MISSOURI DEPARTMENT OF TRANSPORTATION
SOUTHWEST DISTRICT
SOLICITATION GUIDELINES AND DOCUMENTATION

REQUEST FOR BID

It is the vendor's responsibility to read and comply with all conditions, specifications, and instructions outlined in this document. This document and any subsequent attachments shall supersede all confirmation forms, receipts, or any other paperwork needed to secure materials, equipment, or services.

TODAY'S DATE: JUNE 6, 2013	**RESPONSES DUE NO LATER THAN:** JUNE 20, 2013 @ 1:00 PM CENTRAL TIME	F.O.B. REQUIREMENTS: DESTINATION (SEE PROJECT LOCATIONS BELOW)
EQUIPMENT WITH OPERATOR TO BE AVAILABLE FOR WORK TO BE PERFORMED, AT A TIME TO BE DETERMINED, BETWEEN JULY 15, 2013, & SEPTEMBER 15, 2013.	**REQUEST # SW-13-064AM** THIS NUMBER SHOULD BE REFERENCED ON ALL MAILING LABELS, ENVELOPES, AND ANY OTHER CORRESPONDENCE ABOUT THIS SOLICITATION.	BUYER NAME: ANDY MCNEILL, CPPB SENIOR PROCUREMENT AGENT PHONE NUMBER: (417)-895-7645 **NO RFB RESPONSES ACCEPTED BY FAX**

Mailing Address: MoDOT – Southwest District General Services (Procurement) Division 3025 East Kearney Street Springfield, MO 65803	Project Locations: Project Site #1: Bates County Route 18 State Line to I-49 Project Site #2: Newton County MO 43 West Outer Road

VENDOR NAME:

(Enter your company name in this block)

SURFACE SEALING TREATMENT EQUIPMENT WITH OPERATOR

1.0 Description. This work shall consist of furnishing rental equipment and operators to apply a surfacing sealing treatment. Specific equipment requirements to be provided as part of this contract are provided in **Appendix A**. Surface sealing material details are provided in **Appendix B**.

1.1 Distribution Equipment. The Distributor shall be equipped with a 2,500 gallon (minimum) tank, full sweep agitation system, a pumping system designed to handle fine aggregate mixes, and sufficient power to operate the full spray system and the agitation system at the same time. The Distribution equipment shall be equipped with a monitoring system that ensures the even distribution of material and measures the application rate of the mix. The Distribution equipment shall be capable of applying a full lane width. The spray system shall be equipped with a primary filter prior to the pumps and a secondary filter system for fine post pump filtration of the material. The Distributor operator shall be able to continuously monitor the spray system during application to ensure even distribution of the material and to detect and correct a clogged nozzle immediately. Attachments such as a spray shield, wind deflector and hand wand shall be available.

1.2 Storage Tank(s). Job site storage tank(s) shall have the minimum capacity of an entire transport load (6,000 gallons). The storage tank shall have an internal full sweep mixing system having a mixing capability of providing a homogenous mix representing the mix design of the surface sealing material at any given location within the tank. Operator shall be onsite and available to unload material from incoming transport trailers as scheduled by the commission. The commission will consult with the equipment supplier to discuss schedule for the delivery of surface sealing material. Operator shall be responsible for maintaining the condition of the surface sealing material ensuring that the mixture is homogenous in the tank prior to loading the distribution equipment. Operator shall not modify the surface sealing material with water or other additives without prior approval of the commission. Operator shall be responsible for loading/unloading the distribution equipment as per commission schedule. Storage tank shall be equipped with a 3" pump to load/unload material.

1.3 Environmental Protection. The equipment provider shall comply with all federal, state, and local laws and regulations controlling pollution of the environment.

1.4 Surface Preparation. The surface shall be thoroughly cleaned immediately prior to placing the surface treatment. Surface preparation shall be the responsibility of the commission.

1.5 Placement. The commission shall direct placement of surface sealing material. Placement of surface sealing material will be under commission supplied traffic control. The target application rate per pass based upon an undiluted bituminous material will be shown in the contract. The actual application rate may be adjusted based upon the existing pavement surface condition, recommendations of the polymer modified emulsion manufacturer, and the approval of the engineer. Placement of the mix may be required in multiple passes as detailed in the contract. Equipment provider shall provide a mat ensuring total uniform coverage. The roadway will remain closed until the surface is tack-free and capable of being open to traffic without tracking.

2.0 Method of Measurement. Final measurement of the surface treatment will be made during construction. Measurement of the surface treatment, complete in place, will be made to the nearest square yard. The revision or correction will be computed and added to or deducted from the contract quantity.

3.0 Basis of Payment. The accepted quantity of surface treatment, in place, will be paid for at the contract unit (square yard) price. No separate payment will be made for any additional construction methods, processes or mobilization.

4.0 Scope of Work and Bid Pricing Submittal

County	Route	Length (miles)	Project Limits	Estimated Project Dates*	Total Quantity (SY)	Shot Rate per pass (gal/SY)	# of Passes	Unit Price per pass ($/SY)
Bates	18	20.96	State Line to I - 49	July 15, 2013 – Sept 15, 2013	262,500	0.10	2	$
Newton	MO 43 West Outer Road	0.61	35th Street to 45th Street (2 disconnected segments)	July 15, 2013 – Sept 15, 2013	7900	0.10	2	$

*** Estimated project dates are an approximation and subject to change by MoDOT.** MoDOT will be issuing a separate Request For Bid for a vendor to supply the material for these projects (SW-13-063AM Surface Sealing Treatment Material). **Specific dates/times/locations for the completion of all work will be coordinated between the awarded Materials vendor, MoDOT, and the awarded Equipment with Operator vendor.**

MoDOT will provide and perform all traffic control for these work zones.

APPENDIX A. – Rental Equipment/Operator Requirements

Equipment Type	Minimum Requirement	Minimum # of Operator (s)
Distribution Equipment	2 Units	2 per Unit
Storage Tank(s)	12,000 Gallons	1

APPENDIX B. - Surface Sealing Material.

1.0 Description. The surface treatment shall contain a mixture of cationic polymer modified asphalt emulsion, fine aggregate, water, and other additives as needed.

2.1 Bituminous Material. The bituminous material shall be a polymer modified asphalt emulsion in accordance with the following table. The bituminous material shall show no separation after mixing. The emulsion shall be sampled in accordance with AASHTO T 40.

Asphalt Emulsion (CSS)			
	Min.	**Max.**	**Test Method**
Viscosity, Saybolt Furol at 25 C, s	15	100	AASHTO T 72
Particle charge test	Positive[b]		AASHTO T 59
Residue, %	60	--	AASHTO T 59
Test on Residue from Distillation	**Min.**	**Max.**	**Test Method**
Penetration, 25 C, 100 g, 5 s,	15	150	AASHTO T 49

[b]If the particle charge test is inconclusive, material having a maximum pH value of 6.7 will be acceptable.

2.2 Mineral Aggregate. Fine aggregates materials shall be in accordance with Section 1002.3 of the Standard Specifications; except as modified herein:

2.2.1 Noncarbonated Aggregate Requirement. The aggregate blend shall contain a minimum of 50 percent non-carbonate aggregate. The aggregate blend shall have an acid insoluble residue (AIR), MoDOT Test Method TM 76, of at least 85 percent insoluble residue.

2.2.2 Aggregate sources not meeting the absorption limits of Section 1002.3 shall be in accordance with the following lightweight aggregate requirements:

Property	Percent Maximum Limit
Absorption, AASHTO T 85, percent, max	n/a
Micro-Deval, AASHTO TP 58, percent, max	20
Los Angeles Abrasion for Lightweight Aggregate, MoDOT Test Method TM 78, percent, max	50

2.2.3 Aggregate Gradation Requirement. The aggregate blend shall have a 100 % of the material passing the No. 8 (2.36 mm) sieve. For spraying applications, the following gradation shall be used:

Sieve	Percent Passing
No. 8 (2.36 mm)	100
No. 16 (1.18 mm)	80-100
No. 30 (600 µm)	75-100
No. 50 (300 µm)	50-85
No. 100 (150 µm)	40-65
No. 200 (75 µm)	25-65

2.3 Water. Water shall be potable and free of harmful soluble salts.

2.4 Additives. Any other material added to the mixture or to any of the component materials shall be listed in the job mix formula with the product certifications.

