion of this contract shall be in accordance with Sec 108.7 and will be administered on a calendar date completion basis.

1.1 Regardless of when the work is begun on this contract, all work shall be completed on or before the date specified below. Completion by this date shall be in accordance with the requirements of Sec 108.7.1.

Completion Date: August 01, 2010.

1.3 Should the contractor, or in case of default, the surety, fail to complete the work within the above specified completion date, a deduction of the amount shown below will be made for each day that the contract remains uncompleted in accordance with the requirements of Sec 108.8.

Liquidated Damages Per Day: \$500

F. RELOCATION OF WATER HYDRANT

1.0 Description. This work shall consist of relocating an existing water hydrant with drain and 1" copper line to the proposed location.

2.0 Basis of Payment. Payment will be made per each relocation and considered as full compensation for all labor, excavation and materials necessary to ensure proper working order at the proposed location.

G. RELOCATION OF POWER SUPPLY

1.0 Description. This work shall consist of relocating the existing power supply assembly and safety switch to the proposed location.

2.0 Basis of Payment. Payment will be made per each relocation and considered as full compensation for all labor and equipment necessary to reconnect.

H. RELOCATION OF LIGHTING CONTROLLER

1.0 Description. This work shall consist of relocating the existing lighting controller to the proposed location.

2.0 Basis of Payment. Payment will be made per each relocation and considered as full compensation for all labor, testing, concrete base and equipment necessary to ensure proper working order.

I. WASTEWATER LAGOON CLOSURE

1.0 Description. This work shall consist of the removal of the existing three celled lagoon structures shown in the plans.

1.1 Removal shall comply with Sec 206.60.2 and the attached Standard Conditions for NPDES Permits Part III.

1.2 Prior to starting work on the lagoon removals contact the DNR representative listed below for permit requirements.

Timothy J Southards
Missouri Department of Natural Resources
Southeast Regional Office
2155 N. Westwood Blvd.
Poplar Bluff, MO 63901
Telephone Number (573) 840-9750

2.0 Basis of Payment. Payment will be made per each lagoon set and considered as full compensation for removal, disposal of lagoon contents, required backfill material, seeding, fertilizing and mulching, permits, labor, equipment and material to complete the described work.

J. DISPOSAL OF EXCESS MATERIAL

1.0 The rip-rap material surrounding the lagoons shall become the property of the Commission and will be hauled and stockpiled, as directed by the engineer, to the east side of I-55 at the Route O intersection within MoDOT right of way. The round trip distance from the contract to the stockpile location is approximately 3 miles.

1.1 All other demoed material shall be disposed of offsite in accordance to Sec 202 unless otherwise directed by engineer.

K. FERTILIZING, SEEDING AND MULCHING

1.0 Application of fertilizer and soil neutralizing material shall be in accordance with Sec 801 and shall be applied to all disturbed areas at the rates specified:

Nitrogen (N)	80 lbs/acre
Phosphoric Acid (P ₂ O ₂)	80 lbs/acre
Potash (K ₂ O)	80 lbs/acre
Soil Neutralization	500 lbs/acre

1.1 Application of seeding material shall be in accordance with Sec 805 and shall be applied to all disturbed areas at the rates specified:

Tall Fescue	80 lbs
Annual Ryegrass	10 lbs
Perennial Ryegrass	5 lbs
White Clover	5 lbs
Oats	10 lbs
TOTAL	110 lbs/acre

1.2 Application vegetative mulch shall be applied and stabilized in accordance with Sec 802.



MEMORANDUM

Missouri Department of Transportation Construction and Materials Central Laboratory

TO: Mike Smith-10rw

COPY: ProjectWise

FROM: Steve Bates *SB*
Environmental Chemist

DATE: March 4, 2010

SUBJECT: Materials
Asbestos & Heavy Metal Paint Inspection
Route I-55
Job No. N/A
Parcel-N/A, Rest Area on I-55
Pemiscot County

We are providing you with the results of the requested inspection on the above referenced property. The inspection report contains an asbestos and a heavy metals survey, unless otherwise requested. The asbestos inspection included sample collection of suspect asbestos-containing material and National Voluntary Laboratory Accreditation Program (NVLAP) accredited testing to confirm the presence of asbestos. This asbestos and heavy metal paint report includes four different report forms. Form T746 lists all of the samples taken during the asbestos inspection. Form T747 shows only those samples that tested positive for Category I nonfriable asbestos-containing materials that may remain in the structure during demolition, if kept adequately wet to avoid visible air emissions. Form T748 shows only those samples that tested positive for asbestos and require removal prior to demolition. Form C760 lists all paint samples taken during the heavy metal paint inspection and their metal content.

In accordance with the National Emissions Standard for Hazardous Air Pollutants (NESHAP), as well as city and county asbestos abatement regulations - Registration, Notification, and Performance Requirements, regulated asbestos-containing material (RACM) namely, Friable and Category II nonfriable, have a high probability of becoming friable under normal demolition forces. Practices and procedures for removal prior to demolition, disposal, and clearances should be in accordance with referenced regulations. Missouri Department of Transportation policy is to perform asbestos abatements in accordance with NESHAP.

In accordance with Missouri Department of Natural Resources' Technical Bulletin "Managing Construction and Demolition Waste" dated January 31, 2003, a heavy metal paint inspection has been performed on the above referenced property. We are providing you with the results of this inspection. The inspection includes locating painted concrete, block and/or brick surfaces, sampling the painted surface(s) and testing the paint(s) to determine if hazardous heavy metals are present. Non-hazardous painted concrete, blocks, or bricks may be used as clean fill

Mike Smith-10rw
Page 2
March 4, 2010

materials, if properly handled. You must contact the Central Office Design Division for proper handling of the reported painted surfaces.

Although our survey included observing and sampling behind walls, above ceilings, beneath floors, etc., it is possible that potentially hidden asbestos-containing materials may exist within the structure. To our knowledge, we have located all suspect asbestos-containing and all painted concrete, block and brick surfaces. If suspect asbestos-containing materials or if painted concrete, block and/or brick surfaces are observed in addition to those reflected in this inspection report, then please advise us immediately so that we may schedule a follow-up inspection.

Should you have any questions regarding these reports, please contact me at (573) 526-4359.

db

J:\barred\asbestos\cover letter sb.doc

Attachments

MISSOURI DEPARTMENT OF TRANSPORTATION
CONSTRUCTION AND MATERIALS
Asbestos Survey Report
All Suspect ACM

ROUTE: 55
MODOT JOB NO.: N/A
DISTRICT: 10
COUNTY: Pemiscot
DATE OF SURVEY: February 17, 2010
PARCEL NO.: N/A Rest Area

SURVEYED BY: Steve Bates
CERTIFICATION #: 7028020509MOIR11238
SITE ADDRESS: I-55 Pemiscot County
TYPE(S) OF STRUCTURE(S): Concrete Block Bldg., Map House, Picnic Shelters, Vending Structure, Concrete Picnic Shelter, Shed

Sample ID	Type of Materials	Location of Material	Friability Category	Field Measure
	Concrete Block Bldg. (Southbound)			
10MSBB 125	Asphalt Roofing Material	Roof, Top Layer	N-ACM	
10MSBB 126	Asphalt Roofing Material	Roof, Bottom Layer	N-ACM	
10MSBB 127	Asphalt Felt Material	Roof, Top Layer	N-ACM	
10MSBB 128	Asphalt Felt Material	Roof, Bottom Layer	N-ACM	
10MSBB 129	Asphalt Felt Material	Under Exterior Vinyl Siding	N-ACM	
10MSBB 130	Caulk	Around Interior Door Frames of Men's & Women's Bathroom	N-ACM	
10MSBB 131	Caulk	Around Exterior Window, Door Frames	N-ACM	
10MSBB 132	Ceramic Tile/Grout	Walls, Men's Bathroom	N-ACM	
10MSBB 133	Ceramic Tile/Adhesive & Mortar	Walls, Men's Bathroom	N-ACM	
10MSBB 134	Ceramic Tile/Grout	Walls, Women's Bathroom	N-ACM	
10MSBB 135	Ceramic Tile/Adhesive & Mortar	Walls, Women's Bathroom	N-ACM	
10MSBB 136	Ceramic Tile/Grout	Floor, Men's Bathroom	N-ACM	
10MSBB 137	Ceramic Tile/Mortar	Floor, Men's Bathroom	N-ACM	
10MSBB 138	Ceramic Tile/Grout	Floor, Women's Bathroom	N-ACM	
10MSBB 139	Ceramic Tile/Mortar	Floor, Women's Bathroom	N-ACM	
10MSBB 140	Sheetrock, Joint/Tape/Mud	Ceilings	N-ACM	
10MSBB 141	Sheetrock, 2 Ft. From Joint	Ceilings	N-ACM	
10MSBB 142	Flex Duct Insulation (Black)	Attic	N-ACM	
10MSBB 143	Flex Duct Insulation (Gray)	Attic	N-ACM	
10MSBB 144	Insulation	Ceiling	N-ACM	
	Map House			
10MSBB 145	Asphalt Roofing Material	Roof	N-ACM	

N-ACM = Non-Asbestos Containing Material INF = Category I Nonfriable II NF = Category II Nonfriable F = Friable
NAFD = No Asbestos Fiber Detected * = Tested By Point Count Procedure J:\BARRED\ASBESTOS\ORIGINAL SB.DOC

**MISSOURI DEPARTMENT OF TRANSPORTATION
CONSTRUCTION AND MATERIALS
Asbestos Survey Report
All Suspect ACM**

ROUTE: 55
MODOT JOB NO.: N/A
DISTRICT: 10
COUNTY: Pemiscot
DATE OF SURVEY: February 17, 2010
PARCEL NO.: N/A Rest Area

SURVEYED BY: Steve Bates *SB*
CERTIFICATION #: 7028020509MOIR11238
SITE ADDRESS: Concrete Block Bldg., Map House, Picnic Shelters, Vending
TYPE(S) OF STRUCTURE(S): Structure, Concrete Picnic Shelter, Shed

Sample ID	Type of Materials	Location of Material	Friability Category	Field Measure
	Map House (con't.)			
10MSBB 146	Asphalt Felt Material	Roof	N-ACM	
	Picnic Shelters			
10MSBB 147	Asphalt Roofing Material	Roof	N-ACM	
10MSBB 148	Asphalt Felt Material	Roof	N-ACM	
	Vending Structure			
10MSBB 149	Asphalt Roofing Material	Roof	N-ACM	
10MSBB 150	Asphalt Felt Material	Roof	N-ACM	
	Concrete Picnic Shelter			
10MSBB 151	Coating	Roof	N-ACM	
	Shed			
	No samples taken. No suspect ACM located.			
	Concrete Block Bldg. (North Bound)			
10MSBB 159	Asphalt Roofing Material	Roof, Top Layer	N-ACM	
10MSBB 160	Asphalt Roofing Material	Roof, Bottom Layer	N-ACM	
10MSBB 161	Asphalt Felt Material	Roof, Top Layer	N-ACM	
10MSBB 162	Asphalt Felt Material	Roof, Bottom Layer	N-ACM	
10MSBB 163	Asphalt Felt Material	Under Vinyl Siding	N-ACM	
10MSBB 164	Caulk	Interior Door Frames of Men's & Women's Bathroom	N-ACM	
10MSBB 165	Caulk	Around Exterior Door and Window Frames	N-ACM	
10MSBB 166	Caulk (Black)	Around Base of Structure	N-ACM	
10MSBB 167	Ceramic Tile/Grout	Walls, Men's Bathroom	N-ACM	
10MSBB 168	Ceramic Tile/Adhesive and Mortar	Walls, Men's Bathroom	N-ACM	

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 NAFD = No Asbestos Fiber Detected * = Tested By Point Count Procedure J:\BARRERD\ASBESTOS\ORIGINAL.SB.DOC

MISSOURI DEPARTMENT OF TRANSPORTATION
CONSTRUCTION AND MATERIALS
Asbestos Survey Report
All Suspect ACM

ROUTE: 55
MODOT JOB NO.: N/A
DISTRICT: 10
COUNTY: Pemiscot
DATE OF SURVEY: February 17, 2010
PARCEL NO.: N/A Rest Area

SURVEYED BY: Steve Bates
CERTIFICATION #: 7028020509MOIR11238
SITE ADDRESS: Concrete Block Bldg, Map House, Picnic Shelters, Vending
TYPE(S) OF STRUCTURE(S): Structure, Concrete Picnic Shelter, Shed

Sample ID	Type of Materials	Location of Material	Friability Category	Field Measure
Concrete Block Bldg (North Bound) con't.				
10MSBB 169	Ceramic Tile/Grout	Walls, Women's Bathroom	N-ACM	
10MSBB 170	Ceramic Tile/Adhesive & Mortar	Walls, Women's Bathroom	N-ACM	
10MSBB 171	Ceramic Tile/Grout	Floors, Men's Bathroom	N-ACM	
10MSBB 172	Ceramic Tile/Mortar	Floors, Men's Bathroom	N-ACM	
10MSBB 173	Ceramic Tile/Grout	Floors, Women's Bathroom	N-ACM	
10MSBB 174	Ceramic Tile/Mortar	Floors, Women's Bathroom	N-ACM	
10MSBB 175	Sheetrock, Joint/Tape/Mud	Ceilings	N-ACM	
10MSBB 176	Sheetrock, 2 Ft. From Joint	Ceilings	N-ACM	
10MSBB 177	Flex Duct Insulation (Black)	Attic	N-ACM	
10MSBB 178	Flex Duct Insulation (Gray)	Attic	N-ACM	
10MSBB 179	Insulation	Ceiling	N-ACM	
Map House				
10MSBB 180	Asphalt Roofing Material	Roof	N-ACM	
10MSBB 181	Asphalt Felt Material	Roof	N-ACM	
Picnic Shelter				
10MSBB 182	Asphalt Roofing Material	Roof	N-ACM	
10MSBB 183	Asphalt Felt Material	Roof	N-ACM	
Vending Shelter				
10MSBB 184	Asphalt Roofing Material	Roof	N-ACM	
10MSBB 185	Asphalt Felt Material	Roof	N-ACM	
Concrete Picnic Shelter				
10MSBB 186	Coating	Roof	N-ACM	

N-ACM = Non-Asbestos Containing Material INF = Category I Nonfriable II NF = Category II Nonfriable F = Friable
NAFD = No Asbestos Fiber Detected * = Tested By Point Count Procedure J:\BARRED\ASBESTOS\ORIGINAL SB.DOC

**MISSOURI DEPARTMENT OF TRANSPORTATION
CONSTRUCTION AND MATERIALS
Metals Survey Report of Painted Concrete, Block, Brick Surfaces**

ROUTE: 55
MODOT JOB NO.: N/A
DISTRICT: 10
COUNTY: Pemiscot
SURVEYED BY: Steve Bates
DATE OF SURVEY: February 17, 2010

TESTED BY: Steve Bates *SB*
DATE OF TESTS: February 17, 2010
PARCEL NO.: N/A Rest Area
SITE ADDRESS: Concrete Block Bldg., Map House, Picnic Shelters, Vending
TYPE(S) OF STRUCTURE(S): Structure, Concrete Picnic Shelter, Shed

Sample ID	Color/Location of Material/Substrate	Metals (ppm)												
		As	Cr	Pb	Cd	Se	Ba	Hg	Ag					
	Southbound													
	Concrete Block Bldg.													
10MSBB 156	Beige/Interior Wall/Block	<5	<89	<5	<35	<2	<229	<8	<26					
	Concrete Picnic Structure													
10MSBB 157	Beige/Exterior/Concrete	134	493	1,386	<36	<4	1,579	<17	33					
	Northbound													
	Concrete Block Bldg.													
10MSBB 152	Beige/Interior Wall/Block	<6	<84	<6	<34	<2	<239	<7	<26					
	Concrete Picnic Structure													
10MSBB 153	Beige/Exterior/Concrete	<38	238	1,140	<34	<4	1,316	<15	<26					
	Curbing and Pavement													
10MSBB 154	Blue/Curb/Concrete	<5	<92	<5	<31	<2	<433	<7	<24					
10MSBB 155	White/Pavement/Concrete	<8	251	12	<46	<3	<770	<12	91					

All results are by XRF unless otherwise indicated: a = USEPA SW-846 Method 3050
b = USEPA SW-846 Method 7471

**STANDARD CONDITIONS FOR NPDES PERMITS
ISSUED BY
THE MISSOURI DEPARTMENT OF NATURAL RESOURCES
MISSOURI CLEAN WATER COMMISSION
AUGUST 15, 1994**

PART III – SLUDGE & BIOSOLIDS FROM DOMESTIC WASTEWATER TREATMENT FACILITIES

SECTION A – GENERAL REQUIREMENTS

1. This permit pertains to sludge requirements under the Missouri Clean Water Law and regulation and incorporates applicable federal sludge disposal requirements under 40 CFR 503. The Environmental Protection Agency (EPA) has principal authority for permitting and enforcement of the federal sludge regulations under 40 CFS 503 until such time as Missouri is delegated the new EPA sludge program. EPA has reviewed and accepted these standard sludge conditions. EPA may choose to issue a separate sludge addendum to this permit or a separate federal sludge permit at their discretion to further address federal requirements.
2. These PART III Standard Conditions apply only to sludge and biosolids generated at domestic wastewater treatment facilities, including public owned treatment works (POTW) and privately owned facilities.
3. Sludge and Biosolids Use and Disposal Practices.
 - a. Permittee is authorized to operate the sludge and biosolids treatment, storage, use, and disposal facilities listed in the facility description of this permit.
 - b. Permittee shall not exceed the design sludge volume listed in the facility description and shall not use sludge disposal methods that are not listed in the facility description, without prior approval of the permitting authority.
 - c. Permittee is authorized to operate the storage, treatment or generating sites listed in the Facility Description section of this permit.
 - d. A separate operating permit is required for each operating location where sludge or biosolids are generated, stored, treated, or disposed, unless specifically exempted in this permit or in 10 CSR 20, Chapter 6 regulations. For land application, see section H, subsection 3 of these standard conditions.
4. Sludge Received From Other Facilities
 - a. Permittees may accept domestic wastewater sludge from other facilities including septic tank pumpings from residential sources as long as the design sludge volume is not exceeded and the treatment facility performance is not impaired.
 - b. The permittee shall obtain a signed statement from the sludge generator or hauler that certifies the type and source of the sludge.
 - c. Sludge received from out-of-state generators shall receive prior approval of the permitting authority and shall be listed in the facility description or special conditions section of the permit.
5. These permit requirements do not supersede nor remove liability for compliance with county and other local ordinances.
6. These permit requirements do not supersede nor remove liability for compliance with other environmental regulations such as odor emissions under the Missouri Air Pollution Control Law and regulations.
7. This permit may (after due process) be modified, or alternatively revoked and reissued, to comply with any applicable sludge disposal standard or limitation issued or approved under Section 405(d) of the Clean Water Act or under Chapter 644 RsMo.
8. In addition to the STANDARD CONDITIONS, the department may include sludge limitations in the special conditions portion or other sections of this permit.
9. Alternate Limits in Site Specific Permit.

Where deemed appropriate, the department may require an individual site specific permit in order to authorize alternate limitations:

 - a. An individual permit must be obtained for each operating location, including application sites.
 - b. To request a site specific permit, an individual permit application, permit fees, and supporting documents shall be submitted for each operating location. This shall include a detailed sludge/biosolids management plan or engineering report.
10. Exceptions to these Standard Conditions may be authorized on a case-by-case basis by the department, as follows:
 - a. The department will prepare a permit modification and follow permit public notice provisions as applicable under 10 CSR 20-6.020, 40 CFR 124.10, and 40 CFR 501.15(a)(2)(ix)(E). This includes notification of the owners of property located adjacent to each land application site, where appropriate.
 - b. Exceptions cannot be granted where prohibited by the federal sludge regulations under 40 CFR 503.
11. Compliance Period
Compliance shall be achieved as expeditiously as possible but no later than the compliance dates under 40 CFR 503.2.