2.5 Mix Design. The mix design that lists the specific materials to be used on the project shall be submitted to the engineer at least 30 days before the surface sealant treatment work commences. The mixture shall contain a minimum of 25% aggregate by weight of wet mixture and shall meet the following requirements:

	Min.	Max.	Test Method
Maximum Wet-Track Abrasion Loss (3 day soak), grams per square feet.	--	7.5 g/ft^2	TB 100 (ISSA) Modified
Asphalt Content by Ignition Method, percent	30%	--	AASHTO T-308-08[c]

[c]This method is modified to account for a fine emulsion mixture.

SPECIAL TERMS AND CONDITIONS

Award

Award of this solicitation will be made on an "Item by Item" basis using the "lowest and best" principle of award. Notification of award will be at the time the tabulation is posted to the Internet. It is the sole responsibility for all vendors to check the website for any addendums and tabulation/award results.

Increase or Decrease Quantities

The quantities listed are MoDOT's best estimate of needs at the time of the solicitation posting. MoDOT reserves the right to increase or decrease quantities based upon budget constraints or changes in project requirements. The final quantity ordered by MoDOT shall be furnished at the same unit price. Should another MoDOT district or division wish to purchase these same items/services, the vendor agrees to furnish these items/services at the same unit pricing, with negotiated adjustments, if agreed to by all parties, being allowed to account for slight differences in cost, such as due to changes in freight costs based on different delivery points than those detailed herein.

Work Scheduling – Additional Requirements

The Contractor shall coordinate with MoDOT on setting up a planned work schedule for these projects. No work will be performed outside of normal working hours, Saturdays, Sundays, or holidays unless specifically authorized by the engineer or a designated representative. The following days shall be construed as official holidays under the terms of this solicitation: July 4 (Independence Day) and September 2 (Labor Day). During construction and maintenance seasons, many maintenance buildings work 4-10 shifts and work may not be performed on the "off" days for those buildings unless specifically authorized by the engineer or a designated representative. If not listed herein, specific shift information in effect for the applicable locations will be provided to the awarded vendor when purchase orders or notice to proceeds are issued.

Temporary Suspension of Work

The District Engineer or a designated representative shall have authority to suspend work wholly or in part for such period or periods as may be deemed necessary when weather or other conditions are such that in the opinion of the engineer, the work may be done at a later time with advantage to MoDOT or for failure on the part of the Contractor to comply with any of the provisions of the solicitation. If MoDOT suspends the work for its own advantages and not because of the Contractor's failure to comply, the Contractor will be allowed an equal number of calendar days after the completion date to finish the work. MoDOT may at its discretion give the Contractor an extension of time for completing the work where the Contractor incurs delays for causes beyond his control. Normal rainfall is not considered a cause qualifying for an extension of time. Claim for extension of time for all causes must be submitted promptly by the Contractor in writing and no later than within 30 Days after the claimed cause for the delay has ceased to exist.

Insurance

The Contractor shall maintain or cause to be maintained at Contractor's own expense commercial general liability, automobile liability, worker's compensation insurance against negligent acts, errors or omissions of the Contractor, or its subcontractors and anyone directly or indirectly employed by any of them. Any insurance policy required as specified in this Section shall be written by a company that is licensed and authorized to issue such insurance in the state of Missouri and shall provide insurance coverage for not less than the following limits of liability:

1) General Liability: Not less than **$500,000** for any one person in a single accident or occurrence, and not less than **$3,000,000** for all claims arising out of a single occurrence;
2) Automobile Liability: Not less than $500,000 for any one person in a single accident or occurrence, and not less than $3,000,000 for all claims arising out of a single occurrence;
3) Missouri State Workmen's Compensation policy or equivalent in accordance with state law.

Upon request from the Commission, the Contractor shall provide the Commission with certificates of insurance evidencing the required coverage and that such insurance is in effect.Upon notification of award, the Contractor will need to provide a copy of his/her Certificate of Insurance showing coverage, in the amounts required above, prior to the issuance of any purchase order or notice to proceed by MoDOT. MoDOT reserves the right, at its sole discretion, to determine the date by which this documentation must be provided. The Contractor's inability to provide this documentation will result in his/her bid/quote being rejected. MoDOT shall be listed as a "Certificate Holder" on the Certificate of Insurance with the following mailing address:

Missouri Department of Transportation - Southwest District Procurement
3025 East Kearney Street, Springfield, MO 65803

Construction Safety Program

Missouri law, 292.675 RSMo, requires the awarded Contractor and its subcontractor(s) to provide a ten-hour occupational safety and health administration (OSHA) construction safety program (or a similar program approved by the Missouri Department of Labor and Industrial Relations as a qualified substitute) for their on-site employees (laborers, workmen, drivers, equipment operators, and craftsmen) who have not previously completed such a program and are directly engaged in actual construction of the improvement (or working at a nearby or adjacent facility used for construction of the improvement). The Contractor and its subcontractor(s) shall require all such employees to complete this ten-hour program, pursuant to 292.675 RSMo, unless they hold documentation on their prior completion of said program. Penalties for non-compliance include Contractor forfeiture to the Commission in the amount of $2,500, plus $100 per contractor and subcontractor employee for each calendar day such employee is employed beyond the elapsed time period for required program completion under 292.675 RSMo.

Prevailing Wage

The work to be performed under this solicitation is governed by the provisions of Chapter 290 RSMo, as amended, related to prevailing wages to be paid on public works. If the bid/quote is accepted, the vendor will be required to comply with the prevailing wages as fixed by the Missouri Department of Labor and Industrial Relations, in effect as of the date of the issuance of the solicitation, for each affected craft and type of workmen in the following county(ies): **Bates and Newton**. The General Wage Order # **56** is attached to the bid documents. Pursuant to the requirements of the Chapter 290 RSMo., not less than the prevailing hourly rate of wages, as set out in the wage order attached to and made part of the specification for work under the contract, must be paid to all workers performing work under the contract. The Contractor shall provide all information, reports and other documentation as required by MoDOT to ensure compliance with Chapter 290 RSMo., as amended, relating to prevailing wages to be paid on public works. The Contractor shall forfeit a penalty to the contracting public body of $100 per day (or portion of a day) for each worker that is paid less than the prevailing rate for any work done under the contract by the contractor or by any subcontractor. The Contractor shall submit notarized weekly payroll affidavit documentation included with the project request for payment.

Liquidated Damages

In the event the Contractor fails to complete work within the time specified, the Department and the public will sustain damages because of such delay in delivery, the exact extent of which would be difficult to ascertain, and in order to liquidate such damage in advance it is agreed that **the sum of $250.00 per day, per item,** for each assessable calendar day on which the work has not been completed, is reasonable and the best estimate which the parties can arrive at as liquidated damages, and it is therefore agreed that said amount will be withheld from payments due the Contractor or otherwise collected from the Contractor as liquidated damages. Saturdays, Sundays, holidays and days whereas the Department has suspended work shall not be assessable days.

Spill Prevention/Cleanup

The Contractor shall perform all work in a safe and professional manner. The Contractor's equipment shall be in good working order and all personnel shall be trained in safety measures to prevent accidents from occurring. The Contractor must provide systems necessary to prevent spill and overfills from occurring during the product transfer. The Contractor will be responsible for cleaning up any spill in accordance with state and federal environmental regulations. The Contractor must prevent spills from reaching streets, catch basins or other drainage structures during transfers. A Contractor's operator must be present during work and take an active part in the prevention of spills. The operator will take immediate actions to stop the flow of product when an emergency or spill occurs.

E-Verify

The awarded vendor will have to comply with the requirements of, complete the necessary forms, and provide the appropriate documents related to the federal E-Verify program.