SECTION B – DEFINITIONS

1. Biosolids means an organic fertilizer or soil amendment produced by the treatment of domestic wastewater sludge. Untreated sludge or sludge that does not conform to the pollutants and pathogen treatment requirements in this permit is not considered biosolids.
2. Biosolids land application facility is a facility where biosolids are spread onto the land at agronomic rates for production of food or fiber. The facility includes any structures necessary to store the biosolids until soil, weather, and crop conditions are favorable for land application.
3. Class A biosolids means a material that has met the Class A pathogen reduction requirements or equivalent treatment by a Process to Further Reduce Pathogens (PFRP) in accordance with 40 CFR 503.
4. Class B biosolids means a material that has met the Class B pathogen reduction requirements or equivalent treatment by a Process to Significantly Reduce Pathogens (PFRP) in accordance with 40 CFR 503.
5. Domestic wastewater means wastewater originating from the sanitary conveniences of residences, commercial buildings, factories and institutions; or co-mingled sanitary and industrial wastewater processed by a public owned treatment works (POTW) or privately owned facility.
6. Mechanical treatment plants are wastewater treatment facilities that use mechanical devices to treat wastewater, including septic tanks, extended aeration, activated sludge, contact stabilization, trickling filters, rotating biological discs, and other similar facilities. It does not include unaerated wastewater treatment lagoons and constructed wetlands for wastewater treatment.
7. Operating location as defined in 10 CSR 20-2.010 is all contiguous lands owned, operated or controlled by one (1) person or by two (2) or more persons jointly or as tenants in common.
8. Plant Available Nitrogen (PAN) is the nitrogen that will be available to plants during the next growing season after biosolids application.
9. Sinkhole is a depression in the land surface into which surface water flows to join an underground drainage system.
10. Site Specific Permit is a permit that has alternate limits developed to address specific site conditions for each land application site or storage site.
11. Sludge is the solid, semisolid, or liquid residue removed during the treatment of wastewater. Sludge includes septage removed from septic tanks.
12. Sludge lagoon is an earthen basin that receives sludge that has been removed from a wastewater treatment facility. It does not include a wastewater treatment lagoon or sludge treatment units that are not a part of a mechanical wastewater treatment facility.
13. Wetlands are those areas that are inundated or saturated by surface or groundwater at a frequency and duration sufficient to support, and that under normal circumstances do support, a prevalence of vegetation typically adapted for life in saturated soil conditions. Wetlands generally include swamp, marshes, bogs, and similar areas. Wetlands do not include constructed wetlands used for wastewater treatment.

SECTION C – MECHANICAL WASTEWATER TREATMENT FACILITIES

1. Sludge shall be routinely removed from the wastewater treatment facilities and handled according to the permit facility description and sludge conditions in this permit.
2. The permittee shall operate the facility so that there is no sludge loss into the discharged effluent in excess of permit limits, no sludge bypassing, and no discharge of sludge to waters of the state.
3. Mechanical treatment plants shall have separate sludge storage compartments in accordance with 10 CSR 20, Chapter 8. Failure to remove sludge from these storage compartments on the required design schedule is a violation of this permit.

SECTION D – SLUDGE DISPOSED AT OTHER TREATMENT FACILITY OR CONTRACT HAULER

1. This section applies to permittees that haul sludge to another treatment facility for disposal or use contract haulers to remove and dispose of sludge.
2. Permittees that use contract haulers are responsible for compliance with all the terms of this permit including final disposal, unless the hauler has a separate permit for sludge or biosolids disposal issued by the department; or the hauler transports the sludge to another permitted treatment facility.
3. The permittee shall require documentation from the contractor of the disposal methods used and permits obtained by the contractor.
4. Testing of sludge, other than total solids content, is not required if sludge is hauled to a municipal wastewater treatment facility or other permitted wastewater treatment facility.

SECTION E – WASTEWATER TREATMENT LAGOONS AND STORMWATER RETENTION BASINS

1. Sludge that is retained within a wastewater treatment lagoon is subject to sludge disposal requirements when the sludge is removed from the lagoon or when the lagoon ceases to receive and treat wastewater.
2. If sludge is removed during the year, an annual sludge report must be submitted.
3. Storm water retention basins or other earthen basins, which have been used as sludge storage for a mechanical treatment system is considered a sludge lagoon and must comply with Section G of this permit.

SECTION F – INCINERATION OF SLUDGE

1. Sludge incineration facilities shall comply with the requirements of 40 CFR 503 Subpart E; air pollution control regulations under 10 CSR 10; and solid waste management regulations under 10 CSR 80.
2. Permittee may be authorized under the facility description of this permit to store incineration ash in lagoons or ash ponds. This permit does not authorize the disposal of incineration ash. Incineration ash shall be disposed in accordance with 10 CSR 80; or if the ash is determined to be hazardous waste, shall be disposed in accordance with 10 CSR 25.
3. In addition to normal sludge monitoring, incineration facilities shall report the following as part of the annual report, quantity of sludge incinerated, quantity of ash generated, quantity of ash stored; and ash use or disposal method, quantity, and location. Permittee shall also provide the name of the disposal facility and the applicable permit number.
4. Additional limitations, monitoring, and reporting requirements may be addressed in the Special Conditions sections of this permit.

SECTION G – SURFACE DISPOSAL SITES AND SLUDGE LAGOONS

1. Surface disposal sites shall comply with the requirements in 40 CFR 503 Subpart C, and solid waste disposal regulations under 10 CSR 80.
2. Additional limitations, monitoring, and reporting requirements may be addressed in the Special Conditions section of this permit.
3. Effective February 19, 1995, a sludge lagoon that has been in use for more than two years without removal of accumulated sludge, or that has not been properly closed shall comply with one of the following options:
 - a. Permittee shall obtain a site specific permit to address surface disposal requirements under 40 CFR 503, ground water quality regulations under 10 CSR 20, Chapter 7 and 8, and solid waste management regulations under 10 CSR 80;
 - b. Permittee shall clean out the sludge lagoon to remove any sludge over two years old and shall continue to remove accumulated sludge at least every two years or an alternate schedule approved under 40 CFR 503.20(b). In order to avoid damage to the lagoon seal during cleaning, the permittee may leave a layer of sludge on the bottom of the lagoon, upon prior approval of the department; or
 - c. Permittee shall close the lagoon in accordance with Section 1.

SECTION H – LAND APPLICATION

1. The permittee shall not land apply sludge or biosolids unless land application is authorized in the Facility Description or special conditions section of the permit.
2. This permit replaces and terminates all previous sludge management plan approvals by the department for land application of sludge or biosolids.
3. Land application sites within a 20 mile radius of the wastewater treatment facility are authorized under this permit when biosolids are applied for beneficial use in accordance with these standard conditions unless a site specific permit is required under Section A, Subsection 9.
4. Biosolids shall not be applied unless authorized in this permit or exempted under 10 CSR 20, Chapter 6.
 - a. This permit does not authorize the land application of sludge except when sludge meets the definition of biosolids.
 - b. This permit authorizes "Class A or B" biosolids derived from domestic wastewater sludges to be land applied onto grass land, crop land, timber land or other similar agricultural or silviculture lands at rates suitable for beneficial use as organic fertilizer and soil conditioner.
5. Public Contact Sites.

Permittees who wish to apply Class A biosolids to public contact sites must obtain approval from the department. Applications for approval shall be in the form of an engineering report and shall address priority pollutants and dioxin concentrations. Authorization for land applications must be provided in the special conditions section of this permit or in a separate site-specific permit.

6. Agricultural and Silvicultural Sites.

In addition to specified conditions herein, this permit is subject to the attached Water Quality Guides numbers WQ 422 through 426 published by the University of Missouri, and hereby incorporated as though fully set forth herein. The guide topics are as follows:

WQ 422	Land Application of Septage
WQ 423	Monitoring Requirements for Biosolids Land Application
WQ 424	Biosolids Standards for Pathogens and Vectors
WQ 425	Biosolids Standards for Metals and Other Trace Substances
WQ 426	Best Management Practices for Biosolids Land Applications

SECTION I – CLOSURE REQUIREMENTS

1. This section applies to all wastewater treatment facilities (mechanical and lagoons) and sludge or biosolids storage and treatment facilities and incineration ash ponds. It does not apply to land application sites.
2. Permittees who plan to cease operation must obtain department approval of a closure plan which addresses proper removal and disposal of all residues, including sludge, biosolids, and ash. Permittee must maintain this permit until the facility is properly closed per 10 CSR 20-6.010 and 10 CSR 20-6.015.
3. Residuals that are left in place during closure of a lagoon or earthen structure shall not exceed the agricultural loading rates as follows:
 - a. Residuals shall meet the monitoring and land application limits for agricultural rates as referenced in Section H of these standard conditions.
 - b. If a wastewater treatment lagoon has been in operation for 15 years or more, the sludge in the lagoon qualifies for Class B with respect to pathogens (see WQ 424, Table 3), and testing for fecal coliform is not required. For other lagoons, testing for fecal coliform is required to show compliance with Class B limitations. See WQ 423 and 424.
 - c. The allowable nitrogen loading that may be left in the lagoon shall be based on the plant available nitrogen (PAN) loading. See WQ 426 for calculation procedures. For a grass cover crop, the allowable PAN is 300 pounds/acre.
4. When closing a wastewater treatment lagoon with a design treatment capacity equal or less than 150 persons, the residuals are considered "septage" under the similar treatment works" definition. See WQ 422. Under the septage category, residuals may be left in place as follows:
 - a. Testing for metals or fecal coliform is not required.
 - b. If the wastewater treatment lagoon has been in use for less than 15 years, mix lime with the sludge at the rate of 50 pounds of hydrated lime per 1000 gallons (134 cubic feet) of sludge.
 - c. The amount of sludge that may be left in the lagoon shall be based on the plant available nitrogen (PAN) loading. 100 dry tons/acre of sludge may be left in the basin without testing for nitrogen. If more than 100 dry tons/acre will be left in the lagoon, test for nitrogen and determine the PAN in accordance with WQ 426. Allowable PAN loading is 300 pounds/acre.
5. Residuals left within the lagoon shall be mixed with soil on at least a 1 to 1 ratio, the lagoon berms shall be demolished, and the site shall be graded and vegetated so as to avoid ponding of storm water and provide adequate surface water drainage without creating erosion.
6. Lagoon closure activities shall obtain a storm water permit for land disturbance activities that equal or exceed five acres in accordance with 10 CSR 20-6.200.
7. If sludge exceeds agricultural loading rates under Section H or I, a landfill permit or solid waste disposal permit shall be obtained to authorize on-site sludge disposal under the Missouri Solid Waste Management Law and regulations per 10 CSR 80, and the permittee must comply with the surface disposal requirements under 40 CFR 503, Subpart C.

SECTION J – MONITORING FREQUENCY

1. At a minimum, sludge or biosolids shall be tested for volume and percent total solids on a frequency that will accurately represent sludge quantities produced and disposed.
2. Testing for land application is listed under Section H, Subsection 6 of these standard conditions (see WQ 423). Once per year is the minimum test frequency. Additional testing shall be performed for each 100 dry tons of sludge generated or stored during the year.
3. Additional testing may be required in the special conditions or other sections of the permit. Permittees receiving industrial wastewater may be required to conduct additional testing upon request from the department.
4. Monitoring requirements shall be performed in accordance with, "POTW Sludge Sampling and Analysis Guidance Document", United States Environmental Protection Agency, August 1989, and subsequent revisions.

SECTION K – RECORD KEEPING AND REPORTING REQUIREMENTS

1. The permittee shall maintain records on file at the facility for at least five years for the items listed in these Standard Conditions and any additional items in the Special Conditions section of this permit. This shall include dates when the sludge facility is checked for proper operation, records of maintenance and repairs and other relevant information.
2. Reporting Period
 - a. By January 28th of each year, an annual report shall be submitted for the previous calendar year period for all mechanical wastewater treatment facilities, sludge lagoons, and sludge or biosolids disposal facilities.
 - b. Permittees with wastewater treatment lagoons shall submit the above annual report only when sludge or biosolids are removed from the lagoon during the report period or when the lagoon is closed.
3. Report Forms. The annual report shall be submitted on report forms provided by the department or equivalent forms approved by the department.
4. Report shall be submitted as follows:

Major facilities (those serving 10,000 persons or 1 million gallons per day) shall report to both the department and EPA. Other facilities need to report only to the department. Reports shall be submitted to the addresses listed as follows:

DNR regional office listed in your permit
(See cover letter of permit)

EPA Region VII
Water Compliance Branch (WACM)
Sludge Coordinator
901 N 5th Street
Kansas City, KS 66101

5. Annual Report Contents. The annual report shall include the following:
 - a. Sludge/biosolids testing performed. Include a copy or summary of all test results, even if not required by this permit.
 - b. Sludge or Biosolids quantity shall be reported as dry tons for quantity generated by the wastewater treatment facility, the quantity stored on site at end of year, and the quantity used or disposed.
 - c. Gallons and % solids data used to calculate the dry ton amounts.
 - d. Description of any unusual operating conditions.
 - e. Final disposal method, dates, and location, and person responsible for hauling and disposal.
 - (1) This must include the name, address and permit number for the hauler and the sludge facility. If hauled to a municipal wastewater treatment facility, sanitary landfill, or other approved treatment facility, give the name and permit number of that facility.
 - (2) Include a description of the type of hauling equipment used and the capacity in tons, gallons, or cubic feet.
 - f. Contract Hauler Activities.

If contract hauler, provide a copy of a signed contract or billing receipts from the contractor. Permittee shall require the contractor to supply information required under this permit for which the contractor is responsible. The permittee shall submit a signed statement from the contractor that he has complied with the standards contained in this permit, unless the contract hauler has a separate sludge disposal or biosolids use permit.
 - g. Land Application Sites.
 - (1) Report the location of each application site, the annual and cumulative dry tons/acre for each site, and the landowners name and address. The location for each spreading site shall be given as legal description for nearest ¼, ¼, Section, Township, Range, and County, or as latitude and longitude.
 - (2) If biosolids application exceeds 2 dry tons/acre/year, report biosolids nitrogen results. Plant Available Nitrogen (PAN) in pounds/acre, crop nitrogen requirement, available nitrogen in the soil prior to biosolids application, and PAN calculations for each site.
 - (3) If the "Low Metals" criteria is exceeded, report the annual and cumulative pollutant loading rates in pounds per acre for each applicable pollutant, and report the percent of cumulative loading which has been reached at each site.
 - (4) Report the method used for compliance with pathogen and vector attraction requirements.
 - (5) Report soil test results for pH, CEC, and phosphorus. If none was tested during the year, report the last date when tested and results.

RES DATA SHEET

PROJECT STAGE:	Final Design	DUE DATE:	4/9/2010	
CORE TEAM MEMBER(S):	Letting Date: No date scheduled at this time.			
JOB NO:	XWALK:	COUNTY:	ROUTE:	LOCATION:
0M0037	None at this time.	Pemiscot	55	at both north and south bound rest areas at Steele.
NEPA CLASSIFICATION:	Programmatic CE #11 - approved 4/15/2010			

NOTE: Our office will need to be notified if any spoil from this project is placed on MoDOT ROW

MO Standard Specifications for Highway Construction 2004 - Section 622.2.2 Unless specified otherwise in the contract, the contractor shall accept full ownership of all material generated by removal or texturing operations and shall indemnify the Commission of responsibility for and pay all costs relating to generation, handling, storage, treatment, transportation, disposal, or any future use of the material.

Please share this RES datasheet with the RE when this project is moving from Design to Construction.

PROJECT DESCRIPTION: This project consists of removing all pavement, sidewalk, utilities, structures and lagoons outside of the truck parking area on both NB & SB rest areas near Steele. Each area will reopen for truck parking only with a waterless vault toilet and a couple of picnic areas. The new layout will be referenced and the remaining acreage sold off at a later date.

ADD ROW: | **TEMP EASEMENT AC:** | **PERM EASEMENT AC:**

DISPLACEMENTS:

Residential -
Commercial -

DISTRICT COMMENTS:

Environmental Screening and Possible Env. Or District Action

Farmland Impact/Env. Action N/A
 Contact person: Kevin McHugh
 Environmental Action:
 District Action:

Floodplain/Regulatory Floodway N/A
 Contact person: Kevin McHugh
 Environmental Action:
 District Action:

FEMA/SEMA Buyout N/A
 Contact person: Kevin McHugh
 Environmental Action:
 District Action:

Socioeconomic Impact The community will benefit in safety and associated economic returns from the improved facility. No negative impacts to any minority or disadvantaged populations will happen as a result of this project. Normal temporary construction travel delay impacts may be caused by this project.
 Contact person: Lawrence Ayres
 Environmental Action: None at this time

District Action: Appropriate public information campaign and signing should be employed to lessen travel delay impacts during construction.

Threatened & Endangered Species No known T&E issues for this demo project at this time.

Contact person: Bree McMurray

Environmental Action: None

District Action: None

Public Land Impact N/A

Contact person: Kevin McHugh

Environmental Action:

District Action:

Hazardous Waste Impact WJW 4/1/10 An asbestos and heavy metal inspection must be conducted on the structures prior to demolition. Contact Todd Bennett at (573) 751-1045 to get it scheduled. Asbestos demolition notices must be submitted to DNR 10 days prior to beginning work. The lagoons will also require proper closure. See email dated 4/1/10 for related discussion.

Contact person: Bill Wilder

Environmental Action: None

District Action: If a hazardous waste site is encountered during the project, contact Bill Wilder, Hazardous Waste Specialist at (573) 526-2904.

Wetland Impact NA

Contact person: Melissa Scheperle

Environmental Action: NA

District Action: NA

Cultural Resources Impact Based on the information provided, this job may require Section 106 clearance. The project is currently being reviewed to determine what Historic Preservation Action is necessary.

Contact person: Larry Ayres

Historic Preservation Action: Assess the need for cultural resources investigation.

District Action: None at this time

Noise Impact N/A.

Contact person: Rob Meade

Environmental Action:

District Action:

Air Impact The project is located in a non-classified area as defined by the Environmental Protection Agency through the Clean Air Act. Therefore, the conformity requirements of 40 CFR part 93 do not apply to this project. No further action is needed.

District Action: N/A

NOTE: Please inform us if the nature or scope of this project changes.



MEMORANDUM

Missouri Department of Transportation Design District 10

TO: Tom Farris-10de
FROM: Marc Scheffel
District Utilities Engineer
DATE: March 30, 2010
SUBJECT: Pemiscot County, I-55
Rest Area Demolition
Job No. C0292016
Utility – Letter of Certification of “Utility Status”

The utility status for this project is as follows:

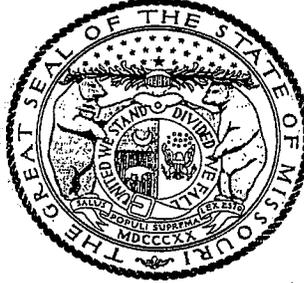
AmerenUE , BPS Telephone Company, LightCore, and Consolidated Public Water Supply Dist No. 1 Of Pemiscot County have facilities in the vicinity of the project but no required adjustments are expected.

At this time, I do not believe that utilities will affect the contractor's progress.

If you have any questions, please call me at 573-472-5297.

Missouri Department of Labor and Industrial Relations

Missouri Division of Labor Standards



JEREMIAH W. (JAY) NIXON, Governor

General Wage Order No. 53

July 1, 2009 thru June 30, 2010

Wage Rates for State Highway Construction

In accordance with Section 290.260 RSMo 2000, within thirty (30) days after a certified copy of this General Wage Order has been filed with the Secretary of State as indicated below, any person who may be affected by this General Wage Order may object by filing an objection in triplicate with the Labor and Industrial Relations Commission, P.O. Box 599, Jefferson City, MO 65102-0599. Such objections must set forth in writing the specific grounds of objection. Each objection shall certify that a copy has been furnished to the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102-0449 pursuant to 8 CSR 20-5.010(1). A certified copy of the General Wage Order has been filed with the Secretary of State of Missouri.