VENDOR INFORMATION & PREFERENCE CERTIFICATION FORM

Vendor Information

All bidders must furnish ALL applicable information requested below

Vendor Name/Mailing Address: Email Address:	**Vendor Contact Information (including area codes):** Phone #: Cellular #: Fax #:
Printed Name of Responsible Officer or Employee:	**Signature:**
For Corporations - State in which incorporated:	**For Others -** State of domicile:

If the address listed in the Vendor Name/Mailing Address block above is not located in the State of Missouri, list the address of Missouri offices or places of business:

If additional space is required, please attach an additional sheet and identify it as ***Addresses of Missouri Offices or Places of Business.***

M/WBE INFORMATION: List all certified Minority or Women Business Enterprises (**M/WBE**) utilized in the fulfillment of this bid. Include percentages for subcontractors and identify the M/WBE certifying agency:

M/WBE Name	Percentage of Contract	M/WBE Certifying Agency

If additional space is required, please attach an additional sheet and identify it as ***M/WBE Information***

Preference Certification

All bidders must furnish ALL applicable information requested below

GOODS/PRODUCTS MANUFACTURED OR PRODUCED IN USA: If any or all of the goods or products offered in the attached bid which the bidder proposes to supply to the MHTC are **not** manufactured or produced in the "United States", or imported in accordance with a qualifying treaty, law, agreement, or regulation, list below, by item or item number, the country other than the United States where each good or product is manufactured or produced.

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

If additional space is required, please attach an additional sheet and identify it as ***Location Products are Manufactured or Produced****.*

MISSOURI SERVICE-DISABLED VETERAN BUSINESS: Please complete the following if applicable. Additional information may be requested if preference is applicable. See below definitions for qualification criteria:

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.

Veteran Information	Business Information
Service-Disabled Veteran's Name (Please Print)	Service-Disabled Veteran Business Name
Service-Disabled Veteran's Signature	Missouri Address of Service Disabled Veteran Business

IF NOT SUBMITTING A RESPONSE TO THIS SOLICITATION, PLEASE COMPLETE AND RETURN THIS FORM TO ASSIST PROCUREMENT STAFF IN OUR PROCESS EVALUATIONS AND TO HELP US KEEP OUR VENDOR LISTS UPDATED. THANK YOU.

NO BID / NO QUOTE

DATE: _____

TO: Missouri Department of Transportation – Southwest District
General Services (Procurement) Division
3025 East Kearney Street
Springfield, MO 65803
(417)-895-7645 – fax #

FROM: _____ (Company Name)

_____ (Contact Person)

_____ (Mailing Address)

_____ (City, State, Zip Code)

_____ (Office Phone #)

_____ (Cellular Phone #)

_____ (Fax #)

_____ (Email Address)

Our company is submitting "NO BID / NO QUOTE" on Request # _____ for the reasons indicated below (check all that apply):

( ) Product or service is not available or cannot meet the required specifications

( ) Cannot make required deadline

( ) The delivery point or work location is outside of our territory or coverage/service area

( ) Other – Please explain below:

_____

( ) Please keep our name on the bidder's list for future opportunities on this product or service.
( ) Please remove our name from your bidder's list for this product or service.

FAILURE TO RETURN A RESPONSE OR THIS FORM MAY RESULT IN REMOVAL FROM OUR VENDOR DATABASE FOR FUTURE OPPORTUNITIES

This "No Bid/No Quote" form may be faxed back to (417)-895-6704.

Note: The following pages detail further terms and conditions which apply to this solicitation document. However, it is not necessary to return these pages with your bid submission. If any "Standard Solicitation Provisions" and "General Terms and Conditions" below conflict with any requirements outlined on previous pages, the requirements above take precedence.

Tax Exempt Status

The Missouri Highways and Transportation Commission (MHTC) is exempt from paying Missouri Sales Tax, Missouri Use Tax and Federal Excise Tax. However, the Contractor may themselves be responsible for the payment of taxes on materials they purchase to fulfill the contract. A Project Tax Exemption Certificate will be furnished to the successful Bidder upon request, if applicable.

Right of Acceptance/Rejection

MoDOT reserves the right to reject any or all bids/quotes/proposals, and to accept or reject any items thereon, and to waive technicalities. In case of error in the extension of prices in the solicitation response, unit prices will govern.

General Performance

This work is to be performed under the general supervision and direction of MoDOT and, if awarded any portion of the work, the Contractor agrees to furnish at his/her own expense all labor and equipment required to complete the work, it being expressly understood that this solicitation is for completed work based upon the price(s) specified according to the scope of work and the requirements and specifications detailed within the solicitation documents.

Invoicing and Payment

Each invoice should be itemized in accordance with items listed on the purchase order and/or contract. The statewide financial management system has been designed to capture certain receipt and payment information. Therefore, each invoice submitted must reference the purchase order number and must be itemized in accordance with items listed on the purchase order. Failure to comply with this requirement may delay processing of invoices for payment. Unless otherwise provided for in the solicitation documents, payment for all equipment, supplies, and/or services required herein shall be made in arrears. The MHTC shall not make any advance deposits. The MHTC assumes no obligation for equipment, supplies, and/or services shipped or provided in excess of the quantity ordered. Authorized quantity is subject to the MHTC's rejection and shall be returned at the Contractor's expense. The MHTC reserves the right to purchase goods and services using the state-purchasing card.

Inspection and Acceptance

No equipment, supplies, and/or services received by MoDOT pursuant to a contract shall be deemed accepted until MoDOT has had reasonable opportunity to inspect said equipment, supplies, and/or services. All equipment, supplies, and/or services which do not comply with the specifications and/or requirements or which are otherwise unacceptable or defective may be rejected. In addition, all equipment, supplies, and/or services which are discovered to be defective or which do not conform to any warranty of the Contractor upon inspection (or at any later time if the defects contained were not reasonably ascertainable upon the initial inspection) may be rejected. The MHTC reserves the right to return any such rejected shipment at the Contractor's expense for full credit or replacement and to specify a reasonable date by which replacements must be received. The MHTC's right to reject any unacceptable equipment, supplies, and/or services shall not exclude any other legal, equitable or contractual remedies the MHTC may have.

STANDARD SOLICITATION PROVISIONS

a. The solicitation for the procurement of the supplies referenced therein, to which these "Standard Bid Provisions, General Terms and Conditions and Special Terms and Conditions" are attached, is being issued under, and governed by, the provisions of Title 7 – Missouri Department of Transportation, Division 10 – Missouri Highways and Transportation Commission, Chapter 11 – Procurement of Supplies, of the Code of State Regulations. The Missouri Highways and Transportation Commission (MHTC), acting by and through its operating arm, the Missouri Department of Transportation (MoDOT), draws the Bidder's attention to said 7 CSR 10-11 for all the provisions governing solicitation and receipt of bids/quotes and the award of the contract pursuant to this solicitation.
b. All bids/quotes must be signed with the firm name and by a responsible officer or employee. Obligations assumed by such signature must be fulfilled.

GENERAL TERMS AND CONDITIONS

Definitions

Capitalized terms as well as other terms used but not defined herein shall have the meaning assigned to them in section 7 CSR 10-11.010 Definition of Terms.

Nondiscrimination

a. The Contractor shall comply with all state and federal statutes applicable to the Contractor relating to nondiscrimination, including, but not limited to, Chapter 213, RSMo; Title VI and Title VII of Civil Rights Act of 1964 as amended (42 U.S.C. Sections 2000d and 2000e, *et seq.*); and with any provision of the "Americans with Disabilities Act" (42 U.S.C. Section 12101, *et seq*).
b. Sanctions for Noncompliance: In the event of the Contractor's noncompliance with the nondiscrimination provisions of this contract, MHTC shall impose such contract sanctions as it or the Federal Highway Administration may determine to be appropriate, including, but not limited to:
    i. withholding of payments to the Contractor under the contract until the Contractor complies, and/or,
    ii. cancellation, termination or suspension of the contract, in whole or in part.

Contract/Purchase Order

a. By submitting a bid/quote, the Bidder agrees to furnish any and all equipment, supplies and/or services specified in the solicitation documents, at the prices quoted, pursuant to all requirements and specifications contained therein.
b. A binding contract shall consist of: (1) the solicitation documents, amendments thereto, and/or Best and Final Offer (BAFO) request(s) with any changes/additions, (2) the Contractor's bid response, and (3) the MHTC's acceptance of the bid by post-award contract or purchase order.
c. A notice of award does not constitute an authorization for shipment of equipment or supplies or a directive to proceed with services. Before providing equipment, supplies and/or services, the Contractor must receive a properly authorized notice to proceed and/or purchase order.

Applicable Laws and Regulations

a. The contract shall be construed according to the laws of the State of Missouri. The Contractor shall comply with all local, state, and federal laws and regulations related to the performance of the contract. The exclusive venue for any legal proceeding relating to or arising, out of the contract shall be in the Circuit Court of Cole County, Missouri.
b. The Contractor must be registered and maintain good standing with the Secretary of State of the State of Missouri, Missouri Department of Revenue, and other regulatory agencies, as may be required by law or regulations. Prior to the issuance of a purchase order and/or notice to proceed, the Contractor may be required to submit to MHTC a copy of their current Authority Certificate from the Secretary of State of the State of Missouri and/or a copy of their Certificate of No Tax Due from the Missouri Department of Revenue.
c. Prior to the issuance of a purchase order and/or notice to proceed, all **out-of-state** Contractors **providing services** within the state of Missouri must submit to MHTC a copy of their current Transient Employer Certificate from the Missouri Department of Revenue, in addition to a copy of their current Authority Certificate from the Secretary of State of the State of Missouri.

Executive Order

The Contractor shall comply with all the provisions of Executive Order 07-13, issued by the Honorable Matt Blunt, Governor of Missouri, on the sixth (6th) day of March, 2007. This Executive Order, which promulgates the State of Missouri's position to not tolerate persons who contract with the state engaging in or supporting illegal activities of employing individuals who are not eligible to work in the United States, is incorporated herein by reference and made a part of this Agreement.

1) "By signing this Agreement, the Contractor hereby certifies that any employee of the Contractor assigned to perform services under the contract is eligible and authorized to work in the United States in compliance with federal law."
2) In the event the Contractor fails to comply with the provisions of the Executive Order 07-13, or in the event the Commission has reasonable cause to believe that the contractor has knowingly employed individuals who are not eligible to work in the United States in violation of federal law, the Commission reserves the right to impose such contract sanctions as it may determine to be appropriate, including but not limited to contract cancellation, termination or suspension in whole or in part or both.
3) The Contractor shall include the provisions of this paragraph in every subcontract. The Contractor shall take such action with respect to any subcontract as the Commission may direct as a means of enforcing such provisions, including sanctions for noncompliance.

Preferences

a. In the evaluation of bids/quotes, preferences shall be applied in accordance with 7 CSR 10-11.020(7). Contractors should apply the same preferences in selecting subcontractors. The attached document entitled **"VENDOR INFORMATION AND PREFERENCE CERTIFICATION FORM"** must be completed and returned with the solicitation documents.
b. Bidders are encouraged to obtain minority business enterprise (MBE) and women business enterprise (WBE) participation in this work through the use of subcontractors, suppliers, joint ventures, or other arrangements that afford meaningful participation for M/WBEs. Bidders are encouraged to obtain 10% MBE and 5% WBE participation.

Cancellation of Contract

The MHTC may cancel the Contract at any time for a material breach of contractual obligations or for convenience by providing Contractor with written notice of cancellation. Should the MHTC exercise its right to cancel the contract for such reasons, cancellation will become effective upon the date specified in the notice of cancellation sent to the Contractor.

Bankruptcy or Insolvency

Upon filing for any bankruptcy or insolvency proceeding by or against the Contractor, whether voluntarily, or upon the appointment of a receiver, trustee, or assignee, for the benefit of creditors, the Commission reserves the right and sole discretion to either cancel the Agreement or affirm the Agreement and hold the Contractor responsible for damages.

Warranty

The Contractor expressly warrants that all equipment, supplies, and/or services provided shall: (1) conform to each and every specification, drawing, sample or other description which was furnished to or adopted by the MHTC, (2) be fit and sufficient for the purpose expressed in the solicitation documents, (3) be merchantable, (4) be of good materials and workmanship, and (5) be free from defect.

Status of Independent Contractor

The Contractor represents itself to be an independent Contractor offering such services to the general public and shall not represent itself or its employees to be an employee of the MHTC. Therefore, the Contractor shall assume all legal and financial responsibility for taxes, FICA, employee fringe benefits, workers' compensation, employee insurance, minimum wage requirements, overtime, etc., and agrees to indemnify, save and hold the MHTC, its officers, agents and employees harmless from and against any and all losses (including attorney fees) and damage of any kind related to such matters.

Non-Waiver

If one of the parties agrees to waive its right to enforce any term of this Contract, that party does not waive its right to enforce such term at any other time or to enforce any or all other terms of this Contract.

Indemnification

The Contractor shall defend, indemnify and hold harmless MHTC, including its members and department employees, from any claim or liability whether based on a claim for damages to real or personal property or to a person for any matter relating to or arising out of the Contractor's performance of its obligations under the contract awarded pursuant to this solicitation.

(T&C's Version May 2011)

VENDOR NOTES

VENDORS MAY ATTACH OTHER PERTINENT/SUPPORTING DATA WITH THEIR RESPONSE TO THIS SOLICITATION.

All responses to this solicitation should be submitted on this form and returned to the buyer listed above at the district address shown. <u>Responses must be mailed, or hand-delivered.</u> Sealed bid responses may NOT be faxed or emailed. Bidder's should return pages 1 through 6.

It is not necessary for bidders to return these forms until requested. After all responses to this solicitation are received and reviewed, MoDOT will contact the awarded vendor to request a copy of a completed E-Verify Memorandum of Understanding (from the link below) along with a completed Signature and Identity of Bidder form and the appropriate affidavit form from the following pages.

Prohibition Of Employment Of Unauthorized Aliens:

a. Non-employment of Unauthorized Aliens: Pursuant to Section 285.530, 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 or grant in excess of five thousand dollars by the State or by any political subdivision of the State to a business entity, or for any business entity receiving a state-administered or subsidized tax credit, tax abatement, or loan from the state, the business entity shall:

1) By sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services. E-Verify is an example of a federal work authorization program. The business entity must affirm its enrollment and participation in the E-Verify federal work authorization program with respect to the employees proposed to work in connection with the services requested herein by providing acceptable enrollment and participation documentation consisting of **completed** copy of the E-Verify Memorandum of Understanding (MOU). For business entities that are not already enrolled and participating in a federal work authorization program, E-Verify is available at: http://www.dhs.gov/files/programs/gc_1185221678150.shtm

2) By sworn affidavit, affirm that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services.

b. Proof of Lawful Presence For Sole Proprietorships and Partnerships: If the business entity is a sole proprietorship or partnership, pursuant to Section 208.009, RSMo., each sole proprietor and each general partner shall provide affirmative proof of lawful presence in the United States. Such sole proprietorship or partnership is eligible for temporary public benefits upon submission by each sole proprietor and general partner of a sworn affidavit of his/her lawful presence on the United States until such lawful presence is affirmatively determined, or as otherwise provided by Section 208.009, RSMo.

ADDITIONAL INFORMATION FOR VENDORS:

To begin participation in the federal program takes some time on the internet (at the link above). Once the registration, tutorial and test on this site is passed, an electronically signed Memorandum of Understanding verifying program participation will be given. **Documentation of E-Verify participation will be requested by MoDOT, when applicable. Therefore, it is important that the vendor prints the Memorandum of Understanding (MOU) and keeps a copy for their use in this, as well as future RFB submissions.**

A vendor may submit **EITHER** a page from the E-Verify MOU listing the vendor's name and the MOU signature page completed and signed, at a minimum, by the vendor and Department of Homeland Security – Verification Division (electronic signature is acceptable) **OR** the E-Verify Employment Eligibility Verification (EEV) page. If the signature page of the MOU lists the vendor name and company ID, then no additional pages of the MOU are required. A vendor can obtain a copy of the EEV page by accessing the vendor's "Maintain Company" page in E-Verify and printing the screen.