Original Signed by
Carla Buschjost, Director
Division of Labor Standards

This Is A True And Accurate Copy Which Was Filed With The Secretary of State: June 30, 2009

Last Date Objections May Be Filed: July 30, 2009

FOR THE FOLLOWING OCCUPATIONAL TITLES

LABORER
TRUCK DRIVER-TEAMSTER
OPERATING ENGINEER
CARPENTER
TRAFFIC CONTROL SERVICE DRIVER
CEMENT MASON
IRON WORKER
ELECTRICIAN, INSIDE WIREMAN
ELECTRICIAN, OUTSIDE
PAINTER

INDEX TO OCCUPATIONAL TITLES AND COUNTIES

COUNTY	LABORER		TRUCK DRIVER-TEAMSTER		OPERATING ENGINEER		CARPENTER		TRAFFIC CONTROL SERVICE DRIVER	
	Area	Page	Area	Page	Area	Page	Area	Page	Area	Page
Adair	E-3	-27	E3	-29	2	-31	6	-33	5A	-35
Andrew	W1	-27	W2	-29	3	-31	4	-33		
Atchison	W1	-27	W3	-29	3	-31	4	-33		
Audrain	E-3	-27	E2	-29	2	-31	6	-33	5	-35
Barry	W-2	-27	W3	-29	4	-31	4A	-33		
Barton	W-2	-27	W2	-29	4	-31	4A	-33		
Bates	W-2	-27	W1B	-29	3	-31	4	-33	1	-35
Benton	W-2	-27	W2	-29	3	-31	6A	-33		
Bollinger	E-3	-27	E2	-29	2	-31	8	-33	5	-35
Boone	E-3	-27	E2	-29	2	-31	6	-33	5	-35
Buchanan	W1	-27	W1	-29	3	-31	3	-33		
Butler	E-3	-27	E3	-29	2	-31	8	-33	5A	-35
Caldwell	W1	-27	W2	-29	3	-31	4	-33		
Callaway	E-3	-27	E2	-29	2	-31	6	-33	5	-35
Camden	W-2	-27	W2	-29	4	-31	4A	-33	2	-35
Cape Girardeau	E-3	-27	E2	-29	2	-31	8	-33	5	-35
Carroll	W-2	-27	W2	-29	3	-31	4	-33		
Carter	E-3	-27	E2	-29	2	-31	8A	-33	5	-35
Cass	KC	-27	KC	-29	KC	-31	KC	-33	1	-35
Cedar	W-2	-27	W2	-29	4	-31	4A	-33		
Chariton	E-3	-27	W2	-29	3	-31	6	-33		
Christian	W-2	-27	W2	-29	4	-31	4A	-33	2	-35
Clark	E-3	-27	E3	-29	2	-31	7	-33	5A	-35
Clay	KC	-27	KC	-29	KC	-31	KC	-33	1	-35
Clinton	W1	-27	W2	-29	3	-31	3	-33		
Cole	E-3	-27	E2	-29	2	-31	6	-33	5	-35
Cooper	E-3	-27	W2	-29	3	-31	6	-33		
Crawford	E-3	-27	E2	-29	2	-31	5	-33	5	-35
Dade	W-2	-27	W2	-29	4	-31	4A	-33		
Dallas	W-2	-27	W2	-29	4	-31	4A	-33	2	-35
Daviess	W1	-27	W2	-29	3	-31	4	-33		
DeKalb	W1	-27	W2	-29	3	-31	4	-33		
Dent	E-3	-27	E2	-29	2	-31	5	-33	5	-35
Douglas	W-2	-27	W2	-29	4	-31	4A	-33	2	-35
Dunklin	E-3	-27	E3	-29	2	-31	8	-33	5A	-35
Franklin	E-1	-27	E1	-29	1	-31	1A	-33	3A	-35
Gasconade	E-3	-27	E2	-29	2	-31	5	-33	5	-35
Gentry	W1	-27	W3	-29	3	-31	4	-33		

INDEX TO OCCUPATIONAL TITLES AND COUNTIES

COUNTY	CEMENT MASON	IRON WORKER	ELECTRICIAN, INSIDE WIREMAN	ELECTRICIAN, OUTSIDE	PAINTER
	Area - Page	Area - Page	Area - Page	Area - Page	Area Page
Adair	1 - 37	3 - 39	7 - 41	STL - 43	1 - 45
Andrew	6 - 37	KC-2 - 39	2 - 41	1 - 43	2 - 45
Atchison	6 - 37	KC-2 - 39	2 - 41	1 - 43	2 - 45
Audrain	1 - 37	STL-2 - 39	1 - 41	STL - 43	1 - 45
Barry	3 - 37	4 - 39	3 - 41	1 - 43	3 - 45
Barton	3 - 37	KC-2 - 39	3 - 41	1 - 43	3 - 45
Bates	2 - 37	KC-2 - 39	KC - 41	KC - 43	KC - 45
Benton	1 - 37	KC-2 - 39	KC - 41	KC - 43	KC - 45
Bollinger	4 - 37	1 - 39	STL - 41	2 - 43	4 - 45
Boone	1 - 37	STL-2 - 39	1 - 41	STL - 43	1 - 45
Buchanan	6 - 37	KC-1 - 39	2 - 41	1 - 43	2 - 45
Butler	4 - 37	4 - 39	STL - 41	2 - 43	4 - 45
Caldwell	6 - 37	KC-2 - 39	2 - 41	1 - 43	KC - 45
Callaway	1 - 37	STL-1 - 39	1 - 41	STL - 43	1 - 45
Camden	1 - 37	KC-2 - 39	1 - 41	STL - 43	6 - 45
Cape Girardeau	4 - 37	1 - 39	STL - 41	2 - 43	4 - 45
Carroll	2 - 37	KC-2 - 39	KC - 41	KC - 43	KC - 45
Carter	4 - 37	STL-1 - 39	STL - 41	STL - 43	4 - 45
Cass	KC - 37	KC-1 - 39	KC - 41	KC - 43	KC - 45
Cedar	3 - 37	KC-2 - 39	3 - 41	1 - 43	3 - 45
Chariton	1 - 37	KC-2 - 39	1 - 41	STL - 43	1 - 45
Christian	3 - 37	KC-2 - 39	4 - 41	1 - 43	3 - 45
Clark	5 - 37	3 - 39	7 - 41	STL - 43	STL - 45
Clay	KC - 37	KC-1 - 39	KC - 41	KC - 43	KC - 45
Clinton	6 - 37	KC-2 - 39	2 - 41	1 - 43	KC - 45
Cole	1 - 37	STL-2 - 39	1 - 41	STL - 43	1 - 45
Cooper	1 - 37	KC-2 - 39	KC - 41	STL - 43	1 - 45
Crawford	7 - 37	STL-2 - 39	1 - 41	STL - 43	6 - 45
Dade	3 - 37	KC-2 - 39	3 - 41	1 - 43	3 - 45
Dallas	3 - 37	KC-2 - 39	4 - 41	1 - 43	3 - 45
Daviess	6 - 37	KC-2 - 39	2 - 41	1 - 43	KC - 45
DeKalb	6 - 37	KC-2 - 39	2 - 41	1 - 43	2 - 45
Dent	7 - 37	STL-2 - 39	1 - 41	STL - 43	6 - 45
Douglas	3 - 37	KC-2 - 39	4 - 41	1 - 43	3 - 45
Dunklin	4 - 37	1 - 39	STL - 41	2 - 43	4 - 45
Franklin	8 - 37	STL-1 - 39	STL - 41	STL - 43	STL - 45
Gasconade	1 - 37	STL-2 - 39	1 - 41	STL - 43	1 - 45
Gentry	6 - 37	KC-2 - 39	2 - 41	1 - 43	2 - 45

INDEX TO OCCUPATIONAL TITLES AND COUNTIES

	LABORER		TRUCK DRIVER-TEAMSTER		OPERATING ENGINEER		CARPENTER		TRAFFIC CONTROL SERVICE DRIVER	
COUNTY	Area - Page		Area - Page		Area - Page		Area - Page		Area - Page	
Greene	W-2	- 27	W2	- 29	4	- 31	4A	- 33	2	- 35
Grundy	W1	- 27	W3	- 29	3	- 31	4	- 33		
Harrison	W1	- 27	W3	- 29	3	- 31	4	- 33		
Henry	W-2	- 27	W1B	- 29	3	- 31	4	- 33	1	- 35
Hickory	W-2	- 27	W2	- 29	4	- 31	4A	- 33	2	- 35
Holt	W1	- 27	W3	- 29	3	- 31	4	- 33		
Howard	E-3	- 27	W2	- 29	3	- 31	6	- 33		
Howell	E-3	- 27	E3	- 29	2	- 31	8A	- 33	5A	- 35
Iron	E-3	- 27	E2	- 29	2	- 31	5	- 33	5	- 35
Jackson	KC	- 27	KC	- 29	KC	- 31	KC	- 33	1	- 35
Jasper	W-2	- 27	W2	- 29	4	- 31	4A	- 33		
Jefferson	E-5	- 27	E1	- 29	1	- 31	1	- 33	3A	- 35
Johnson	W-2	- 27	W1A	- 29	3	- 31	3	- 33	1	- 35
Knox	E-3	- 27	E3	- 29	2	- 31	6	- 33	5A	- 35
Laclede	W-2	- 27	W2	- 29	4	- 31	4A	- 33	2	- 35
Lafayette	W-1A	- 27	W1A	- 29	3	- 31	3	- 33	1	- 35
Lawrence	W-2	- 27	W2	- 29	4	- 31	4A	- 33		
Lewis	E-3	- 27	E3	- 29	2	- 31	7	- 33	5A	- 35
Lincoln	E-2	- 27	E1A	- 29	1	- 31	2A	- 33	4	- 35
Linn	E-3	- 27	W2	- 29	3	- 31	6	- 33		
Livingston	W1	- 27	W2	- 29	3	- 31	4	- 33		
McDonald	W-2	- 27	W3	- 29	4	- 31	4A	- 33		
Macon	E-3	- 27	E2	- 29	2	- 31	6	- 33	5	- 35
Madison	E-3	- 27	E2	- 29	2	- 31	5	- 33	5	- 35
Maries	E-3	- 27	E2	- 29	2	- 31	5	- 33	5	- 35
Marion	E-3	- 27	E2	- 29	2	- 31	7	- 33	5	- 35
Mercer	W1	- 27	W3	- 29	3	- 31	4	- 33		
Miller	E-3	- 27	E2	- 29	2	- 31	6	- 33	5	- 35
Mississippi	E-3	- 27	E2	- 29	2	- 31	8	- 33	5	- 35
Moniteau	E-3	- 27	W2	- 29	2	- 31	6	- 33		
Monroe	E-3	- 27	E2	- 29	2	- 31	6	- 33	5	- 35
Montgomery	E-2	- 27	E2	- 29	2	- 31	5	- 33	5	- 35
Morgan	W-2	- 27	W2	- 29	2	- 31	6A	- 33		
New Madrid	E-3	- 27	E2	- 29	2	- 31	8	- 33	5	- 35
Newton	W-2	- 27	W2	- 29	4	- 31	4A	- 33		
Nodaway	W1	- 27	W3	- 29	3	- 31	4	- 33		
Oregon	E-3	- 27	E3	- 29	2	- 31	8A	- 33	5A	- 35
Osage	E-3	- 27	E2	- 29	2	- 31	6	- 33	5	- 35

INDEX TO OCCUPATIONAL TITLES AND COUNTIES

COUNTY	CEMENT MASON		IRON WORKER		ELECTRICIAN, INSIDE WIREMAN		ELECTRICIAN, OUTSIDE		PAINTER	
	Area -	Page	Area -	Page	Area -	Page	Area -	Page	Area-	Page
Greene	3	- 37	KC-2	- 39	4	- 41	1	- 43	3	- 45
Grundy	6	- 37	KC-2	- 39	2	- 41	1	- 43	KC	- 45
Harrison	6	- 37	KC-2	- 39	2	- 41	1	- 43	KC	- 45
Henry	2	- 37	KC-2	- 39	KC	- 41	KC	- 43	KC	- 45
Hickory	3	- 37	KC-2	- 39	4	- 41	1	- 43	3	- 45
Holt	6	- 37	KC-2	- 39	2	- 41	1	- 43	2	- 45
Howard	1	- 37	4	- 39	1	- 41	STL	- 43	1	- 45
Howell	4	- 37	STL-2	- 39	8	- 41	STL	- 43	8	- 45
Iron	7	- 37	STL-1	- 39	STL	- 41	STL	- 43	5	- 45
Jackson	KC	- 37	KC-1	- 39	KC	- 41	KC	- 43	KC	- 45
Jasper	3	- 37	2	- 39	3	- 41	1	- 43	3	- 45
Jefferson	STL	- 37	STL-1	- 39	STL	- 41	STL	- 43	STL	- 45
Johnson	2	- 37	KC-1	- 39	KC	- 41	KC	- 43	KC	- 45
Knox	5	- 37	3	- 39	7	- 41	STL	- 43	1	- 45
Laclede	3	- 37	KC-2	- 39	4	- 41	1	- 43	6	- 45
Lafayette	2	- 37	KC-1	- 39	KC	- 41	KC	- 43	KC	- 45
Lawrence	3	- 37	4	- 39	3	- 41	1	- 43	3	- 45
Lewis	5	- 37	3	- 39	7	- 41	STL	- 43	STL	- 45
Lincoln	8	- 37	STL-1	- 39	STL	- 41	STL	- 43	STL	- 45
Linn	1	- 37	KC-2	- 39	7	- 41	STL	- 43	1	- 45
Livingston	6	- 37	KC-2	- 39	2	- 41	1	- 43	KC	- 45
McDonald	3	- 37	2	- 39	3	- 41	1	- 43	3	- 45
Macon	1	- 37	KC-2	- 39	7	- 41	STL	- 43	1	- 45
Madison	7	- 37	STL-1	- 39	STL	- 41	2	- 43	5	- 45
Maries	1	- 37	4	- 39	1	- 41	STL	- 43	6	- 45
Marion	7	- 37	4	- 39	7	- 41	STL	- 43	STL	- 45
Mercer	6	- 37	KC-2	- 39	2	- 41	1	- 43	KC	- 45
Miller	1	- 37	KC-2	- 39	1	- 41	STL	- 43	6	- 45
Mississippi	4	- 37	1	- 39	STL	- 41	2	- 43	4	- 45
Moniteau	1	- 37	KC-2	- 39	1	- 41	STL	- 43	KC	- 45
Monroe	1	- 37	3	- 39	7	- 41	STL	- 43	1	- 45
Montgomery	1	- 37	STL-2	- 39	7	- 41	STL	- 43	1	- 45
Morgan	1	- 37	KC-2	- 39	STL	- 41	STL	- 43	KC	- 45
New Madrid	4	- 37	4	- 39	STL	- 41	2	- 43	4	- 45
Newton	3	- 37	4	- 39	3	- 41	1	- 43	3	- 45
Nodaway	6	- 37	KC-2	- 39	2	- 41	1	- 43	2	- 45
Oregon	4	- 37	4	- 39	4	- 41	STL	- 43	4	- 45
Osage	1	- 37	STL-2	- 39	1	- 41	STL	- 43	1	- 45

INDEX TO OCCUPATIONAL TITLES AND COUNTIES

	LABORER	TRUCK DRIVER- TEAMSTER	OPERATING ENGINEER	CARPENTER	TRAFFIC CONTROL SERVICE DRIVER
COUNTY	Area - Page	Area - Page	Area - Page	Area - Page	Area - Page
Ozark	W-2 - 27	W3 - 29	4 - 31	4A - 33	2 - 35
Pemiscot	E-3 - 27	E2 - 29	2 - 31	8 - 33	5 - 35
Perry	E-3 - 27	E2 - 29	2 - 31	8 - 33	5 - 35
Pettis	W-2 - 27	W2 - 29	3 - 31	6A - 33	
Phelps	E-3 - 27	E2 - 29	2 - 31	5 - 33	5 - 35
Pike	E-3 - 27	E2 - 29	2 - 31	2B - 33	5 - 35
Platte	KC - 27	KC - 29	KC - 31	KC - 33	1 - 35
Polk	W-2 - 27	W2 - 29	4 - 31	4A - 33	2 - 35
Pulaski	E-3 - 27	E2 - 29	2 - 31	5 - 33	5 - 35
Putnam	E-3 - 27	E3 - 29	2 - 31	6 - 33	5A - 35
Ralls	E-3 - 27	E2 - 29	2 - 31	7 - 33	5 - 35
Randolph	E-3 - 35	W2 - 29	2 - 31	6 - 33	
Ray	KC - 27	KC - 29	KC - 31	KC - 33	1 - 35
Reynolds	E-3 - 27	E2 - 29	2 - 31	5 - 33	5 - 35
Ripley	E-3 - 27	E3 - 29	2 - 31	8A - 33	5A - 35
St. Charles	E-2 - 27	E1 - 29	1 - 31	1 - 33	3A - 35
St. Clair	W-2 - 27	W2 - 29	4 - 31	4 - 33	
St. Francois	E-3 - 27	E2 - 29	2 - 31	2B - 33	5 - 35
Ste. Genevieve	E-3 - 27	E2 - 29	2 - 31	8 - 33	5 - 35
St. Louis	STL - 27	STL - 29	STL - 31	STL - 33	3 - 35
Saline	W-2 - 27	W2 - 29	3 - 31	4 - 33	
Schuyler	E-3 - 27	E3 - 29	2 - 31	6 - 33	5A - 35
Scotland	E-3 - 27	E3 - 29	2 - 31	7 - 33	5A - 35
Scott	E-3 - 27	E2 - 29	2 - 31	8 - 33	5 - 35
Shannon	E-3 - 27	E2 - 29	2 - 31	5 - 33	5 - 35
Shelby	E-3 - 27	E2 - 29	2 - 31	6 - 33	5 - 35
Stoddard	E-3 - 27	E2 - 29	2 - 31	8 - 33	5 - 35
Stone	W-2 - 27	W3 - 29	4 - 31	4A - 33	2 - 35
Sullivan	E-3 - 27	W3 - 29	3 - 31	6 - 33	
Taney	W-2 - 27	W3 - 29	4 - 31	4A - 33	2 - 35
Texas	E-3 - 27	E2 - 29	2 - 31	5 - 33	5 - 35
Vernon	W-2 - 27	W2 - 29	4 - 31	4A - 33	
Warren	E-2 - 27	E1A - 29	1 - 31	2 - 33	4 - 35
Washington	E-3 - 27	E2 - 29	2 - 31	2B - 33	5 - 35
Wayne	E-3 - 27	E2 - 29	2 - 31	8 - 33	5 - 35
Webster	W-2 - 27	W2 - 29	4 - 31	4A - 33	2 - 35
Worth	W1 - 27	W3 - 29	3 - 31	4 - 33	
Wright	W-2 - 27	W2 - 29	4 - 31	4A - 33	2 - 35

INDEX TO OCCUPATIONAL TITLES AND COUNTIES

COUNTY	CEMENT MASON		IRON WORKER		ELECTRICIAN, INSIDE WIREMAN		ELECTRICIAN, OUTSIDE		PAINTER	
	Area	Page	Area	Page	Area	Page	Area	Page	Area	Page
Ozark	3	- 37	KC-2	- 39	4	- 41	1	- 43	3	- 45
Pemiscot	4	- 37	1	- 39	STL	- 41	2	- 43	4	- 45
Perry	4	- 37	4	- 39	STL	- 41	STL	- 43	4	- 45
Pettis	1	- 37	KC-2	- 39	KC	- 41	KC	- 43	1	- 45
Phelps	7	- 37	STL-2	- 39	1	- 41	STL	- 43	6	- 45
Pike	7	- 37	STL-2	- 39	7	- 41	STL	- 43	STL	- 45
Platte	KC	- 37	KC-1	- 39	KC	- 41	KC	- 43	KC	- 45
Polk	3	- 37	KC-2	- 39	4	- 41	1	- 43	3	- 45
Pulaski	7	- 37	STL-2	- 39	8	- 41	STL	- 43	6	- 45
Putnam	1	- 37	KC-2	- 39	7	- 41	STL	- 43	1	- 45
Ralls	7	- 37	3	- 39	7	- 41	STL	- 43	STL	- 45
Randolph	1	- 37	4	- 39	1	- 41	STL	- 43	1	- 45
Ray	KC	- 37	KC-1	- 39	KC	- 41	KC	- 43	KC	- 45
Reynolds	7	- 37	STL-1	- 39	STL	- 41	STL	- 43	4	- 45
Ripley	4	- 37	1	- 39	STL	- 41	STL	- 43	4	- 45
St. Charles	STL	- 37	STL-1	- 39	STL	- 41	STL	- 43	STL	- 45
St. Clair	3	- 37	4	- 39	STL	- 41	1	- 43	3	- 45
St. Francois	7	- 37	STL-1	- 39	STL	- 41	STL	- 43	5	- 45
Ste. Genevieve	7	- 37	STL-1	- 39	STL	- 41	STL	- 43	5	- 45
St. Louis	STL	- 37	STL-1	- 39	STL	- 41	STL	- 43	STL	- 45
Saline	1	- 37	KC-2	- 39	KC	- 41	KC	- 43	KC	- 45
Schuyler	1	- 37	3	- 39	7	- 41	STL	- 43	1	- 45
Scotland	5	- 37	3	- 39	7	- 41	STL	- 43	1	- 45
Scott	4	- 37	1	- 39	STL	- 41	2	- 43	4	- 45
Shannon	7	- 37	STL-2	- 39	4	- 41	STL	- 43	4	- 45
Shelby	5	- 37	3	- 39	7	- 41	STL	- 43	1	- 45
Stoddard	4	- 37	1	- 39	STL	- 41	2	- 43	4	- 45
Stone	3	- 37	4	- 39	6	- 41	1	- 43	3	- 45
Sullivan	1	- 37	KC-2	- 39	7	- 41	STL	- 43	1	- 45
Taney	3	- 37	KC-2	- 39	8	- 41	1	- 43	3	- 45
Texas	7	- 37	4	- 39	5	- 41	STL	- 43	6	- 45
Vernon	3	- 37	KC-2	- 39	3	- 41	1	- 43	3	- 45
Warren	8	- 37	STL-1	- 39	STL	- 41	STL	- 43	STL	- 45
Washington	7	- 37	STL-1	- 39	STL	- 41	STL	- 43	5	- 45
Wayne	4	- 37	STL-1	- 39	STL	- 41	2	- 43	4	- 45
Webster	3	- 37	KC-2	- 39	4	- 41	1	- 43	3	- 45
Worth	6	- 37	KC-2	- 39	2	- 41	1	- 43	2	- 45
Wright	3	- 37	KC-2	- 39	4	- 41	1	- 43	3	- 45

WELDERS receive the rate of wages prescribed for the craft performing operation of which welding is incidental.