SIGNATURE AND IDENTITY OF BIDDER

The undersigned states that the correct LEGAL NAME and ADDRESS of (1) the individual Bidder, (2) each partner or joint venture (whether individuals or corporations, and whether doing business under a fictitious name), or (3) the corporation (with the state in which it is incorporated) are shown below; that (if not signing with the intention of binding himself to become the responsible and sole contractor) he is the agent of, and duly authorized in writing to sign for the Bidder or Bidders; and that he is signing and executing this (as indicated in the proper spaces below) as the proposal of a

( ) sole individual ( ) partnership ( ) joint venture

( ) corporation, incorporated under laws of state of _____

Dated _____.

Name of individual, all partners, or joint ventures:	Address of each:
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

doing business under the name of:

	Address of principal place of business in Missouri
_____	_____
(If using a fictitious name, show this name above in addition to legal names)	
_____	_____
(If a corporation, show its name above)	

ATTEST: (SEAL)

_____	_____
Secretary	Title

(NOTE: If the Bidder is doing business under a FICTITIOUS NAME, the Proposal shall be executed in the legal name of the individual, partners, joint ventures, or corporation, with the legal address shown, and REGISTRATION OF FICTITIOUS NAME filed with the Secretary of
State, as required by Sections 417.200 to 417.230, RS Mo. If the Bidder is a CORPORATION NOT ORGANIZED UNDER THE LAWS OF MISSOURI, it shall procure a CERTIFICATE OF AUTHORITY TO DO BUSINESS IN MISSOURI, as required by Section 351.570 and following, RS Mo. A CERTIFIED COPY of such Registration of Fictitious Name or Certificate of Authority to do Business in Missouri shall be filed with the Missouri Highways and Transportation Commission, as required by the Standard specifications, Sec 102.6.6 and 102.6.7.

IF YOUR BUSINESS IS A SOLE-PROPRIETORSHIP OR PARTNERSHIP, THIS AFFIDAVIT FORM SHOULD BE COMPLETED AND RETURNED WITH YOUR RESPONSE TO THIS SOLICITATION.

APPLICANT AFFIDAVIT FOR SOLE-PROPRIETORSHIP OR PARTNERSHIP
(a separate affidavit is required for each owner and general partner)

STATE OF _____)
) ss
COUNTY OF _____)

On this _____ day of _____, 20_____, before me appeared _____, personally known to me or proved to me on the basis of satisfactory evidence to be the person whose name is subscribed to the within instruments, who being by me duly sworn, deposed as follows:

My name is _____, and I am of sound mind, capable of making this affidavit, and personally certify the facts herein stated, as required by Section 208.009, RSMo, for failure to provide affirmative proof of lawful presence in the United States of America:

I am the _____ of _____, which is applying for a public benefit (grant, contract, and/or loan) administered/provided by the Missouri Highways and Transportation Commission (MHTC), acting by and through the Missouri Department of Transportation (MoDOT).
owner or partner business name

I am classified by the United States of America as: (check the applicable box)

__ a United States citizen. __ an alien lawfully admitted for permanent residence.

I am aware that Missouri law provides that any person who obtains any public benefit by means of a willfully false statement or representation, or by willful concealment or failure to report any fact or event required to be reported, or by other fraudulent device, shall be guilty of the crime of stealing pursuant to Section 570.030, RSMo, which is a Class C felony for stolen public benefits valued between $500 and $25,000 (punishable by a term of imprisonment not to exceed 7 years and/or a fine not more than $5,000 – Sections 558.011 and 560.011, RSMo), and is a Class B felony for stolen public benefits valued at $25,000 or more (punishable by a term of imprisonment not less than 5 years and not to exceed 15 years – Section 558.011, RSMo).

I recognize that, upon proper submission of this sworn affidavit, I will only be eligible for temporary public benefits until such time as my lawful presence in the United States is determined, or as otherwise provided by Section 208.009, RSMo.

I understand that Missouri law requires MHTC/MoDOT to provide assistance in obtaining appropriate documentation to prove citizenship or lawful presence in the United States, and I agree to submit any requests for such assistance to MHTC/MoDOT in writing.

I acknowledge that I am signing this affidavit as a free act and deed and not under duress.

_____ _____
Affiant Signature Affiant's Social Security Number or Applicable Federal Identification Number

Subscribed and sworn to before me this _____ day of _____, 20_____.

_____
Notary Public

My commission expires:

IF YOUR BUSINESS IS NOT A SOLE-PROPRIETORSHIP OR PARTNERSHIP, THIS AFFIDAVIT FORM SHOULD BE COMPLETED AND RETURNED WITH YOUR RESPONSE TO THIS SOLICITATION.

WORKER ELIGIBILITY VERIFICATION AFFIDAVIT FOR ALL MHTC/MODOT CONTRACT AGREEMENTS IN EXCESS OF $5,000
(for joint ventures, a separate affidavit is required for each business entity)

STATE OF _____)
) ss
COUNTY OF _____)

On this _____ day of _____, 20_____, before me appeared _____, personally known to me or proved to me on the basis of satisfactory evidence to be a person whose name is subscribed to this affidavit, who being by me duly sworn, deposed as follows:

My name is _____, and I am of sound mind, capable of making this affidavit, and personally certify the facts herein stated, as required by Section 285.530, RSMo, to enter into any contract agreement with the state to perform any job, task, employment, labor, personal services, or any other activity for which compensation is provided, expected, or due, including but not limited to all activities conducted by business entities:

I am the _____ of _____, and I am duly authorized, directed, and/or empowered to act officially and properly on behalf of this business entity.
title business name

I hereby affirm and warrant that the aforementioned business entity is enrolled in a federal work authorization program operated by the United States Department of Homeland Security to verify information of newly hired employees, and the aforementioned business entity shall participate in said program with respect to all employees working in connection to work under the within state contract agreement with the Missouri Highways and Transportation Commission (MHTC). I have attached documentation to this affidavit to evidence enrollment/participation by the aforementioned business entity in a federal work authorization program, as required by Section 285.530, RSMo.

In addition, I hereby affirm and warrant that the aforementioned business entity does not and shall not knowingly employ, in connection to work under the within state contract agreement with MHTC, any alien who does not have the legal right or authorization under federal law to work in the United States, as defined in 8 U.S.C. § 1324a(h)(3).

I am aware and recognize that, unless certain contract and affidavit conditions are satisfied pursuant to Section 285.530, RSMo, the aforementioned business entity may be held liable under Sections 285.525 though 285.550, RSMo, for subcontractors that knowingly employ or continue to employ any unauthorized alien to work within the state of Missouri.

I acknowledge that I am signing this affidavit as a free act and deed of the aforementioned business entity and not under duress.

_____
Affiant Signature

Subscribed and sworn to before me this _____ day of _____, 20_____.

_____
Notary Public

My commission expires:

[documentation of enrollment/participation in a federal work authorization program attached]

Missouri Department of Labor and Industrial Relations

Missouri Division of Labor

JEREMIAH W. (JAY) NIXON, Governor

General Wage Order No. 56

July 1, 2012 thru June 30, 2013

Wage Rates for State Highway Construction

In accordance with Section 290.260 RSMo, 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.

Carla Buschjost, Director
Division of Labor Standards

RECEIVED & FILED

JUN 29 2012

SECRETARY OF STATE
COMMISSIONS DIVISION

Filed With the Secretary of State: _____

Last Date Objections May Be Filed: **July 30, 2012**

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

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

If a worker is performing work within an occupational title that is not listed above, use the rate for that occupational title as shown in the Annual Wage Order.