NOTE I: Work performed on legal holidays not enumerated above shall be at straight time rate.

NOTE II: Make-up days shall not be utilized for days lost due to holidays if not permitted by the applicable Holiday Rate or Overtime Rate, and in the following instances:

- Carpenter - Outstate Areas 1 through 8A
- Cement Mason - Kansas City Area
- Laborer - Kansas City Area
- Operating Engineer - Kansas City Area
- Operating Engineer - Outstate Areas 3 and 4
- Teamster - Kansas City Area

GENERAL WAGE ORDER NO. 53
HOLIDAY RATE SCHEDULE

HOLIDAY RATE NO. 1: Means double (2) time shall be paid for all time worked on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day or days observed in lieu of these holidays.

HOLIDAY RATE NO. 2: The following days are recognized as holidays: New Year's Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. If workmen are required to work the above enumerated holidays or days observed as such, they shall receive time and one-half (1 ½) the regular rate of pay for such work. Where one of the holidays specified falls or is observed during the workweek, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1 ½). Workmen shall receive time and one-half (1 ½) for all work performed on Sundays. Double (2) time shall be paid for work on Sunday or recognized holidays when and only if any other Craft employees of the same employer at work on that same job site are receiving double (2) time that Sunday or holiday.

HOLIDAY RATE NO. 3: Means any hours worked on Sundays and recognized holidays shall be paid at the rate of double (2) times the base rate. The recognized holidays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. In the event any of the above holidays fall on Saturday, then that holiday shall be observed on Friday. In the event any of the above holidays fall on Sunday, then that holiday shall be observed on Monday.

HOLIDAY RATE NO. 4: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day & Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the worker unless worked. If workers are required to work the above recognized holidays or days observed as such, they shall receive double (2) the regular rate of pay for such work.

HOLIDAY RATE NO. 5: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workmen unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive double (2) the regular rate of pay for such work.

HOLIDAY RATE NO. 6: The following days shall be observed as legal holidays: New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day, Employee's birthday and two personal days. The observance of one personal day to be limited to the time between December 1 and March 1 of the following year. If any of these holidays fall on Sunday, the following Monday will be observed as the holiday and if any of these holidays fall on Saturday, the preceding Friday will be observed as the holiday. If employees work on any of these holidays they shall be paid time and one-half (1½) their regular rate of pay for all hours worked.

HOLIDAY RATE NO. 7: Means double (2) time for work performed on New Year's Day, Memorial Day, Independence Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. Any holiday which occurs on a Sunday shall be observed the following Monday. No work shall be performed on LABOR DAY except to save life and property.

HOLIDAY RATE NO. 8: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid at the double (2) time rate of pay. If any of these holidays fall on Saturday, it will be recognized on the preceding Friday; if any of these holidays fall on a Sunday, it will be recognized on the following Monday. No work shall be performed on Labor Day except in case of emergency.

HOLIDAY RATE NO. 9: Means the following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however no reimbursement for this eight (8) hours is to be paid to the working person(s) unless the holiday is worked. The working people shall receive time and one-half (1½) for all work performed on Sundays and holidays.

GENERAL WAGE ORDER NO. 53
HOLIDAY RATE SCHEDULE

HOLIDAY RATE NO. 10: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day and Christmas Day, or days observed as such, and Sundays shall be paid at the rate of time and one-half (1½). Double (2) time shall be paid for work on Sundays or recognized holidays when and only if other craft employees of the same employer at work on that same job site are receiving double (2) time pay for that Sunday or holiday work. No work shall be performed on Labor Day, except in case of jeopardy of life or property. This rule is applied to protect Labor Day. When one of the above holidays falls on a Saturday, the preceding Friday shall be observed; when the holiday falls on a Sunday, the following Monday shall be observed. Where one of the specified holidays falls or is observed during the workweek, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 11: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid to the workman unless worked. An employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive time & one-half (1½) the regular rate of pay for such work.

HOLIDAY RATE NO. 12: All work done on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay. When a holiday occurs on Saturday it shall not be observed on either the previous Friday or the following Monday. Such days shall be regular workdays. If such a holiday occurs on Sunday it shall be observed on the following Monday.

HOLIDAY RATE NO. 13: All work done on New Year's Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. Should any of these days fall on Sunday, then the following day shall be observed as the holiday. Under no circumstances shall employees be permitted to work on Labor Day.

HOLIDAY RATE NO 14: There shall be seven (7) recognized holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day. No work on any pretense shall be performed on Christmas Day or Independence Day. Any work performed on the other holidays shall be paid for at two (2) times the regular rate of pay.

HOLIDAY RATE NO. 15: All work performed on New Year's Day, Memorial Day (Decoration Day), Independence Day (Fourth of July), Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Labor Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. When a holiday falls on Sunday, the following Monday shall be observed as the holiday. When a holiday falls on Saturday, the preceding Friday will be observed as the holiday.

HOLIDAY RATE NO. 16: All work performed on New Year's Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. When any of these holidays falls on Sunday, the Monday following shall be observed as such holiday.

HOLIDAY RATE NO. 17: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, the preceding Friday shall be observed. When a holiday falls on a Sunday, the following Monday shall be observed. No work shall be performed on Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 18: All work performed on New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day shall be paid at the rate of double time. When one of the above holidays falls on Sunday, the following Monday shall be observed.

HOLIDAY RATE NO. 19: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. When one of the foregoing holidays falls on Sunday, it shall be celebrated on the following Monday.

**GENERAL WAGE ORDER NO. 53
HOLIDAY RATE SCHEDULE**

HOLIDAY RATE NO. 20: Work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. If the holiday falls on Saturday, it will be observed on Friday; if the holiday falls on Sunday, it will be observed on Monday, and shall be paid for at double (2) the regular straight time rate of pay.

HOLIDAY RATE NO. 21: Means the following days are recognized Holidays: Memorial Day, Fourth of July, Thanksgiving Day, Christmas Day and New Year's Day. No work shall be done on Labor Day. When falling on a Sunday and the following Monday is observed as part of the holiday, then that Monday shall be considered as a holiday. Sunday and Holidays will be paid at the rate of two (2) times the regular rate of pay.

HOLIDAY RATE NO. 22: Means that Employees working on the following legal holidays, namely New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, to be celebrated on either its national holiday or on the day after Thanksgiving whichever is agreed upon, Thanksgiving Day and Christmas Day shall be paid at the rate of double (2) time.

HOLIDAY RATE NO. 23: All work performed on Sundays and the following recognized holidays, or the days observed as such, of New Year's Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. Whenever any such holidays fall on a Sunday, the following Monday shall be observed as a holiday.

HOLIDAY RATE NO. 24: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid to the workman unless worked. If workmen are required to work the recognized holidays or days observed as such, or Sundays, they shall receive double (2) the regular rate of pay for such work. The above shall apply to the four 10's Monday through Friday work week. The ten (10) hours shall be applied to the forty (40) hour work week.

HOLIDAY RATE NO. 25: The following days shall be observed as legal holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day. No work shall be performed on the Fourth of July, Labor Day or Christmas Day. Any work performed on the above holidays shall be paid for at two (2) times the regular straight time rate of pay. When any of the above holidays fall on Sunday, the following Monday shall be observed as such holiday. If a holiday falls on Saturday, it shall not be considered to be observed on the previous Friday or following Monday. Such days shall be regular workdays.

HOLIDAY RATE NO. 26: Means all work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, and any additional holidays which may be mutually agreed upon shall be paid at the double (2) time rate of pay. Whenever any such holiday falls on a Sunday, the following Monday shall be recognized and observed as the holiday. No work shall be performed on Labor Day.

HOLIDAY RATE NO. 27: Means that work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day, shall be paid at the rate of double (2) time the regular rate of pay. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for this eight (8) hours is to be paid the workman unless worked.

HOLIDAY RATE NO. 28: Means work done on Sundays and holidays shall be paid for at the double (2) time rate. Holidays recognized shall be as follows: New Years Day, Memorial Day, Fourth of July, Labor Day, Veterans' Day (Veterans' Day shall be celebrated the day after Thanksgiving), Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than a Sunday, it shall be celebrated on that date. The contractor may shut down the job the day before or after a holiday.

**GENERAL WAGE ORDER NO. 53
HOLIDAY RATE SCHEDULE**

HOLIDAY RATE NO. 29: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, Friday shall be observed. When a holiday falls on a Sunday, Monday shall be observed. No work shall be performed on the Fourth of July or Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 30: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Sunday, shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Saturday shall be observed on the previous Friday, and paid for at double (2) the straight time rate of pay. If any of the above listed holidays fall on Friday, Saturday, Sunday, or Monday, creating a three-day weekend, then the entire three (3) days (either Friday, Saturday and Sunday –if the holiday falls on Friday or Saturday; or Saturday, Sunday and Monday – if the holiday falls on Sunday or Monday) shall be paid for at double (2) the straight-time rate of pay.

HOLIDAY RATE NO. 31: All work done on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, or days observed as such, shall be paid at the double (2) time rate of pay. The Friday following Thanksgiving will be worked at the Employer's option. If worked, it will be at the regular hourly rate of pay. Saturday holidays will be celebrated on Saturday. Sunday holidays will be celebrated on Monday following the holiday. Work performed on any of these Mondays will be paid at double (2) the rate of pay.

HOLIDAY RATE NO. 32: All work performed on recognized holidays shall be paid at the double (2) time rate of pay. No work shall be performed on Labor Day except to save life or property. The following holidays shall be observed: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, to be observed November 11 (or a mutually agreed date of the Friday after Thanksgiving if agreed by other crafts working on project), Thanksgiving Day and Christmas Day. Any holiday which occurs on a Sunday shall be observed the following Monday.

HOLIDAY RATE NO. 33: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid at double (2) times the regular hourly wage rate. When the holiday falls on Sunday, the following Monday shall be observed as the holiday. If any holiday occurs during the work week (Monday through Friday), any work performed over thirty-two (32) hours during that week would be considered overtime and would be paid at one and one-half (1½) times the basic rate of pay. This last sentence is not applicable if a project is on a normal hour four (4) day - ten (10) hour work week.

HOLIDAY RATE NO. 34: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any one of the above-listed holidays falling on Sunday shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Saturday shall be observed on the previous Friday and paid at double (2) the straight-time rate of pay. Employees working on the Saturday will receive the standard pay for Saturday work.

HOLIDAY RATE NO. 35: All work performed on holidays shall be considered overtime and work performed on these days shall be paid at double (2) time prevailing scale. The holidays of understanding are: New Year's Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day and Christmas Day. Should any of these days fall on Sunday, then the following day shall be observed as the holiday. Under no circumstances shall employees be permitted to work on Labor Day (the first Monday in September).

HOLIDAY RATE NO. 36: All work done on New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid at the rate of double time. When one of the above holidays falls on Sunday, the following Monday shall be observed.

**GENERAL WAGE ORDER NO. 53
HOLIDAY RATE SCHEDULE**

HOLIDAY RATE NO. 37: All work performed on Sunday and recognized holidays shall be paid at double (2) time. The following days shall be recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If any of the above holidays fall on a Sunday, the following Monday shall be observed as the holiday. If any of the above holidays fall on a Saturday, the preceding Friday shall be observed as the holiday.

GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE

OVERTIME RATE NO. 1: Means eight (8) hours of work between the hours of 8:00 A.M. and 4:30 P.M., except for a thirty (30) minute lunch period shall constitute a regular work day. Forty (40) hours, within five (5) such work days- Monday through Friday, inclusive, shall constitute a regular work week. The starting and quitting time for each job shall be subject to variance by mutual agreement and where not agreed otherwise the regular starting time shall be 8:00 a.m. and the quitting time shall be 4:30 p.m. In order to meet job site or owner conditions, the above section may be modified to allow for a workday/workweek of four (4), ten-hour days (4-10's) provided that the following condition is met: The project must be for a minimum of four (4) consecutive days beginning on either a Monday or Tuesday, holidays inclusive. All work performed outside of the regularly scheduled working hours, Monday through Friday, and on Saturday shall be paid at one and one-half (1½) times the hourly rate. On all work performed on Sundays and recognized legal holidays or days that may be celebrated as such, shall be paid at double (2) the hourly rate. Shift work performed between the hours of 4:30 p.m. and 12:30 a.m. (second shift) shall be paid at eight (8) hours pay at the regular hourly rate plus ten (10%) percent for seven and one-half (7½) hours work. Shift work performed between the hours of 12:30 a.m. and 8:00 a.m. (third shift) shall be paid at eight (8) hours pay at the regular hourly rate plus fifteen (15%) percent for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 2: Means the regular work day for which employees shall be compensated at straight time hourly rate of pay shall, unless otherwise provided for, begin at 8:00 a.m. and end at 4:30 p.m. The regular work week shall consist of five (5) days, Monday through Friday, beginning at 8:00 a.m. and ending at 4:30 p.m., except as may be modified. The starting time may be either advanced or delayed one hour or two hours at the discretion of the Employer. The Employer may have the option to schedule his work week from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather, holiday or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours work week. All necessary overtime and work performed on Saturday, shall be paid at time and one-half (1½) the hourly rate, plus an amount equal to one-half (1/2) of the hourly Total Indicated Fringe Benefits. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate, plus an amount equal to the hourly Total Indicated Fringe Benefits. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour. Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows. If shifts are established, work on the First Shift will begin between 6:00 a.m. and 9:00 a.m. and consist of eight (8) hours of work plus one-half hour unpaid lunch. Hours worked during the first shift will be paid at the straight time rate of pay. The second shift shall start eight hours after the start of the first shift and consist of eight (8) hours of work plus one-half hour unpaid lunch. Work on the second shift will begin between 2:00 p.m. and 5:00 p.m. and be paid the straight time rate plus \$2.50 per hour. The third shift shall start eight hours after the start of the second shift and consist of eight (8) hours plus one-half hour unpaid lunch. Work on the third shift will begin between 10:00 p.m. and 1:00 a.m. and be paid the straight time rate plus \$3.50 per hour. The additional amounts that are to be paid are only applicable when working shifts. Shifts that begin on Saturday morning through those shifts which end on Sunday morning will be paid at time and one-half these rates. Shifts that begin on Sunday morning through those shifts which end on Monday morning will be paid at double time these rates. The additional \$1.50 per hour for hours worked outside the normal workday at the request of the Missouri Highway and Transportation Commission does not apply to shift work.

OVERTIME RATE NO. 3: Means the regular work day for which employees shall be compensated at straight time hourly rate of pay shall, unless otherwise provided for, begin at 8:00 a.m. and end at 4:30 p.m. However, the project starting time may be advanced or delayed at the discretion of the Employer. At the discretion of the Employer, when working a five (5) day eight (8) hour schedule, Saturday may be used for a make-up day. If an employer is prohibited from working on a holiday, that employer may work the following Saturday at the straight time rate. However, the Employer may have the option to schedule his work from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to circumstances beyond his control, he shall have the option to work Friday or Saturday at the straight time rate of pay to complete his forty (40) hours. If an employer is prohibited from working on a holiday, that employer may work the following Friday or Saturday at the straight time rate. Overtime will be at one and one-half (1 ½) times the regular rate. If workmen are required to work the recognized holidays or days observed as such, or Sundays, they shall receive double (2) the regular rate of pay for such work.

OVERTIME RATE NO. 4: Means a workday of eight (8) hours, beginning at 8:00 a.m., Monday through Friday shall constitute a forty (40) hour work week. All time over the eight (8) hour day as above defined and all hours worked on Saturday shall be paid at the rate of one and one-half (1 ½) the regular rate of wages. If workmen are required to work the recognized holidays or days observed as such, or on Sunday, they shall received double (2) the regular rate of pay for such work.

OVERTIME RATE NO. 5: Means eight (8) hours shall constitute the regular work day between time that may be advanced or delayed by two (2) hours on either side of 8:00 a.m. The Employer may establish a work week consisting of four (4) days, Monday through Thursday, each day consisting of ten (10) hours straight time. The (4) tens (10s) must run for a period of at least four (4) days, Monday through Thursday. All work on Friday on a four (4) tens (10) project will be paid at the rate of time and one-half (1½). All work performed on Saturday shall be paid at time and one-half (1½). All work performed on Sundays and recognized holidays must be paid at double (2) time. All work performed prior to or after the regular eight (8) hour work day, or ten (10) hour work day, as described above shall be paid at time and one-half (1½) the regular rate.

GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE

OVERTIME RATE NO. 6: Means a regular work day shall consist of eight (8) hours between 7:00 a.m. and 5:30 p.m., with at least a thirty (30) minute period to be taken for lunch. Five (5) days a week, Monday through Friday inclusive, shall constitute a work week. The Employer has the option for a workday/workweek of four (4) ten (10) hour days (4-10's) provided that the following conditions are met:

- The project must be for a minimum of four (4) consecutive days.
- Starting time may be within one (1) hour either side of 8:00 a.m.
- Work week must begin on either a Monday or Tuesday: If a holiday falls within that week it shall be a consecutive work day. (Alternate: If a holiday falls in the middle of a week, then the regular eight (8) hour schedule may be implemented).
- Any time worked in excess of any ten (10) hour work day (in a 4-10 hour work week) shall be at the appropriate overtime rate.