GENERAL WAGE ORDER NO. 56

ADAIR COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

ANDREW COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.43	11.17	36	3

GENERAL WAGE ORDER NO. 56

ATCHISON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.43	11.17	36	3

GENERAL WAGE ORDER NO. 56

AUDRAIN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

BARRY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

BARTON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

BATES COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

BENTON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.22	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

BOLLINGER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

BOONE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

BUCHANAN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	27.48	9.85	31	11
Group II	27.59	9.85	31	11
Group III	27.63	9.85	31	11
Group IV	27.7	9.85	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.82	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	28.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.43	11.17	36	3

GENERAL WAGE ORDER NO. 56

BUTLER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

CALDWELL COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

CALLAWAY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

CAMDEN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

CAPE GIRARDEAU COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

CARROLL COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

CARTER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	28.15	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

CASS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	27.24	12.98	27	10
Skilled	28.45	12.98	27	10
Truck Driver - Teamster				
Group I	29.04	12.90	27	10
Group II	29.04	12.90	27	10
Group III	29.04	12.90	27	10
Group IV	29.04	12.90	27	10
Operating Engineer				
Group I	33.13	14.33	27	10
Group II	32.09	14.33	27	10
Group III	32.09	14.33	27	10
Group IV	27.62	14.33	27	10
Oiler-Driver	30.97	14.33	27	10
Carpenter	36.05	13.80	5	29
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	29.24	14.38	27	10
Iron Worker	28.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	28.31	13.37	34	17

GENERAL WAGE ORDER NO. 56

CEDAR COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

CHARITON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

CHRISTIAN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

CLARK COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.23	13.90	51	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	22.57	16.93	22	28
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

CLAY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	27.24	12.98	27	10
Skilled	28.45	12.98	27	10
Truck Driver - Teamster				
Group I	29.04	12.90	27	10
Group II	29.04	12.90	27	10
Group III	29.04	12.90	27	10
Group IV	29.04	12.90	27	10
Operating Engineer				
Group I	33.13	14.33	27	10
Group II	32.09	14.33	27	10
Group III	32.09	14.33	27	10
Group IV	27.62	14.33	27	10
Oiler-Driver	30.97	14.33	27	10
Carpenter	36.05	13.80	5	29
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	29.24	14.38	27	10
Iron Worker	28.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	28.31	13.37	34	17

GENERAL WAGE ORDER NO. 56

CLINTON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.82	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	28.31	13.37	34	17

GENERAL WAGE ORDER NO. 56

COLE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	21.38		19	
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

COOPER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

CRAWFORD COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

DADE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

DALLAS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

DAVIESS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

DEKALB COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.43	11.17	36	3

GENERAL WAGE ORDER NO. 56

DENT COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

DOUGLAS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

DUNKLIN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

FRANKLIN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	27.26	11.42	44	18
Skilled	27.86	11.42	44	18
Truck Driver - Teamster				
Group I	28.625	8.65	14	5
Group II	28.735	8.65	14	5
Group III	28.775	8.65	14	5
Group IV	28.845	8.65	14	5
Operating Engineer				
Group I	29.11	21.36	2	23
Group II	29.11	21.36	2	23
Group III	27.81	21.36	2	23
Group IV	24.35	21.36	2	23
Oiler-Driver	24.81	21.36	2	23
Carpenter	31.63	13.90	51	4
Traffic Control Service Driver	28.775	9.045	14	5
Cement Mason	27.53	14.48	13	26
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

GASCONADE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

GENTRY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.43	11.17	36	3

GENERAL WAGE ORDER NO. 56

GREENE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

GRUNDY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

HARRISON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

HENRY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

HICKORY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

HOLT COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.43	11.17	36	3

GENERAL WAGE ORDER NO. 56

HOWARD COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

HOWELL COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	28.15	13.92	51	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

IRON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	22.64	10.39	45	35

GENERAL WAGE ORDER NO. 56

JACKSON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	27.24	12.98	27	10
Skilled	28.45	12.98	27	10
Truck Driver - Teamster				
Group I	29.04	12.90	27	10
Group II	29.04	12.90	27	10
Group III	29.04	12.90	27	10
Group IV	29.04	12.90	27	10
Operating Engineer				
Group I	33.13	14.33	27	10
Group II	32.09	14.33	27	10
Group III	32.09	14.33	27	10
Group IV	27.62	14.33	27	10
Oiler-Driver	30.97	14.33	27	10
Carpenter	36.05	13.80	5	29
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	29.24	14.38	27	10
Iron Worker	28.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	28.31	13.37	34	17

GENERAL WAGE ORDER NO. 56

JASPER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

JEFFERSON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	27.31	11.52	44	18
Skilled	27.91	11.52	44	18
Truck Driver - Teamster				
Group I	28.625	8.65	14	5
Group II	28.735	8.65	14	5
Group III	28.775	8.65	14	5
Group IV	28.845	8.65	14	5
Operating Engineer				
Group I	29.11	21.36	2	23
Group II	29.11	21.36	2	23
Group III	27.81	21.36	2	23
Group IV	24.35	21.36	2	23
Oiler-Driver	24.81	21.36	2	23
Carpenter	34.03	13.90	51	4
Traffic Control Service Driver	28.775	9.045	14	5
Cement Mason	28.70	14.56	13	26
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

JOHNSON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	28.43	10.90	31	11
Group II	28.54	10.90	31	11
Group III	28.58	10.90	31	11
Group IV	28.65	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.82	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	28.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	28.31	13.37	34	17

GENERAL WAGE ORDER NO. 56

KNOX COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	22.57	16.93	22	28
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

LACLEDE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

LAFAYETTE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.79	11.49	28	9
Skilled	24.14	11.49	28	9
Truck Driver - Teamster				
Group I	28.43	10.90	31	11
Group II	28.54	10.90	31	11
Group III	28.58	10.90	31	11
Group IV	28.65	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.82	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	31.08	16.20	50	20
Iron Worker	28.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	28.31	13.37	34	17

GENERAL WAGE ORDER NO. 56

LAWRENCE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

LEWIS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.23	13.90	51	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	22.57	16.93	22	28
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

LINCOLN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	28.73	11.65	41	16
Skilled	28.73	11.65	41	16
Truck Driver - Teamster				
Group I	27.58	9.85	14	5
Group II	27.69	9.85	14	5
Group III	28.73	9.85	14	5
Group IV	27.8	9.85	14	5
Operating Engineer				
Group I	29.11	21.36	2	23
Group II	29.11	21.36	2	23
Group III	27.81	21.36	2	23
Group IV	24.35	21.36	2	23
Oiler-Driver	24.81	21.36	2	23
Carpenter	30.74	13.90	51	4
Traffic Control Service Driver	27.425	9.045	14	5
Cement Mason	27.53	14.48	13	26
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

LINN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

LIVINGSTON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

MCDONALD COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

MACON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	18.05		19	
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

MADISON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	22.64	10.39	45	35

GENERAL WAGE ORDER NO. 56

MARIES COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	46.00		19	
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

MARION COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.23	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

MERCER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	22.648	13.37	34	17

GENERAL WAGE ORDER NO. 56

MILLER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	17.10		19	
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

MISSISSIPPI COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

MONITEAU COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

MONROE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

MONTGOMERY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	28.73	11.65	41	16
Skilled	28.73	11.65	41	16
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	18.05		19	
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

MORGAN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	28.22	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

NEW MADRID COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

NEWTON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	22.40	11.90	25	18
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

NODAWAY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.43	11.17	36	3

GENERAL WAGE ORDER NO. 56

OREGON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	28.15	13.92	51	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

OSAGE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

OZARK COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	15.00		19	
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

PEMISCOT COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

PERRY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

PETTIS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.22	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

PHELPS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

PIKE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.79	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

PLATTE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	27.24	12.98	27	10
Skilled	28.45	12.98	27	10
Truck Driver - Teamster				
Group I	29.04	12.90	27	10
Group II	29.04	12.90	27	10
Group III	29.04	12.90	27	10
Group IV	29.04	12.90	27	10
Operating Engineer				
Group I	33.13	14.33	27	10
Group II	32.09	14.33	27	10
Group III	32.09	14.33	27	10
Group IV	27.62	14.33	27	10
Oiler-Driver	30.97	14.33	27	10
Carpenter	36.05	13.80	5	29
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	29.24	14.38	27	10
Iron Worker	28.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	28.31	13.37	34	17

GENERAL WAGE ORDER NO. 56

POLK COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

PULASKI COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	28.58	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

PUTNAM COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

RALLS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.23	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

RANDOLPH COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	30.42	12.18 + 13%	6	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

RAY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	27.24	12.98	27	10
Skilled	28.45	12.98	27	10
Truck Driver - Teamster				
Group I	29.04	12.90	27	10
Group II	29.04	12.90	27	10
Group III	29.04	12.90	27	10
Group IV	29.04	12.90	27	10
Operating Engineer				
Group I	33.13	14.33	27	10
Group II	32.09	14.33	27	10
Group III	32.09	14.33	27	10
Group IV	27.62	14.33	27	10
Oiler-Driver	30.97	14.33	27	10
Carpenter	36.05	13.80	5	29
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	29.24	14.38	27	10
Iron Worker	28.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	28.31	13.37	34	17

GENERAL WAGE ORDER NO. 56

REYNOLDS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

RIPLEY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	28.15	13.92	51	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

ST. CHARLES COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	28.73	11.65	41	16
Skilled	28.73	11.65	41	16
Truck Driver - Teamster				
Group I	28.625	8.65	14	5
Group II	28.735	8.65	14	5
Group III	28.775	8.65	14	5
Group IV	28.845	8.65	14	5
Operating Engineer				
Group I	29.11	21.36	2	23
Group II	29.11	21.36	2	23
Group III	27.81	21.36	2	23
Group IV	24.35	21.36	2	23
Oiler-Driver	24.81	21.36	2	23
Carpenter	34.03	13.90	51	4
Traffic Control Service Driver	28.775	9.045	14	5
Cement Mason	28.70	14.56	13	26
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

ST. CLAIR COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

STE. GENEVIEVE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	22.64	10.39	45	35

GENERAL WAGE ORDER NO. 56

ST. FRANCOIS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.79	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	22.64	10.39	45	35

GENERAL WAGE ORDER NO. 56

ST. LOUIS CITY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	28.87	12.62	30	12
Skilled	28.87	12.62	30	12
Truck Driver - Teamster				
Group I	27.05	9.045	42	22
Group II	27.25	9.045	42	22
Group III	27.35	9.045	42	22
Group IV	27.35	9.045	42	22
Operating Engineer				
Group I	29.11	21.36	11	23
Group II	29.11	21.36	11	23
Group III	27.21	21.36	11	23
Group IV	23.75	21.36	11	23
Oiler-Driver	23.75	21.36	11	23
Carpenter	34.63	14.00	7	25
Traffic Control Service Driver	27.35	9.045	14	5
Cement Mason	28.70	14.56	13	26
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

ST. LOUIS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	28.87	12.62	30	12
Skilled	28.87	12.62	30	12
Truck Driver - Teamster				
Group I	27.05	9.045	42	22
Group II	27.25	9.045	42	22
Group III	27.35	9.045	42	22
Group IV	27.35	9.045	42	22
Operating Engineer				
Group I	29.11	21.36	11	23
Group II	29.11	21.36	11	23
Group III	27.21	21.36	11	23
Group IV	23.75	21.36	11	23
Oiler-Driver	23.75	21.36	11	23
Carpenter	34.63	14.00	7	25
Traffic Control Service Driver	27.35	9.045	14	5
Cement Mason	28.70	14.56	13	26
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

SALINE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	33.83	15.25 + 10%	23	8
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

SCHUYLER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

SCOTLAND COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	25.84	9.85	14	5
Group II	26.00	9.85	14	5
Group III	25.99	9.85	14	5
Group IV	26.11	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.23	13.90	51	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	22.57	16.93	22	28
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

SCOTT COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

SHANNON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	25.50	24.3	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

SHELBY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	24.44	17.31	38	7
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

STODDARD COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.07	13.92	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	23.87	18.03	8	34
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

STONE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	19.72	10.77 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

SULLIVAN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	29.52	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	25.73	10.70	48	16
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	28.66	5.35 + 35%	1	31
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	21.95	11.42	35	15

GENERAL WAGE ORDER NO. 56

TANEY COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	19.72	10.77 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

TEXAS COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.08	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	27.51	19.84	18	1
Electrician - Inside Wireman	28.58	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	24.25	11.66	37	14

GENERAL WAGE ORDER NO. 56

VERNON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	15.35	2.71	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	24.00	10.96 + 8%	15	18
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

WARREN COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	28.73	11.65	41	16
Skilled	28.73	11.65	41	16
Truck Driver - Teamster				
Group I	27.58	9.85	14	5
Group II	27.69	9.85	14	5
Group III	28.73	9.85	14	5
Group IV	27.8	9.85	14	5
Operating Engineer				
Group I	29.11	21.36	2	23
Group II	29.11	21.36	2	23
Group III	27.81	21.36	2	23
Group IV	24.35	21.36	2	23
Oiler-Driver	24.81	21.36	2	23
Carpenter	31.13	13.90	51	4
Traffic Control Service Driver	27.425	9.045	14	5
Cement Mason	27.53	14.48	13	26
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	28.75	12.58	46	13

GENERAL WAGE ORDER NO. 56

WASHINGTON COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	29.79	13.90	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.54	14.48	39	12
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	36.36	5.00 + 42.5%	26	19
Lineman Operator	31.39	5.00 + 42.5%	26	19
Groundman	24.27	5.00 + 42.5%	26	19
Painter	22.64	10.39	45	35

GENERAL WAGE ORDER NO. 56

WAYNE COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	25.81	11.52	44	18
Skilled	26.41	11.52	44	18
Truck Driver - Teamster				
Group I	26.57	9.85	14	5
Group II	26.73	9.85	14	5
Group III	26.72	9.85	14	5
Group IV	26.84	9.85	14	5
Operating Engineer				
Group I	24.89	21.33	3	24
Group II	24.54	21.33	3	24
Group III	24.34	21.33	3	24
Group IV	20.69	21.33	3	24
Oiler-Driver	20.69	21.33	3	24
Carpenter	28.67	13.17	51	4
Traffic Control Service Driver	26.415	9.045	14	5
Cement Mason	25.25	12.55	4	27
Iron Worker	31.98	19.775	18	1
Electrician - Inside Wireman	31.75	10.06 + 37.5%	33	15
Electrician - Outside				
Line Construction Lineman	41.91	5.75 + 29.3/4%	40	39
Lineman Operator	30.16	5.75 + 29.3/4%	40	39
Groundman	23.79	5.75 + 29.3/4%	40	39
Painter	20.54	10.39	45	35

GENERAL WAGE ORDER NO. 56

WEBSTER COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56

WORTH COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	23.89	11.39	28	9
Skilled	24.24	11.39	28	9
Truck Driver - Teamster				
Group I	26.49	10.90	31	11
Group II	26.65	10.90	31	11
Group III	26.64	10.90	31	11
Group IV	26.67	10.90	31	11
Operating Engineer				
Group I	29.94	13.76	29	2
Group II	29.54	13.76	29	2
Group III	29.54	13.76	29	2
Group IV	27.54	13.76	29	2
Oiler-Driver	27.54	13.76	29	2
Carpenter	28.17	13.50	32	4
Traffic Control Service Driver	25.685	9.045	14	5
Cement Mason	31.08	16.20	50	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	31.00	5.40 + 22%	17	30
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	24.43	11.17	36	3

GENERAL WAGE ORDER NO. 56

WRIGHT COUNTY

Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
Laborer				
General	22.24	11.24	28	9
Skilled	22.79	11.24	28	9
Truck Driver - Teamster				
Group I	27.22	10.90	31	11
Group II	27.38	10.90	31	11
Group III	27.37	10.90	31	11
Group IV	27.49	10.90	31	11
Operating Engineer				
Group I	26.71	11.81	29	2
Group II	26.36	11.81	29	2
Group III	26.16	11.81	29	2
Group IV	24.11	11.81	29	2
Oiler-Driver	24.11	11.81	29	2
Carpenter	27.82	13.50	32	4
Traffic Control Service Driver	16.35	2.75	21	6
Cement Mason	22.06	8.79	49	20
Iron Worker	25.50	24.30	43	17
Electrician - Inside Wireman	23.93	11.17 + 10%	8	34
Electrician - Outside				
Line Construction Lineman	36.53	5.00 + 34.5%	16	20
Lineman Operator	33.76	5.00 + 34.5%	16	20
Groundman	23.54	5.00 + 34.5%	16	20
Painter	19.74	11.76	20	21