All work outside of the regular working hours as provided, Monday through Saturday, shall be paid at one & one-half (1½) times the employee's regular rate of pay. All work performed from 12:00 a.m. Sunday through 8:00 a.m. Monday and recognized holidays shall be paid at double (2) the straight time hourly rate of pay. Should employees work in excess of twelve (12) consecutive hours they shall be paid double time (2X) for all time after twelve (12) hours. Shift work between the hours of 4:30 p.m. and 12:30 a.m. (second shift) shall be paid at eight (8) hours pay at the regular hourly rate plus ten (10%) percent for seven and one-half (7½) hours work. Shift work performed between the hours of 12:30 a.m. and 8:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus fifteen (15%) percent for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 7: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period, with pay at the regular straight time hourly rate. The regular workday shall begin on the job site between the hours of 6:00 a.m. and 8:00 a.m. with the starting time to be determined by the Employer, unless project owner requires different starting time. This adjustable starting time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. The Employer may establish a four (4) ten (10) hour shift exclusive of the thirty (30) minute lunch period at the straight time wage rate. Forty (40) hours per week shall constitute a week's work Monday through Thursday.

In the event a job is down due to weather conditions, safety or other conditions beyond the control of the Employer, then Friday may, at the option of the Employer, be worked as a makeup day at the straight time wage rate. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. Time and one-half (1½) shall be paid for all overtime hours worked during the week, Monday through Friday and for all work performed on Saturday. Double time shall be paid for all time worked on Sunday and recognized holidays. When the Missouri Highway and Transportation Commission requests on heavy highway work, work outside the normal working hours shall be paid at the regular hourly rate plus \$2.50 per hour.

OVERTIME RATE NO. 8: Means eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within five (5) days, Monday through Friday, shall constitute a work week.

The regular starting time of a job may be moved not more than two (2) hours prior to 8:00 a.m. However, in no case shall more than eight (8) hours be worked per day without the applicable overtime rate being paid. When job conditions dictate, the Employer shall be allowed to establish a four (4) day, ten (10) hours per day work week. This work week is defined as Monday through Thursday or Tuesday through Friday. All hours worked in excess of ten (10) hours per day or forty (40) hours per week shall be paid at the applicable overtime rate. This language is not intended to change the normal five (5) day, eight (8) hour per day work week. All overtime work performed after the regularly scheduled working hours Monday through Friday and Saturday shall be paid for at time & one-half (1½) the regular straight time rate of pay. Sundays and recognized holidays shall be paid for at two (2) times the straight time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. An unpaid lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required before the established start time and after the completion of eight (8) hours of any shift shall be paid at one and one-half (1½) times the shift hourly rate.

**GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE**

OVERTIME RATE NO. 9: Means eight (8) hours shall constitute a regular day's work Monday through Friday between the hours of 7:00 a.m. and 6:00 p.m. If the employer elects to schedule work on a four (4) ten (10) hour day work week, ten (10) hour work days may be worked. These four (4) ten (10) hour day work weeks may be scheduled either Monday to Thursday with Friday as a make-up day or Tuesday to Friday with no make-up day. When a five (5) day eight (8) hour work week is used, all work performed over eight (8) hours per day shall be compensated at one and one-half (1½) times the basic hourly wage. Work performed on Saturday shall be compensated at time and one-half (1½) times the basic hourly wage. Work performed on Sundays and recognized holidays shall be compensated at double (2) times the basic hourly wage. When a four (4) day ten (10) hour work week is used, all work performed over ten (10) hours per day shall be compensated at time and one-time (1½) times the basic hourly wage. Work performed on Saturday shall be compensated at time and one-half (1½) times the basic hourly wage.

OVERTIME RATE NO. 10: Means eight (8) hours shall constitute a day's work between the hours of 7:00 a.m. to 5:00 p.m. from Monday to Friday, inclusive. The work week shall be forty (40) hours, Monday through Friday. Any work in excess of forty (40) hours in one week shall be paid at the applicable overtime rate. At the Employer's option the work week can consist of five (5) eight (8) hour days or four (4) ten (10) hour days. In case of bad weather, or equipment breakdown, Friday may be used as a make-up day if four tens are being worked. If five eights are being worked, Saturday may be used as a make-up day. If the Employer works five eight hour days all time over eight hours per day will be paid at the overtime rate. If the Employer works four ten hour days, all time over ten hours per day will be paid at the overtime rate. Time and one-half (1½) shall be paid for the first two (2) hours of overtime work on any regular work day and any work performed before regular starting time and after regular quitting time and for the first ten (10) hours on Saturday. All work in excess of ten (10) hours regular work day and ten (10) hours on Saturday and all work performed on Sunday and recognized holidays shall be double (2) time.

OVERTIME RATE NO. 11: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period, with pay at the straight time rate. The regular workday shall begin between the hours of 6:00 a.m. and 9:00 a.m. The Employer may have the option to schedule the work week from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather, holiday or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours for the work week. All overtime work performed on Monday through Saturday shall be paid at time and one-half (1½) the hourly rate plus an amount equal to one-half (1/2) the hourly Total Indicated Fringe Benefits. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. When the Missouri Highway and Transportation Commission requests that work be done outside the normal working hours the normally applicable pay rate shall be increased by \$1.50 per hour. Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows. If shifts are established, work on the First Shift will begin between 6:00 a.m. and 9:00 a.m. and consist of eight (8) hours of work plus one-half hour unpaid lunch. Hours worked during the first shift will be paid at the straight time rate of pay. The second shift shall start eight hours after the start of the first shift and consist of eight (8) hours of work plus one-half hour unpaid lunch. Work on the second shift will begin between 2:00 p.m. and 5:00 p.m. and be paid the straight time rate plus \$2.50 per hour. The third shift shall start eight hours after the start of the second shift and consist of eight (8) hours plus one-half hour unpaid lunch. Work on the third shift will begin between 10:00 p.m. and 1:00 a.m. and be paid the straight time rate plus \$3.50 per hour. The additional amounts that are to be paid are only applicable when working shifts. Shifts that begin on Saturday morning through those shifts which end on Sunday morning will be paid at time and one-half these rates. Shifts that begin on Sunday morning through those shifts which end on Monday morning will be paid at double time these rates. The additional \$1.50 per hour for hours worked outside the normal workday at the request of the Missouri Highway and Transportation Commission does not apply to shift work.

OVERTIME RATE NO. 12: Means eight (8) hours shall constitute a day's work between the hours of 7:00 a.m. to 5:00 p.m. from Monday to Friday, inclusive. In the event the Contractor is unable to work forty (40) hours in this work week due to inclement weather, Saturday may be used as a Make-Up Day. All Make-Up hours worked on Saturday (up to 40 hours for the week) shall be paid at the straight time rate of pay. The Make-Up Day may not be used to Make-Up holidays. Any work in excess of eight (8) hours per day, or forty (40) hours in one week, Monday through Saturday, shall be paid at the time and one-half (1 ½) rate of regular hourly rate, except as provided elsewhere. All work performed on Sundays and holidays shall be paid at the rate of two (2) times the regular hourly rate. At the Employer's option the work week can consist of five (5) eight (8) hour days or four (4) ten (10) hour days. If the Employer uses the option of working four (4) ten (10) hour days, Friday and Saturday can be used as Make-Up Days due to weather related loss of time. When the Employer works the four (4) ten (10) hour day schedule, the rate of time and one-half (1 ½) the regular hourly rate will be paid on all hours over ten (10) hours per day, and over forty (40) hours per week. All work performed on Sundays and holidays shall be paid at two (2) times the regular hourly rate.

**GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE**

OVERTIME RATE NO. 13. Means eight (8) hours shall constitute the regular work day and forty (40) hours a work week, Monday through Friday. The Employer shall establish the starting time between 6:30 a.m. and 9:00 a.m. An Employer may further adjust the starting time up to 9:30 a.m. throughout the year. Time and one-half (1½) shall be paid after eight (8) consecutive hours worked after the established starting time and for hours worked before the established starting time. Time and one-half (1½) shall be paid for work performed on Saturdays. Work performed on Sundays and Holidays shall be paid at the double (2) time rate of pay. The Employer when working on Highway and Road work may have the option to schedule the work week for his paving crew only from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate of time and one-half (1½). If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling), the Employer shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours. When the Missouri Highway and Transportation Commission requests or the contractor elects to have work performed outside the normal working hours the rate of pay shall be the regular hourly pay for such work plus \$2.30 per hour.

OVERTIME RATE NO. 14: Means a regular work week of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A work day is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interested parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid.

OVERTIME RATE NO. 15: Means eight (8) hours of work between the hours of eight (8:00) a.m. and four-thirty (4:30) p.m., shall constitute a work day. Forty (40) hours within five (5) days - Monday through Friday, inclusive - shall constitute a work week. The regular starting time in the morning may be moved not more than one hour prior to 8:00 a.m.; however, in no case shall more than eight (8) hours be worked per day without the applicable overtime rate being paid. When job conditions dictate and as required by the employer, the Employer shall be allowed to establish a four (4) day, ten (10) hour per day work week. This work week is defined as Monday through Thursday, with a Friday make-up day. The normal work day under a ten (10) hour four (4) day work week shall be from 8:00 a.m. to 6:30 p.m., with a one hour starting variance. The make-up day of Friday shall be instituted for specific reasons such as loss of production due to weather and Holidays. All hours worked in excess of ten (10) hours per day or forty (40) hours per week or hours worked outside the normal work week shall be paid at the applicable overtime rate. This language is not intended to change the normal five (5) days, eight (8) hours per day work week. All overtime work after a regular work day, (8) hours, Monday through Friday shall be paid at time and one-half (1½). All hours worked on Saturday shall be paid at time and one-half (1½). All other overtime on Sunday and recognized holidays shall be paid for at double (2) the straight-time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 16: Means eight hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within the five (5) days, Monday through Friday inclusive, shall constitute the work week. Starting time may be adjusted not to exceed two (2) hours. Work performed outside of the aforementioned will be paid at the applicable overtime rate. When starting time has been adjusted, all other provisions concerning the work day shall be adjusted accordingly. The overtime rate of pay shall be one and one-half (1 ½) times the regular rate of wages, other than on Sundays, holidays and from Midnight until 6:00 a.m., which will be paid at double (2) the straight time rate.

**GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE**

OVERTIME RATE NO. 17: Means eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute a work week. The Employer may at his discretion, vary the starting time by up to one (1) hour, either prior to or after the normal starting time. The Employer may work four (4) ten (10) hour days, either Monday through Thursday or Tuesday through Friday. Overtime will be paid for work outside of the established starting and quitting times. All overtime work between eight (8) hours and ten (10) hours on regular scheduled working days and the first ten (10) hours on Saturday, beginning at the regular starting time, will be paid at time and-half (1½). All other overtime on Saturday, Sunday and recognized holidays shall be paid for at double (2) the straight time rate of pay. If any of the recognized holidays fall on Friday, Saturday, Sunday, or Monday, creating a three-day weekend, then the entire three (3) days (either Friday, Saturday, and Sunday –if the holiday falls on Friday or Saturday; or Saturday, Sunday and Monday – if the holiday falls on Sunday or Monday) shall be paid for at double (2) the straight-time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 18: Means eight (8) hours shall constitute a day's work, with the starting time to be established between 6:00 a.m. and 8:00 a.m. from Monday to Friday. Time and one-half (1½) shall be paid for first two (2) hours of overtime Monday through Friday and the first eight (8) hours on Saturday. All other overtime hours from Monday through Saturday shall be paid at double (2) time rate. Double (2) time shall be paid for all time on Sunday and recognized holidays or the days observed in lieu of these holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$2.50 per hour.

OVERTIME RATE NO. 19: Minimum requirement per Fair Labor Standards Act means time & one-half (1½) shall be paid for all work in excess of forty (40) hours per work week.

OVERTIME RATE NO. 20: Means work between the hours of 7:00 a.m. and 6:00 p.m. daily, Monday through Saturday, as assigned by the Employer shall be considered regular hours. Weekend work shall be paid at the rate of one and one-half (1½) times the regular rate of pay. Weekend begins 12:01 a.m. Saturday. Overtime is time worked over forty (40) hours per pay period, and shall be paid at the rate of one and one-half (1½) times the regular rate of pay. Sunday and Holidays will be paid at the rate of two (2) times the regular rate of pay.

OVERTIME RATE NO. 21: Means the regularly scheduled work week shall be five (5) consecutive days, Monday through Friday or Tuesday through Saturday. Eight (8) hours shall constitute a day's work. Starting time shall not be earlier than 7:00 a.m. nor later than 10:00 a.m. Forty (40) hours shall constitute a week's work. Overtime at the rate of time and one-half (1½) will be paid for all work in excess of forty (40) hours in any one work week. On the Monday through Friday schedule, all work performed on Saturday will be time and one-half (1½) unless time has been lost during the week, in which case Saturday will be a make up day to the extent of the lost time. On the Tuesday through Saturday schedule, all work performed on Monday will be time and one-half (1½) unless time has been lost during the week, in which case Monday will be a make-up day to the extent of the lost time. Any work performed on Sunday will be double (2) time. If employees work on any of the recognized holidays, they shall be paid time and one-half (1 ½) their regular rate of pay for all hours worked.

GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE

OVERTIME RATE NO. 22: Means that when working a workday for an Eight Hour Schedule, a maximum of eight (8) hours shall constitute a day's work and shall be between the hours of six (6:00) a.m. and five (5:00) p.m. excepting work that has must be performed according to project owner's specifications; all work necessary previous to or after starting of major crew or machinery, to be performed at the regular rate. Notwithstanding the above, all work done over eight (8) consecutive hours in any one day, lunch excepted, shall be paid at the rate of one and one-half (1 ½) times the basic rate of pay. The Contractor may choose the option of working four (4) ten (10) hour days (Ten Hour Schedule), Monday through Saturday, at straight time. Overtime is to be at the rate of one and one-half (1 ½) times the basic hourly rate for all hours worked over ten (10) in a day or over forty (40) in a week. Forty (40) hours Monday through Saturday, shall constitute one (1) working week and shall be so recognized. All work done after forty (40) hours in any one week, when a crew has worked forty (40) hours at the basic rate of pay during the same week, shall be paid at the rate of one & one-half (1½) times the basic rate of pay. Saturday is to be worked as a make-up day at the straight time hourly rate of pay (up to forty (40) hours that week) provided, that Friday is worked as the first make-up day (weather permitting). The contractor may elect a starting time from 6:00 a.m. to 8:00 a.m. which shall be the regular starting time. Any work before the regular starting time or after the regular quitting time shall be at one and one-half (1½) times the regular rate of pay.

OVERTIME RATE NO. 23: Means a regular workday shall consist of eight (8) hours between 8:00 a.m. and 4:30 p.m. Forty (40) hours, within five (5) days -- Monday through Friday inclusive -- shall constitute the regular workweek. The Employer may alter the above stated hours by two (2) hours for an early starting and quitting time only, not to exceed eight (8) hours of work in any one day. When job conditions dictate and as required by the customer, the Employer shall be allowed to establish a four (4) day, ten (10) hour per day work week. This work week us defined as Monday through Thursday, with a Friday make-up day. The normal workday under a ten (10) hour four (4) day work week shall be from 7:00 a.m. to 6:00 p.m. with a one (1) hour starting variance. The make-up day of Friday shall be instituted for specific reasons such as loss of production due to weather and/or holidays. All hours worked in excess of ten (10) hours per day or forty (40) hours per week or hours worked outside the normal work week shall be paid at the applicable overtime rate. The first four (4) hours of overtime after the normal workday, each day Monday through Friday and the first ten (10) hours of overtime on Saturdays shall be paid for at one & one-half (1½) times the regular straight time rate of pay. All other work performed outside of the regularly scheduled working hours and outside of the first ten (10) hours worked on Saturdays shall be paid for at double (2) the regular straight time rate of pay. Sundays and the recognized holidays shall be paid for at double (2) the regular straight time rate of pay, if worked. When so elected by the contractor, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked: The first shift (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Workman on the "day shift" shall receive eight (8) hours' pay at the hourly rate for eight (8) hours' work. The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 12:30 a.m. Workmen on the "swing shift" shall received eight (8) hours' pay at the regular hourly rate plus 10% for seven and one-half (7 ½) hours' work. The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Workmen on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus 15 % for seven (7) hours' work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the "shift" hourly rate.

OVERTIME RATE NO. 24: Means eight (8) hours shall constitute a regular work day, Monday through Friday. All work performed in excess of the regular work day and on Saturday shall be compensated for at one & one-half (1½) times the regular pay. All work accomplished on Sunday and holidays shall be compensated for at double (2) the regular rate of wages. In the event time is lost during the work week due to weather conditions, the Employer may schedule work on the following Saturday at straight time.

OVERTIME RATE NO. 25: Means eight (8) hours shall constitute a regular day's work with the work week being Monday through Sunday between the hours of 6:00 a.m. and 6:00 p.m. If an Employer elects to schedule work on a four (4) day ten (10) hour per day work week, ten (10) hour workdays may be worked. Any work performed in excess of forty (40) hours per week or any work performed in excess of ten (10) hours on any workday will be compensated at one and one-half (1½) times the basic hourly wage. Saturday will be compensated at time and one-half (1½). Any work performed on Sundays and recognized holidays shall be compensated at two (2) times the basic hourly wage.

**GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE**

OVERTIME RATE NO. 26: Means eight (8) hours shall constitute a work day between the hours of 7:00 a.m. and 4:30 p.m. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute the work week. Work performed in the 9th and 10th hour, Monday through Friday, shall be paid at time and one-half (1 ½) the regular straight time rate of pay. Contractor has the option to pay two (2) hours per day at the time and one-half (1 ½) the regular straight time rate of pay between the hours of 6:00 a.m. and 5:30 p.m., Monday through Friday. Work performed outside the regularly scheduled working hours and on Saturdays, Sundays and recognized legal holidays, or days celebrated as such, shall be paid for at the rate of double (2) time.

OVERTIME RATE NO. 27: Means a regular work week shall consist of not more than forty (40) hours of work and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time & one-half (1½) for all work performed on Sundays and recognized holidays. Double (2) time shall be paid for time worked on Sundays or holidays when and only if any other craft employees of the same employer at work on that same job site are receiving double (2) time pay for that Sunday or holiday work. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer prevents work, in which event, the starting time may be delayed, but not later than 12:00 noon. Where one of the recognized holidays falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at time & one-half (1½).

OVERTIME RATE NO. 28: Means a regular work week shall consist of not more than forty (40) hours of work, Monday through Saturday, and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time & one-half (1½) for all work performed on Sundays and holidays. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the employer except when inclement weather or other conditions beyond the reasonable control of the Employer prevent work, in which event, the starting time may be delayed, but not later than 12:00 noon. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however no reimbursement for this eight (8) hours is to be paid to the worker(s) unless worked.

OVERTIME RATE NO. 29: Means a regular work week shall consist of not more than forty (40) hours work, Monday through Saturday, and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time and one-half (1½) for all work performed on Sundays and recognized holidays or days observed as such. Double (2) time shall be paid for work on Sunday or recognized holidays when and only if any other craft employees of the same employer at work at the same job site are receiving double (2) time pay for that Sunday or holiday. If a job can't work forty (40) hours Monday through Saturday because of inclement weather or other conditions beyond the control of the Employer, Friday and Saturday may be worked as make up days at straight time (if working 4-10's). Saturday may be worked as a make up day at straight time (if working 5-8's). Make up days shall not be utilized for days lost to holidays. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer, including requirements of the owner, prevent work. In such event the starting time may be delayed but not later than 12:00 noon. When the contractor elects to establish other working hours the rate of pay shall be the regular hourly rate plus \$0.50 per hour. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours shall be paid at time & one-half (1½).

OVERTIME RATE NO. 30: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period, with pay at the regular straight time hourly rate. The regular workday shall begin on the job site between the hours of 6:00 a.m. and 9:00 a.m. with the starting time to be determined by the Employer. This adjustable starting time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. The workweek shall begin Monday at the established starting time. The Employer may establish a four (4) ten (10) hour shift exclusive of the thirty minute unpaid lunch period at the straight time wage rate. Forty hours per week shall constitute a week's work, Monday through Thursday. In the event a job is down due to weather conditions, holiday or other conditions beyond the control of the Employer, then Friday may, at the option of the Employer, be worked as a make-up day at the straight time wage rate. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. Starting time will be designated by the Employer. Time & one-half (1½) shall be paid for work performed on Saturdays. Double (2) time shall be paid for work performed on Sundays and holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$2.50 per hour.

**GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE**

OVERTIME RATE NO. 31: Means a regular work week shall consist of not more than forty (40) hours of work and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). A workday is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer, in which event, the starting time may be advanced or delayed. Workers shall receive time and one-half (1½) for all work performed on recognized holidays or days observed as such.

OVERTIME RATE NO. 32: Means the regular work week shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, ten (10) hours per day. All work over ten (10) hours in a day or forty (40) hours in a week shall be at the overtime rate of one and one-half (1½) times the regular hourly rate. The regular work day shall be either eight (8) or ten (10) hours. If a job can't work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working 4-10's). Saturday may be worked as a make-up day at straight time (if working 5-8's). Make-up days shall not be utilized for days lost due to Holidays. A workday is to begin at the option of the Employer but not later than 11:00 a.m. except when inclement weather, requirements of the owner or other conditions beyond the reasonable control of the Employer prevent work. Except as worked as a make-up day, time on Saturday shall be worked at one and one-half (1½) times the regular rate. Work performed on Sunday shall be paid at two (2) times the regular rate. Work performed on recognized holidays or days observed as such, shall also be paid at the double (2) time rate of pay.

OVERTIME RATE NO. 33: Means the work day shall consist of eight (8) hours worked between 7:00 a.m. and 4:30 p.m. Forty (40) hours will constitute the work week from Monday through Friday inclusive. Up to four (4) hours of overtime work per day performed before or after the assigned normal work day, (twelve (12) continuous hours, starting no earlier than 6:00 a.m.), Monday through Friday, shall be paid at a rate of one and one-half times (1.5x) that employee's hourly rate. Any additional overtime, Monday through Friday, shall be paid at a rate of double (2x) that employee's hourly rate. For hours worked on Saturday, Sunday and recognized holidays, or days that may be celebrated as such, and as designated by the federal government, double (2) time shall be paid. All shifts for work performed between the hours of 4:30 p.m. and 12:30 a.m. on a second shift shall receive eight (8) hours pay at the regular hourly rate of pay plus ten percent (10%) additional for seven and one-half (7½) hours work. The ten percent (10%) differential shall apply to the basic pay rate and the percentage fringe rates. All work performed between the hours of 12:30 a.m. and 8:00 a.m. on a third shift shall receive eight (8) hours pay for seven (7) hours work at the regular hourly rate plus fifteen percent (15%) differential shall apply for the basic pay rate and percentage fringe benefit rates. When a shift continues past the latest time at which a shift may operate, then the appropriate percentage overtime is paid.

OVERTIME RATE NO. 34: The Employer may choose, at his discretion, to work five eight hour days or four ten hour days with a Friday make-up day, Monday through Friday at straight time. Overtime shall be paid after eight (8) hours when working "five eights" and after ten hours when working "four tens". All work performed on Sundays and recognized holidays shall be paid for at the rate of double (2) time. All Saturday work shall be paid for at the rate of time and one-half (1½) the regular wage rate. All night work during the regular work week other than the above-mentioned days shall be paid for at the rate of time and one-half (1½) the regular wage scale until midnight and double (2) time after midnight except make-up time will be allowed under the following condition: In the event of inclement weather on exterior projects which prevents working the full regular eight (8) hour day, forty (40) hour work week schedule, a Saturday make-up day can be granted. Then said work on Saturday shall be paid at the straight time rate of pay up to a maximum total of forty (40) hours per week.

OVERTIME RATE NO. 35: Means the regular work day shall be eight (8) hours. Working hours are from six (6) hours before Noon (12:00) to six (6) hours after Noon (12:00). The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and 12:00 Noon on Monday and ending between 1:00 p.m. and 6:00 p.m. on Friday. Saturday will be paid at time and one-half (1½). Sundays and Holidays shall be paid at double (2) time. Saturday can be a make-up day if the weather has forced a day off, but only in the week of the day being lost. Any time before six (6) hours before Noon or six (6) hours after Noon will be paid at time and one-half (1½).

OVERTIME RATE NO. 36: Means the Employer may choose, at his discretion, to work five eight-hour days or four ten-hour days with a Friday make-up day. Overtime shall be paid after eight hours when working "five eights" and after ten hours when working "four tens", and Saturdays at time and one-half (1½) the base rates. Any hours worked on Sunday and recognized Holidays shall be paid at 2 times the base rate.

GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE

OVERTIME RATE NO. 37: Means the regular work day shall be eight (8) hours. Working hours are from six (6) hours before Noon (12:00) to six hours after Noon (12:00). The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and Noon (12:00) on Monday and ending between 1:00 p.m. and 6:00 p.m. on Friday. Saturday work will be paid time and one-half (1½) the regular hourly rate of pay. Work performed on Sundays and recognized holidays shall be paid at double (2) time the regular hourly rate of pay. Saturdays can be a make-up day if weather has forced a day off. But only in the week of the day being lost. Any time worked before six (6) hours before Noon (12:00) or after six (6) hours after Noon (12:00) will be paid at the time and one-half (1½) the regular hourly rate of pay.

OVERTIME RATE NO. 38: Means a normal work week shall be Monday through Friday. Normal hours of work shall consist of eight and one-half (8½) consecutive hours per workday between 7:00 a.m. and 5:00 p.m., which includes one-half (1/2) hour for lunch. A 4-10 hour day work week Monday through Thursday or Tuesday through Friday may be worked at the contractor's request. Days must be consecutive. Time and one-half (1½) shall be paid for the first two (2) hours of overtime on any regular work day, Monday through Friday, and any work performed before regular starting time and after regular quitting time. Saturday work shall be paid at one and one-half (1½) times the regular rate of pay for the first ten (10) hours. All other overtime will remain as double (2) time, including Sundays and recognized holidays.

OVERTIME RATE NO. 39: Means eight (8) hours shall constitute the regular work day and forty (40) hours a work week, Monday through Friday. The Employer shall establish the starting time between 7:00 A.M. and 9:00 A.M. Time and one-half (1½) shall be paid for work performed on a regular work day before the regular starting time and after the regular quitting time. Double (2) time shall be paid for work performed on Sunday and holidays. At the discretion of the Employer, Saturday can be used for a make-up day. The Employer when working on highway and road work may have the option to schedule the work week for his paving crew only from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling) he shall have the option to work Friday at the straight time rate of pay to complete his or her forty (40) hours.

OVERTIME RATE NO. 40: Means eight (8) hours shall constitute a regular days' work between the hours of 8:00 a.m. and 5:00 p.m. with an hours' intermission for lunch; and forty (40) hours shall constitute a regular work week from Monday through Friday. A four (4) ten (10) hour day work schedule may be worked Monday through Thursday (Tuesday through Friday in the event a holiday is celebrated on a Monday) or a Tuesday through Friday (Monday through Thursday in the event a holiday is celebrated on Friday). If the parties work the four ten-hour day work week the following shall apply:

- (a) Ten (10) consecutive hours shall constitute a days work between the hours of 7:00 a.m. and 5:30 p.m. One-half (1/2) hour shall be set aside for an unpaid lunch period.
- (b) Friday may be used as a make-up day when the scheduled work week was interrupted and time lost of seven (7) hours or more was incurred.

Time and one-half (1 ½) will be paid for all time worked in excess of the regular working day and Saturday; double (2) time will be paid for all work performed on Sundays and recognized legal holidays.

OVERTIME RATE NO. 41: Means eight (8) hours shall constitute a regular workday, between the hours of 6:00 a.m. and 5:30 p.m. except when the employer elects to work four 10-hour days as described below. The starting time of the workday can be adjusted from 6:30 a.m. to 9:00 a.m. The Employer may have the option to schedule his workweek from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling), or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. However, should a holiday occur, Monday through Thursday, the Employer shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. Time and one-half (1 ½) shall be paid for work performed in excess of eight (8) hours on any regular workday or outside the hours limiting a regular workday, Monday through Friday. Time and one-half (1½) shall be paid for work performed on Saturdays. Double (2) time shall be paid for work performed on Sundays and recognized holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour.

GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE

OVERTIME RATE NO. 42: Means eight (8) hours shall constitute the regular workday except when the Employer elects to work Four, 10-Hour days as explained in this Section with starting time to be between the hours of 6:00 a.m. and 9:00 a.m. as determined by the Employer. This adjustable starting time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. Overtime is to be paid after eight (8) hours at the rate of time and one-half (1½). The Employer may have the option to schedule his workweek from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate of time and one-half (1½). If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling) he shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. However, should a holiday occur, Monday through Thursday, the Employer shall have the option to work Friday at the straight time rate of pay, unless work is halted due to inclement weather (rain, snow, sleet falling). The work week is to begin on Monday. Time and one-half (1½) shall be paid for Saturday work. Double (2) time shall be paid for Sunday work and work performed on recognized holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour.

OVERTIME RATE NO. 43: Means eight (8) hours constitute a normal day's work Monday through Friday. Any time worked over eight (8) hours will normally be paid at time and one-half (1½) except for exclusions stated in some following additional sentences. The Employer, at his discretion, may start the work day between 6:00 a.m. and 9:00 a.m. Any schedule chosen shall be started at the beginning of the work week (Monday) and used for at least five days. Work may be scheduled on a four (4) days a week (Monday through Thursday) at ten (10) hours a day schedule. If such a schedule is employed, then Friday may be used as a make-up day when time is lost due to inclement weather. Time and one-half (1½) shall be paid for any work in excess of eight (8) hours in any regular work day Monday through Friday unless working 4-10's, then time and one-half (1½) after ten (10) hours. All work performed on Saturday will be time and one-half (1½). Double (2) time shall be paid for all work on Sundays and recognized holidays.

OVERTIME RATE NO. 44: Means a regular work week of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof, by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A workday shift is to begin at the option of the Employer, between 6:00 a.m. and not later than 9:00 a.m. However, the project starting time may be advanced or delayed if required. For all time worked on Sunday and recognized holidays, double (2) time shall be paid.

OVERTIME RATE NO. 45: Means the normal work week shall consist of five (5) eight (8) hour days for a total of forty (40) hours, starting on Monday at 8:00 a.m. and ending on Friday at 4:30 p.m. The starting time can be flexible between 6:00 a.m. and 8:00 a.m., and ending at 2:30 p.m. or 4:30 p.m. respectively. All work before the designated starting time and after the quitting time shall be paid for at the rate of time and one-half (1½). An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Any work started after 12:00 midnight Sunday, will be classified as time and one-half (1½) up to the legal starting time on Monday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and Holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

OVERTIME RATE NO. 46: Means eight (8) hours per day shall constitute a standard work day between the hours of 7:00 a.m. and 5:00 p.m. The standard work week shall be forty (40) hours between 7:00 a.m. on Monday and ending 5:00 p.m. on Friday. An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

**GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE**

OVERTIME RATE NO. 47: Means eight (8) hours shall constitute a normal day's work as follows: 7:00 – 8:00 a.m. to 12:00 noon and from 12:30 p.m. to 3:30 – 4:30 p.m. Monday through Friday. The lunch break may be of sixty (60) minutes duration and quitting time delayed accordingly. Employees working before or after these specified hours shall be paid at the rate of time and one-half (1 ½) the regular rate of pay. Sunday and Holiday work shall be double (2) time. Employees failing to work a regular forty (40) hour week due to inclement weather may work on Saturday at the regular rate of pay. During periods of inclement summer weather, the working day may begin at 6:00 a.m. and straight time shall be paid for eight (8) hours of work.

OVERTIME RATE NO. 48: Means the regular workday starting time of 8:00 a.m. (and resulting quitting time of 4:30 p.m.) may be moved forward to 6:00 a.m. or delayed one hour to 9:00 a.m. All work performed in excess of the regular work day and on Saturday shall be compensated at one and one-half (1½) times the regular pay. In the event time is lost during the work week due to weather conditions, the Employer may schedule work on the following Saturday at straight time. All work accomplished on Sunday and holidays shall be compensated for at double the regular rate of wages. The work week shall be Monday through Friday, except for midweek holidays.

OVERTIME RATE NO. 49: Means eight (8) hours shall constitute a day's work beginning at 8:00 a.m. and ending at 4:30 p.m. Forty (40) hours shall constitute a week's work, Sunday through Saturday. In the event time is lost due to weather or conditions beyond the control of the Employer, the Employer may schedule work on Saturday at straight time. All work over eight (8) hours in one day, forty (40) hours in one week, or on Saturday (except as herein provided) shall be classified as overtime and be paid at the rate of time and one-half (1½). All work on Sunday or recognized holidays shall be classified as overtime and be paid at the rate of double (2) time. When the four (4) day ten-hour work week is in effect, the standard work day shall be consecutive ten (10) hour periods. Forty (40) hours per week shall constitute a week's work Sunday through Saturday inclusive. In the event the job is down for reasons beyond the contractor's control, then Friday and/or Saturday may, at the option of the Employer be worked as a make-up day, straight time not to exceed ten (10) hours per day or forty (40) hours per week.

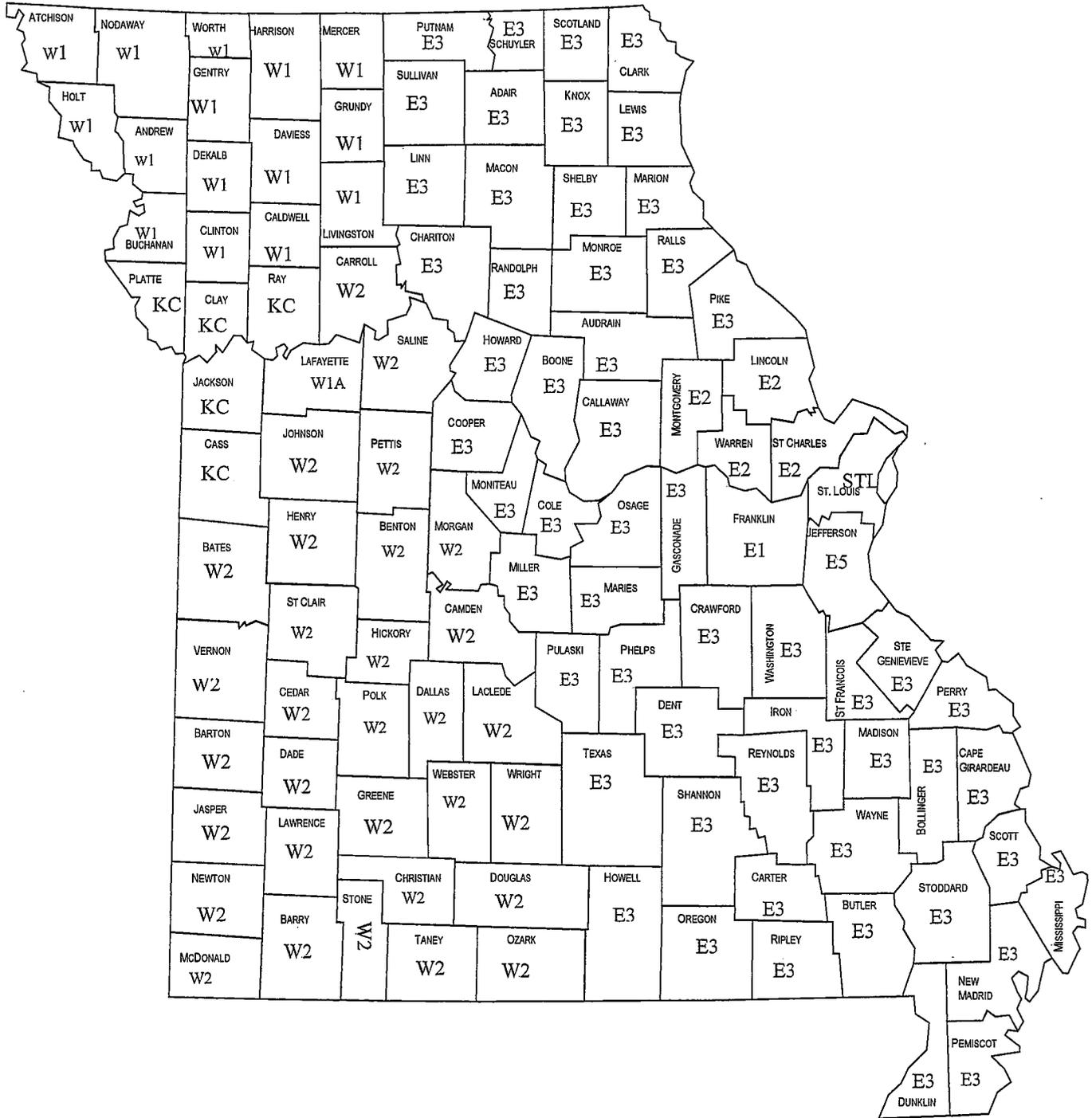
OVERTIME RATE NO. 50: Means Monday through Sunday shall constitute the work week. Regular starting time shall be 8:00 a.m., with one half hour for lunch between three and one-half (3½) and five (5) hours after starting time. The starting time may be advanced by two (2) hours or delayed one (1) hour by the employer from the regular starting time. All work performed before the advanced starting time and during the half hour lunch shall be paid at the overtime rate of time and one-half (1½). Work performed outside these hours shall be paid at the overtime rate of time and one-half (1½), except as provided otherwise below. All work performed on Sundays or recognized holidays shall be paid at the double (2) time rate. When the start time is delayed past 9:00 a.m., the employee's pay shall start at 9:00 a.m. and all time, after the normal quitting time (5:30 p.m.), shall be paid at the overtime rate. Eight (8) hours shall constitute the work day. All work performed prior to or after the regular eight (8) hour work day, as described above, and all work performed on Saturday shall be paid at time and one-half (1½) the regular rate. In the event that a scheduled eight (8) hour work day is missed (not including recognized holidays) because of inclement weather, then that missed work day may be made up at straight time on the following Saturday. It is recognized that not all employees working on a Saturday make-up day will have worked the same number of hours during the regular work week. It is further recognized that any work after forty (40) hours must be paid at time and one-half (1½). The employer may establish a 4-10's schedule on projects (4 days with 10 hours per day at straight time). In order to use the 4-10's schedule, the employer must schedule the 4-10's for a minimum of one (1) week. If using a 4-10's schedule, a Friday make-up day is allowed.

OVERTIME RATE NO. 51: Means the regular work week shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, ten (10) hours per day. All work over (ten) hours in a day or forty (40) hours in a week shall be at the overtime rate of one and one-half (1½) times the regular hourly rate. The regular work day shall be either eight (8) or ten (10) hours. If a job can't work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working 4-10's). Saturday may be worked as a make-up day at straight time (if working 5-8's). An Employer, who is working a four (4) ten (10) hour day work schedule may use Friday as a make-up day when a work day is lost due to a holiday. A workday is to begin at the option of the Employer but not later than 11:00 a.m. except when inclement weather, requirements of the owner or other conditions beyond the reasonable control of the Employer prevent work. Except as worked as a make-up day, time on Saturday shall be worked at one and one-half (1½) times the regular rate. Work performed on Sunday shall be paid at two (2) times the regular rate. Work performed on recognized holidays or days observed as such, shall also be paid at the double (2) time rate of pay.

**GENERAL WAGE ORDER NO. 53
OVERTIME RATE SCHEDULE**

OVERTIME RATE NO. 52: Means there is a flexible starting time where there shall be no restrictions on starting or stopping times per day. Except as specified, eight (8) hours a day shall constitute a standard workday and forty (40) hours per week shall constitute a week's work, which shall begin on Sunday and end on Saturday. All time worked outside of the eight-hour (8) standard workday, and on Saturday shall be classified as overtime and paid at the rate of time and one-half (1½) (except as herein provided). All time worked on Sunday and recognized holidays shall be classified as overtime and paid at the rate of double (2) time. The Employer has the option of working either five (5) eight-hour days or four (4) ten-hour days to constitute a normal forty-hour (40) week. When the four (4) ten-hour day work week schedule is in effect, the standard work day shall be consecutive ten (10) hour periods, exclusive of the thirty (30) minute lunch period. Forty (40) hours per week shall constitute a week's work, Monday through Thursday, inclusive. In the event the job is down for any reason beyond the Employer's control, then Friday and/or Saturday may, at the option of the Employer, be worked as a make-up day, straight time not to extend ten (10) hours or forty (40) hours per week. Starting time will be designated by the Employer. If an employee absents himself from work during a regularly scheduled work week, consisting of four (4) ten (10) hour days, he shall be required to work Friday and/or Saturday at straight time for the ten (10) hours of such days, as appropriate. When the five-day, eight (8) hour work week is in effect, forty hours per week shall constitute a week's work, Monday through Friday, inclusive. In the event the job is down for any reason beyond the Employer's control, the Saturday may, at the option of the Employer, be worked as a make-up day, straight time not to exceed eight (8) hours or forty (40) hours per week. If an employee absents himself from work during a regular scheduled work week consisting of five (5) eight (8) hour days, he shall be required to work Friday and/or Saturday at straight time for the first eight (8) hours of such days, as appropriate. The Employer shall have the option of changing the regular workday or work week on any job when conditions as stipulated by the owner or the operating authority require accommodations by the Employer. Starting time may be adjusted to fit circumstances of the Employer.

LABORER - AREAS BY COUNTIES



To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations

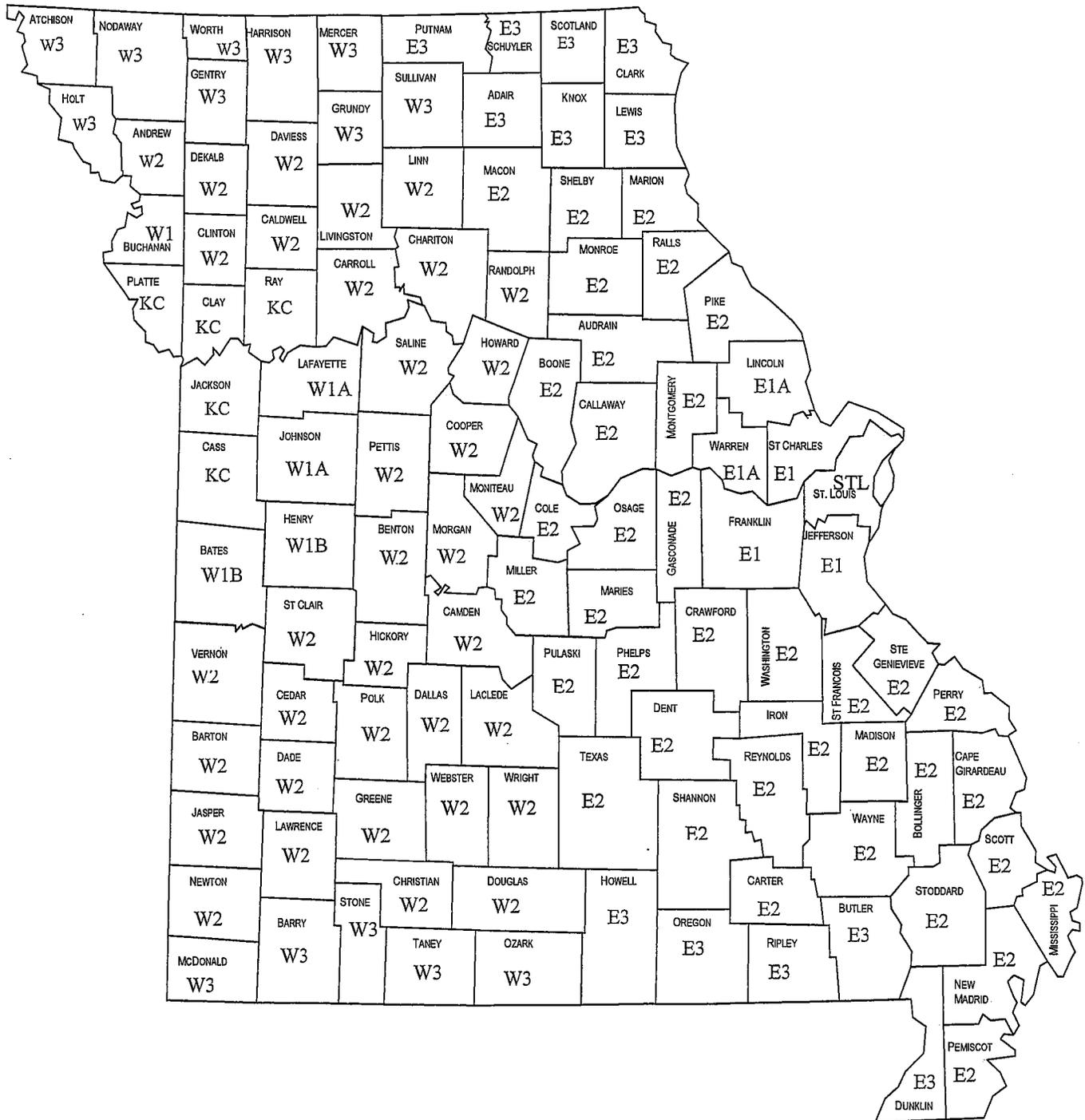
LABORER

For the entire Counties of the following Areas:

<u>ST. LOUIS AREA</u>		<u>KANSAS CITY AREA</u>	
General Laborer -----	\$27.32	General Laborer -----	\$26.03
Skilled Laborer -----	\$27.32	Skilled Laborer -----	\$27.24
Total Fringes -----	\$10.54	Total Fringes -----	\$11.14
OVERTIME RATE	NO. 30	OVERTIME RATE	NO. 27
HOLIDAY RATE	NO. 12	HOLIDAY RATE	NO. 10

	<u>AREA</u> W-1A	<u>AREA</u> W-2	<u>AREA</u> E-1	<u>AREA</u> E-2	<u>AREA</u> E-3	<u>AREA</u> E-4	<u>AREA</u> E-5
General Laborer -	\$22.94	\$21.39	\$26.01	\$27.28	\$24.56	\$24.81	\$26.06
Skilled Laborer -	\$23.29	\$21.94	\$26.61	\$27.28	\$25.16	\$25.41	\$26.66
Total Fringes	\$ 9.79	\$ 9.54	\$ 9.29	\$ 9.47	\$ 9.29	\$ 9.29	\$ 9.29
	<u>AREA</u> W-1						
General Laborer -	\$23.09						
Skilled Laborer -	\$23.44						
Total Fringes	\$9.64						
OVERTIME RATE NO.	28	28	44	41	44	44	44
HOLIDAY RATE NO.	9	9	18	16	18	18	18

TRUCK DRIVER-TEAMSTER – AREAS BY COUNTIES



To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations
TRUCK DRIVER-TEAMSTER
For the entire Counties of the following Areas:

<u>ST. LOUIS (STL) AREA</u>		<u>KANSAS CITY (KC) AREA</u>	
Group I -----	\$27.05	<u>Area-KC-1</u>	
Group II -----	\$27.25	Group I -----	\$28.21
Group III -----	\$27.35	Group II -----	\$28.21
Group IV -----	\$27.35	Group III -----	\$28.21
		Group IV -----	\$28.21
Total Fringes -----	\$9.045	Total Fringes ----	\$10.65
OVERTIME RATE	NO. 42	OVERTIME RATE	NO. 27
HOLIDAY RATE	NO. 22	HOLIDAY RATE	NO. 10

	<u>AREA</u> W1	<u>AREA</u> W1A	<u>AREA</u> W1B	<u>AREA</u> W2	<u>AREA</u> W3
Group I	\$27.13	\$27.13	\$25.92	\$25.92	\$25.19
Group II	\$27.24	\$27.24	\$26.08	\$26.08	\$25.35
Group III	\$27.28	\$27.28	\$26.07	\$26.07	\$25.34
Group IV	\$27.35	\$27.35	\$26.19	\$26.19	\$25.46
Total Fringes	\$ 9.40	\$ 9.40	\$ 9.40	\$ 9.40	\$ 9.40
OVERTIME RATE	NO. 31	NO. 31	NO. 31	NO. 31	NO. 31
HOLIDAY RATE	NO. 11	NO. 11	NO. 11	NO. 11	NO. 11

	<u>AREA</u> E1	<u>AREA</u> E1A	<u>AREA</u> E2	<u>AREA</u> E3
Group I	\$28.58	\$27.23	\$26.22	\$25.49
Group II	\$28.69	\$27.34	\$26.38	\$25.65
Group III	\$28.73	\$27.38	\$26.37	\$25.64
Group IV	\$28.80	\$27.45	\$26.49	\$25.76
Total Fringes	\$ 9.40	\$ 9.40	\$ 9.40	\$ 9.40
OVERTIME RATE	NO. 14	NO. 14	NO. 14	NO. 14
HOLIDAY RATE	NO. 5	NO. 5	NO. 5	NO. 5

To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations
OPERATING ENGINEER
For the entire Counties of the following Areas:

<u>AREA</u>	<u>HOURLY RATES</u>	<u>FRINGE BENEFITS</u>	<u>OVERTIME RATE</u>	<u>HOLIDAY RATE</u>
St. Louis (STL)	Group I ----- \$28.82	Total Fringes -- \$18.31		
	Group II ----- \$28.82			
	Group III ----- \$26.92		11	23
	Group IV ----- \$23.46			
	Oiler-Driver ----- \$23.46			

	<u>AREA</u> KC	<u>AREA</u> 1	<u>AREA</u> 2	<u>AREA</u> 3	<u>AREA</u> 4
Group I	\$31.09	\$28.82	\$25.00	\$28.90	\$24.92
Group II	\$30.05	\$28.82	\$24.65	\$28.50	\$24.57
Group III	\$30.05	\$27.52	\$24.45	\$28.50	\$24.37
Group IV	\$25.58	\$24.06	\$20.80	\$26.50	\$22.32
Oiler-Driver	\$28.93	\$24.52	\$20.80	\$26.50	\$22.32
Total Fringes	\$ 12.87	\$18.31	\$18.28	\$ 12.55	\$11.35
OVERTIME RATE NO.	27	2	3	29	29
HOLIDAY RATE NO.	10	23	24	2	2

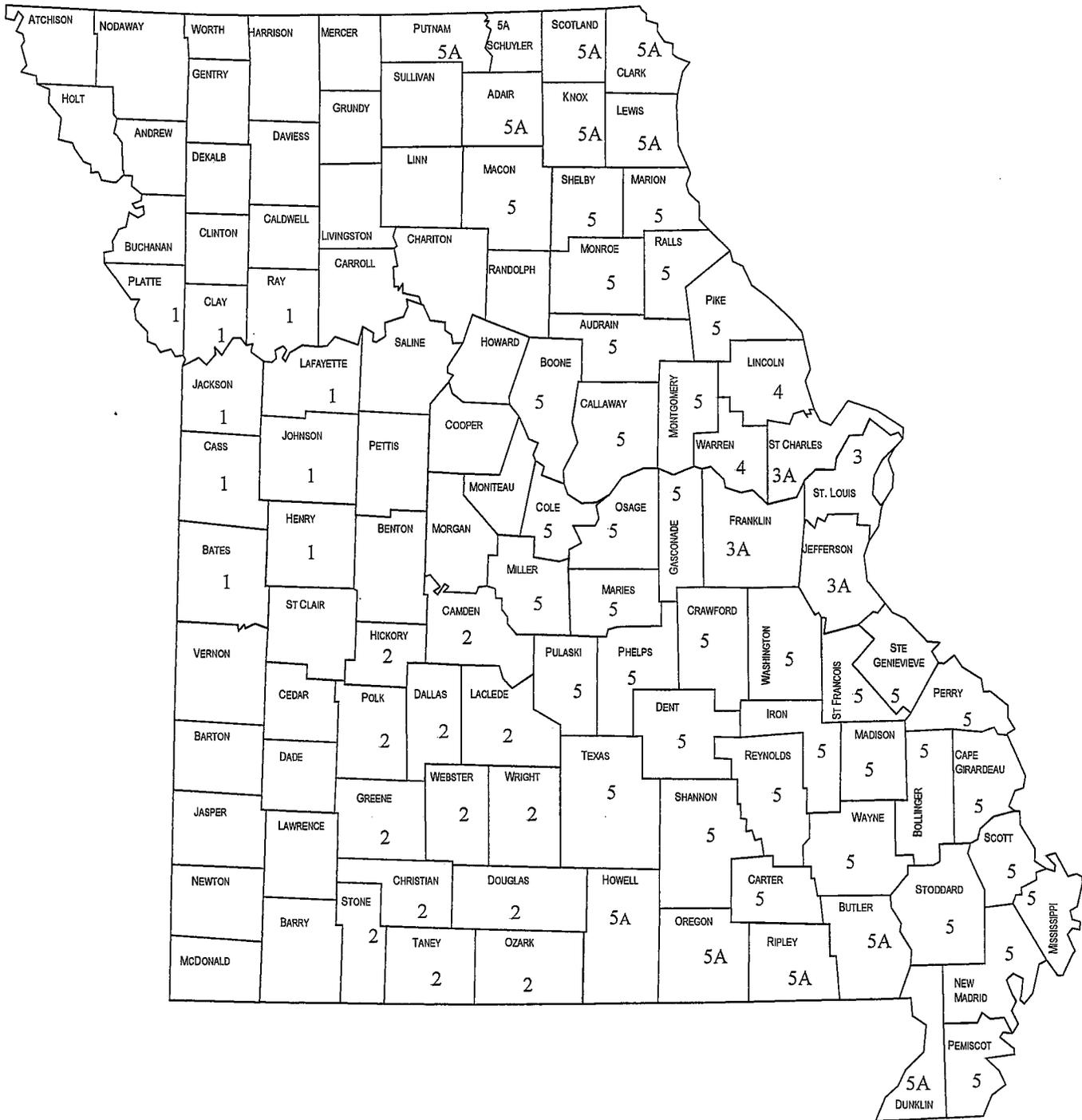
To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations
CARPENTER

For the entire Counties of the following Areas:

Journeyman Millwright Piledriver				
AREA	HOURLY RATE	TOTAL FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
STL	\$32.48	\$ 11.65	7	25
KC	\$33.30	\$ 13.25	5	29

	<u>AREA</u> 1	<u>AREA</u> 1A	<u>AREA</u> 2	<u>AREA</u> 2A	<u>AREA</u> 2B	<u>AREA</u> 3
Hourly Rate	\$32.13	\$29.98	\$29.98	\$29.59	\$28.64	\$28.32
Total Fringes	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$10.55
	<u>AREA</u> 4	<u>AREA</u> 4A	<u>AREA</u> 5	<u>AREA</u> 6	<u>AREA</u> 6A	<u>AREA</u> 7
Hourly Rate	\$27.67	\$27.32	\$27.93	\$28.57	\$27.27	\$28.08
Total Fringes	\$10.55	\$10.55	\$11.50	\$11.00	\$11.00	\$11.50
	<u>AREA</u> 8	<u>AREA</u> 8A				
Hourly Rate	\$27.87	\$26.95				
Total Fringes	\$11.57	\$11.57				
OVERTIME RATE	Areas Numbered: 3, 4, 4A, 6 and 6A					NO. 32
OVERTIME RATE	Areas Numbered: 1, 1A, 2, 2A, 2B, 5, 7, 8 and 8A					NO. 51
HOLIDAY RATE	All Areas Numbered: 1 through 8A					NO. 4

TRAFFIC CONTROL SERVICE DRIVER – AREAS BY COUNTIES

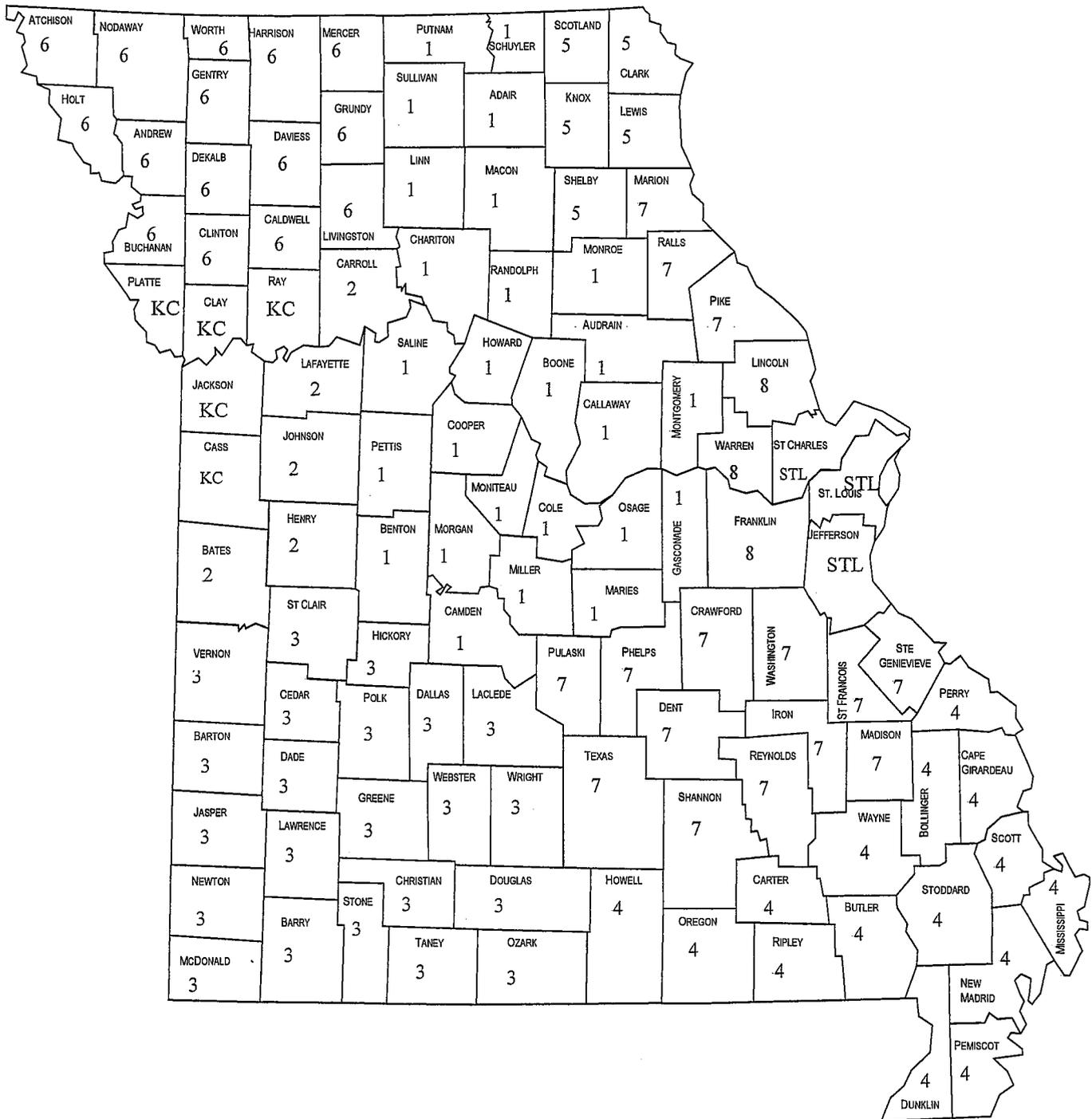


To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations
TRAFFIC CONTROL SERVICE DRIVER
For the entire Counties of the following Areas:

AREAS	HOURLY RATE	TOTAL FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
1	\$15.35	\$ 2.71	21	6
2	\$16.35	\$ 2.75	21	6

	<u>AREA</u> STL 3	<u>AREA</u> 3A	<u>AREA</u> 4	<u>AREA</u> 5	<u>AREA</u> 5A
Hourly Rate	\$27.35	\$28.775	\$27.425	\$26.415	\$25.685
Total Fringes	\$9.045	\$9.045	\$9.045	\$9.045	\$9.045
OVERTIME RATE	No. 42	No. 14	No. 14	No. 14	No. 14
HOLIDAY RATE	No. 22	No. 5	No. 5	No. 5	No. 5