GENERAL WAGE ORDER NO. 56
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. 56
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. 56
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. 56
OVERTIME RATE SCHEDULE

OVERTIME RATE NO. 13. Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute unpaid lunch period, with pay at the straight time rate. If the workday starts at 8:00 a.m., the quitting time shall be no later than 4:30 p.m. When separate crews are used, the start time may be adjusted from 6:00 a.m. through 9:00 a.m. The start time may be further adjusted to 9:30 a.m. throughout the year if required by government agency or municipal ordinance. Time and one-half (1½) shall be paid after eight (8) consecutive hours Monday through Saturday. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate. If a crew of another trade working for the employer is receiving overtime pay, the Cement Mason crew shall receive overtime pay. The Employer has 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 paid at the applicable overtime rate. When an Employer schedules 4-10's, the Employer will not bring in any other crew for a fifth workday on the project while not calling in the normal crew that had been scheduled for that project. If the Employer elects to work 4-10's Monday through Thursday and is stopped due to inclement weather, or other conditions beyond the control of the Employer, the Employer shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours for the workweek. Shifts may be established when considered necessary by the employer. Shift hours and rates will be as follows. All shifts shall be eight (8) hours plus one-half (1/2) hour for unpaid lunch. First shift will begin at 8:00 a.m. and end at 4:30 p.m. 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 will be paid the straight time rate plus $2.50 per hour premium. The third shift shall start eight hours after the start of the second shift and will be paid the straight time rate plus $3.50 per hour premium. Shifts will be established for a minimum of three consecutive workdays. If only two shifts are worked, the Employer may regulate the start time to take maximum advantage of daylight hours.

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: 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 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 (1½) 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.

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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. or 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.

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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 is 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 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.

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.

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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).

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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 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 start 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 a thirty (30) minute unpaid 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, 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. When an Employer works a project on a four (4) ten (10) hour day work schedule, the Employer will not bring in any other crew for a fifth workday on the project while not calling in the normal crew that had been scheduled for that project. Time and one-half (1½) 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 & 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. Projects that cannot be performed during regular workday: On Highway/Heavy Work or if required by owner, the contractor may perform work outside the normal work hours and employees shall be paid applicable straight time hourly wage rate plus a premium of two dollars and fifty cents ($2.50) per hour for the first eight (8) hours worked. Any hours worked in excess of eight (8) hours shall be paid at the applicable overtime rate plus the two dollar and fifty cents ($2.50) per hour premium. Shift Work: Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows: First Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Second Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Third Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Shifts shall be established for a minimum of three (3) consecutive workdays. The first shift will be paid at eight (8) hours straight time for eight (8) hours work. The second shift will be paid eight (8) hours straight time plus a two dollar and fifty cent ($2.50) per hour premium for eight (8) hours work, and the third shift shall be paid eight (8) hours straight time plus a three dollar and fifty cent($3.50) per hour premium for eight (8) hours work. Overtime is computed after the premium has been added to the hourly wage rate. Nothing above prohibits the working of two (2) shifts at greater than eight (8) hours with the excess hours to be paid at overtime rate.

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.

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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 that 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.

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.

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OVERTIME RATE SCHEDULE

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: 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). If the parties work the four ten hour week the following shall apply:

(a) Ten (10) consecutive hours shall constitute a day's 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 (1½) will be paid for all time worked in excess of the regular working day and Saturdays; double (2) time will be paid for all work done on Sundays and legal holidays.

OVERTIME RATE NO. 41: Means eight (8) hours shall constitute a regular workday, between the hours of 6:30 a.m. and 5:30 p.m. except when the Employer elects to work four (4) ten (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, the Employer 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. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. When an Employer works a project on a four (4) ten (10) hour day work schedule, the Employer will not bring in any other crew for a fifth workday on the project while not calling in the normal crew that had been scheduled for that project. 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. Overtime shall be computed at one-half (1/2) intervals. Projects that cannot be performed during regular workday: On Highway/Heavy work, or if required by owner, the contractor may perform work outside the normal work hours and employees shall be paid applicable straight time hourly wage rate plus a premium of one dollar and fifty cents ($1.50) per hour for the first eight (8) hours worked. Any hours worked in excess of eight (8) hours shall be paid at the applicable overtime rate plus the one dollar and fifty cent ($1.50) per hour premium. The overtime rate shall be computed after the $1.50 premium has been added to the hourly wage rate. However, if a contractor employs any other craft on a project being worked outside the normal workday, and is paying the other craft a higher premium, then the Laborers employed by such contractor on such project outside the normal work hours shall be paid the higher premium.

GENERAL WAGE ORDER NO. 56
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 workweek shall be forty (40) hours and will start on Monday and end on Friday. The Employer shall have the option of working five 8-hour days or four 10-hour days Monday through Friday. If an Employer elects to work five 8-hour days during any workweek, hours worked more than eight (8) per day or 40 per week shall be paid at time and one-half the hourly rate Monday through Friday. If an Employer elects to work four 10-hour days in a week, work performed more than ten (10) hours per day or 40 hours per week shall be paid at time and one-half the hourly rate Monday through Friday. When working a five 8-hour day schedule and an Employer 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. If an Employer is working a four 10-hour day schedule and loses a day due to inclement weather, he may work 10 hours Friday at straight time. All hours worked over the 40 hours Monday through Friday will be paid at 1½ overtime 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. If workmen are required to work the enumerated holidays or days observed as such or Sundays, they shall receive double (2) the regular rate of pay for such work. Overtime shall be computed at one-half (1/2) hour intervals. Shift: The Contractor may elect to work one, two or three shifts on any work. When operating on more than one shift, the shifts shall be known as the day shift, swing shift, and graveyard shift as such terms are recognized in the industry. When two shifts are worked on any operation, the shifts will consist of eight (8) or ten (10) hours exclusive of lunchtime. When three shifts are worked the first day or day shift will consist of eight (8) hours exclusive of lunchtime. The second or swing shift shall consist of seven and one-half (7½) hours' work for eight hours pay, exclusive lunch time, and the third or the graveyard shift consist of seven (7) hours' work for eight (8) hours' pay, exclusive of lunch time. All time in excess of normal shifts shall be considered overtime. Multiple shift (the two or three shift) operation will not be construed on the entire project if at anytime it is deemed advisable and necessary for the Employer to multiply shift a specific operation. However, no shift shall be started between midnight and six a.m. except the graveyard shift on a three-shift operation, or except in an unusual or emergency situation. If an Employer starts a shift between midnight and six a.m. except the graveyard shift on a three-shift operation, he shall reimburse all employees for the entire shift at double time rate. Completion of the second shift on a two-shift operation or completion of the graveyard shift on a three operation that carries over into Saturday morning shall be at the straight time rate. Overtime shall be computed at one-half (1/2) hour intervals.

GENERAL WAGE ORDER NO. 56
OVERTIME RATE SCHEDULE

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.

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 intemperate 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 contractors 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.

GENERAL WAGE ORDER NO. 56
OVERTIME RATE SCHEDULE

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.

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.

GENERAL WAGE ORDER NO. 56
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 preformed 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 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 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. 56
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 done on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day (November 11), Thanksgiving Day, and Christmas Day shall be compensated at the double (2) time rate of pay. When any of these holidays falls on a Sunday, the following Monday shall be observed. No work shall be performed on the days set forth except in cases of emergencies to protect life or property.

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, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or observed as such, shall be paid at the double time rate of pay. When a Holiday falls on a Sunday, Monday shall be observed. No work shall be performed on Labor Day, except in case of jeopardy to life or property. This is applied to protect Labor Day.

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. 56
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: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day and any additional holidays which may be mutually agreed upon. Whenever any such holiday falls on a Sunday, the following Monday shall be recognized and observed as the holiday. Work performed on Sundays and holidays shall be paid at the double time rate of pay. 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 these 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.

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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.

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.

HOLIDAY RATE NO. 38: 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.

GENERAL WAGE ORDER NO. 56
HOLIDAY RATE SCHEDULE

HOLIDAY RATE NO. 39: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving, the day before Christmas, and Christmas Day shall be paid at the double time rate of pay.