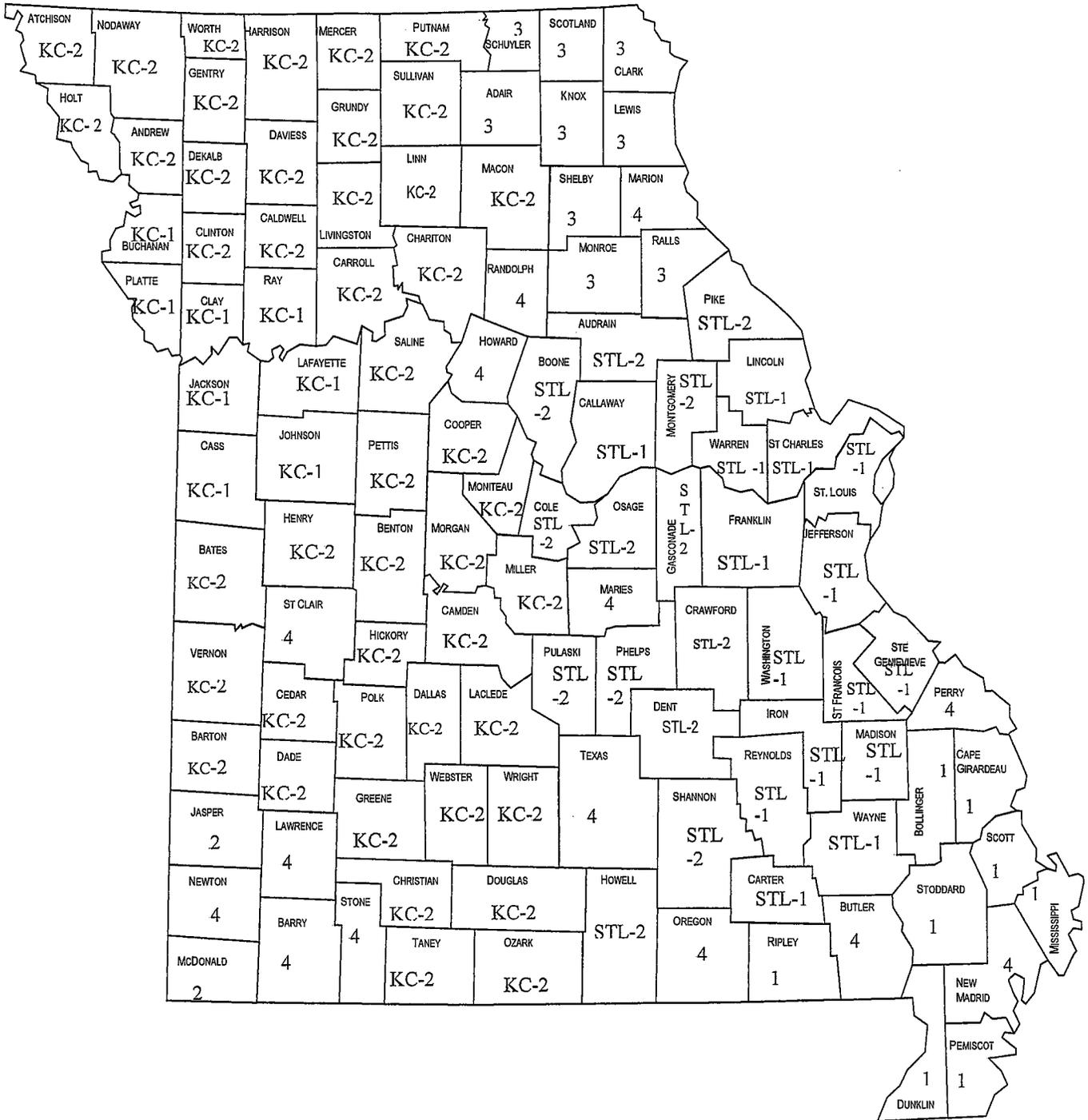
CEMENT MASON – AREAS BY COUNTIES



To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations
CEMENT MASON
For the entire Counties of the following Areas:

AREAS	HOURLY RATE	TOTAL FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
STL	\$29.75	\$ 13.51	13	26
KC	\$24.02	\$ 16.38	27	10
1	\$22.19	\$ 10.24	48	16
2	\$24.47	\$ 17.06	50	20
3	\$20.26	\$ 8.18	49	20
4	\$19.45	\$ 14.70	4	27
5	\$22.57	\$ 16.93	22	28
6	\$24.47	\$ 17.06	50	20
7	\$26.59	\$ 13.43	39	12
8	\$28.58	\$ 13.51	13	26

IRON WORKER – AREAS BY COUNTIES



To: Missouri Highway and Transportation Commission
 Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
 Prevailing Hourly Wage Rates for Occupations

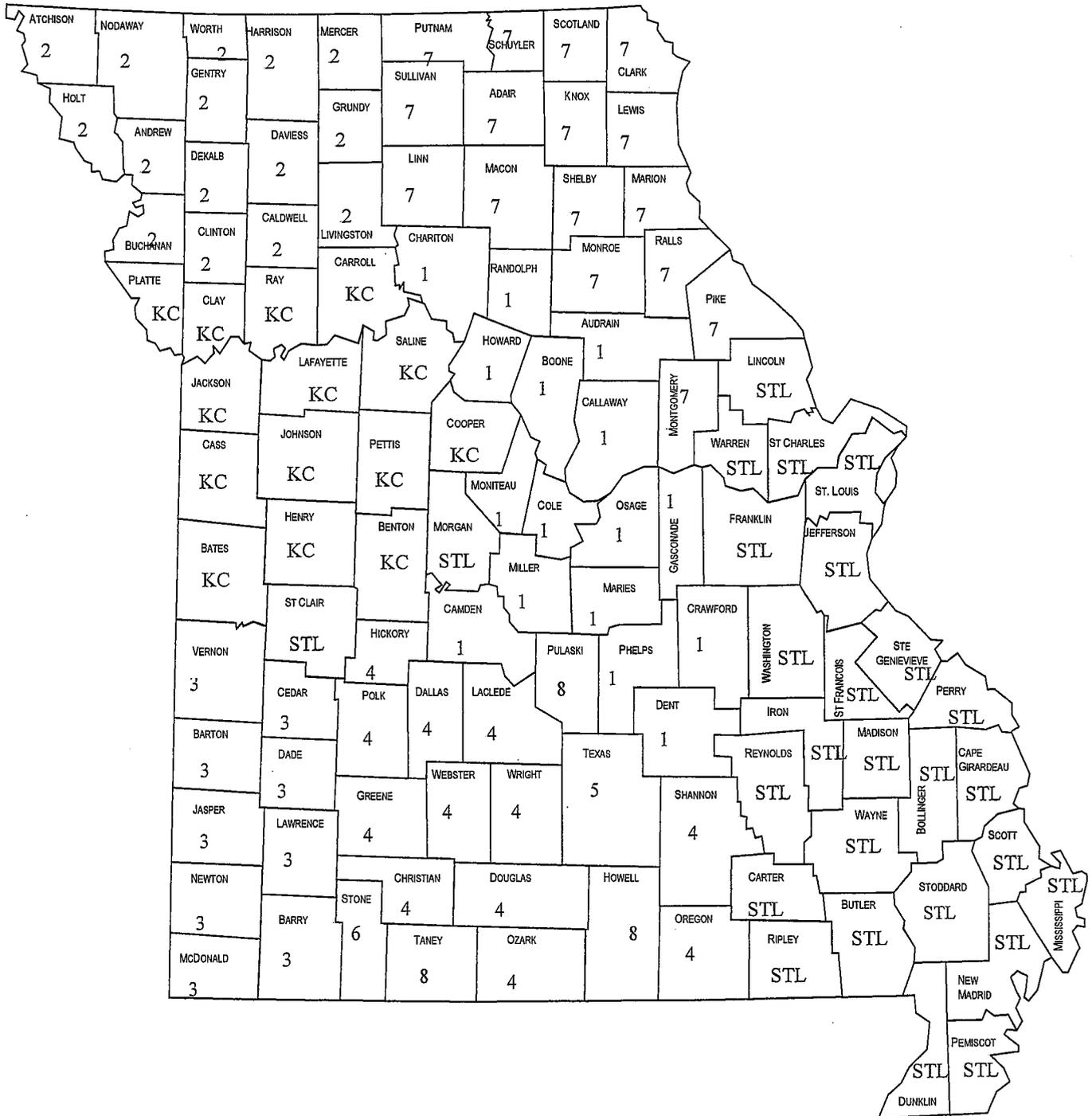
IRONWORKER

For the entire Counties of the following Areas:

AREAS	HOURL RATE	TOTAL FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
STL-1	\$29.98	\$16.875	18	1
STL-2	\$25.53	\$16.90	18	1
KC-1	\$27.50	\$21.50	43	17
KC-2	\$24.50	\$21.50	43	17
1	\$23.38	\$14.71	10	32
2	\$22.10	\$10.73	25	18
3	\$23.70	\$14.31	38	7

AREA	COUNTY	HOURLY RATE + FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
4	Barry County	\$23.75 + \$20.35	43	17
4	Butler County	\$23.75 + \$20.35	43	17
4	Howard County	\$44.10 + \$ 0.00	19	--
4	Lawrence County	\$23.75 + \$20.35	43	17
4	Maries County	\$23.75 + \$20.35	43	17
4	Marion County	\$16.17 + \$ 0.00	19	--
4	New Madrid County	\$23.75 + \$20.35	43	17
4	Newton County	\$23.75 + \$20.35	43	17
4	Oregon County	\$23.75 + \$20.35	43	17
4	Perry County	\$23.75 + \$20.35	43	17
4	Randolph County	\$26.75 + \$20.35	43	17
4	St. Clair County	\$24.55 + \$ 0.00	19	--
4	Stone County	\$23.75 + \$20.35	43	17
4	Texas County	\$23.75 + \$20.35	43	17

ELECTRICIAN, INSIDE WIREMAN – AREAS BY COUNTIES

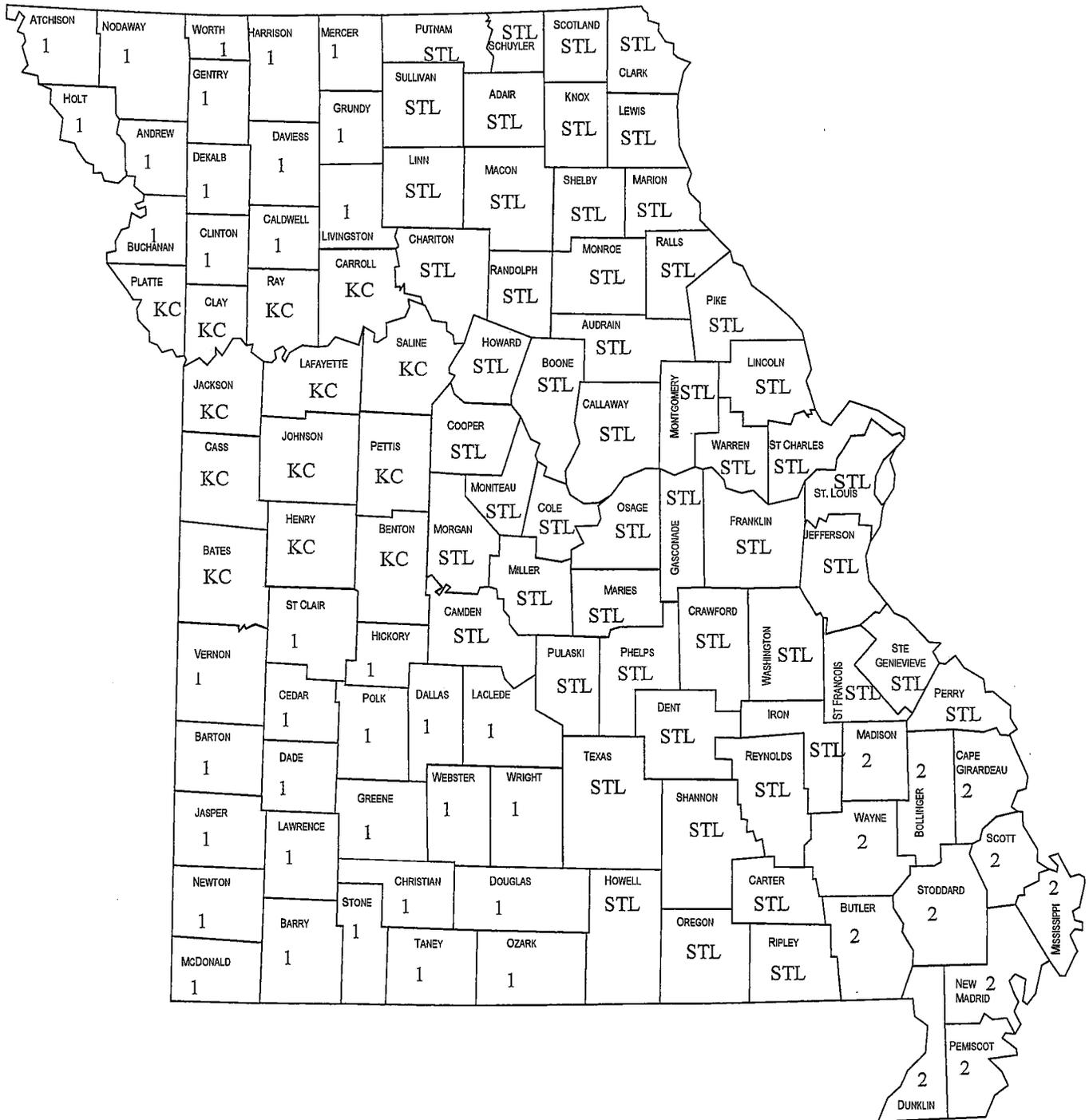


To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations
ELECTRICIAN, INSIDE WIREMAN
For the entire Counties of the following Areas:

AREAS	HOURLY RATE	TOTAL FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
STL	\$33.60	\$ 7.96 + 42.5%	33	15
KC	\$33.33	\$ 14.20 + 10%	23	8
1	\$29.07	\$ 11.32 + 13%	6	15
2	\$30.85	\$ 5.40 + 22%	17	30
3	\$23.40	\$ 10.46 + 8%	15	18
4	\$23.52	\$ 10.62 + 10%	8	34
5	\$28.17	\$ 10.62 + 10%	8	34
6	\$18.58	\$ 10.22 + 10%	8	34
7	\$27.33	\$ 4.85 + 35%	1	31

AREA	COUNTY	HOURLY RATE + FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
8	Howell County	\$35.95 + \$0.00	19	--
8	Pulaski County	\$28.18 + \$10.96 + 13%	6	15
8	Taney County	\$32.60 + \$7.16 + 39.5%	33	15

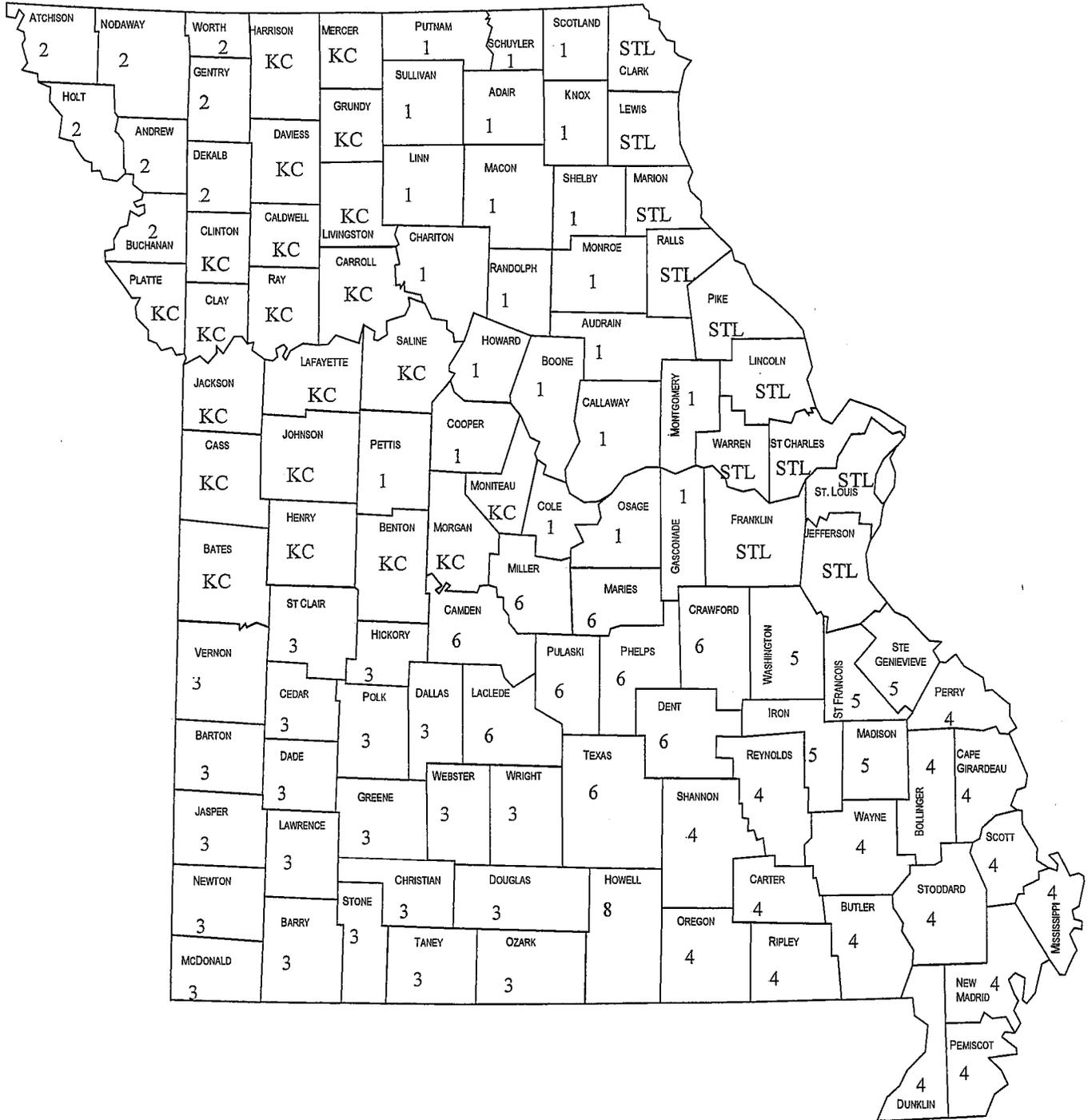
ELECTRICIAN, OUTSIDE – AREAS BY COUNTIES



To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations
ELECTRICIAN, OUTSIDE
For the entire Counties of the following Areas:

AREAS	CLASSIFICATIONS	HOURLY RATE	TOTAL FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
STL	Journeyman Lineman Lineman Operator Groundman	\$33.68 \$29.08 \$22.48	\$ 4.75 + 42%	26	19
KC	Journeyman Lineman Lineman Operator Groundman	\$36.19 \$33.77 \$23.98	\$ 4.75 + 34%	16	20
1	Journeyman Lineman Lineman Operator Groundman	\$34.97 \$33.11 \$22.60	\$ 4.75 + 34%	16	20
2	Journeyman Lineman Lineman Operator Groundman	\$39.36 \$28.42 \$22.48	\$ 4.93 + 28.75%	40	15

PAINTER – AREAS BY COUNTIES



To: Missouri Highway and Transportation Commission
Wage Rates Certified Pursuant to Sec. 290.210, Missouri Statutes
Prevailing Hourly Wage Rates for Occupations

PAINTER

For the entire Counties of the following Areas:

AREAS	HOURLY RATE	TOTAL FRINGE BENEFITS	OVERTIME RATE	HOLIDAY RATE
STL	\$29.58	\$ 10.51	46	13
KC	\$28.23	\$ 13.07	34	17
1	\$21.40	\$ 8.82	35	15
2	\$24.43	\$ 10.17	36	3
3	\$19.18	\$ 10.42	20	21
4	\$19.13	\$ 9.20	45	35
5	\$21.23	\$ 9.20	45	35
6	\$22.30	\$ 10.11	37	14

AREAS	COUNTY	HOURLY + FRINGE BENEFITS RATE	OVERTIME RATE	HOLIDAY RATE
8	Howell County	\$10.50 + \$ 0.44	19	--

ALL WAGE RATES SET OUT HEREIN ARE
THOSE CURRENTLY REFLECTED BY THE
INFORMATION CONTAINED IN OUR WORKING
FILE AT THE TIME OF PUBLICATION.