

MONTANA
PREVAILING WAGE RATES FOR BUILDING CONSTRUCTION SERVICES 2025

Effective: January 11, 2025

*Greg Gianforte, Governor
State of Montana*

*Sarah Swanson, Commissioner
Department of Labor & Industry*

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates, visit ESD at erd.dli.mt.gov/labor-standards or contact:

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

MONTANA PREVAILING WAGE REQUIREMENTS

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

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

All Montana Prevailing Wage Rates are available on the internet at <https://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates> or by contacting the department at (406) 444-6543.

In addition, this publication provides general information concerning compliance with Montana's Prevailing Wage Law and the payment of prevailing wages. For detailed compliance information relating to public works contracts and payment of prevailing wage rates, please consult the regulations on the internet at erd.dli.mt.gov/labor-standards or contact the department at (406) 444-6543.

SARAH SWANSON
Commissioner
Department of Labor and Industry
State of Montana

TABLE OF CONTENTS

MONTANA PREVAILING WAGE REQUIREMENTS:

A.	Date of Publication	3
B.	Definition of Building Construction	3
C.	Definition of Public Works Contract	3
D.	Prevailing Wage Schedule	3
E.	Rates to Use for Projects	3
F.	Wage Rate Adjustments for Multiyear Contracts	3
G.	Fringe Benefits	4
H.	Prevailing Wage Districts	4
I.	Dispatch City	5
J.	Zone Pay	5
K.	Computing Travel Benefits	5
L.	Per Diem	5
M.	Apprentices	5
N.	Posting Notice of Prevailing Wages	5
O.	Employment Preference	5
P.	Projects of a Mixed Nature	6
Q.	Occupations Definitions Website	6
R.	Welder Rates	6
S.	Foreman Rates	6

WAGE RATES:

BOILERMAKERS	7
BRICK, BLOCK, AND STONE MASONS	7
CARPENTERS	7
CARPET INSTALLERS	8
CEMENT MASONS AND CONCRETE FINISHERS	8
CONSTRUCTION EQUIPMENT OPERATORS	
OPERATORS GROUP 1	8
OPERATORS GROUP 2	9
OPERATORS GROUP 3	9
OPERATORS GROUP 4	10
OPERATORS GROUP 5	10
OPERATORS GROUP 6	10
OPERATORS GROUP 7	11
CONSTRUCTION LABORERS	
LABORERS GROUP 1	11
LABORERS GROUP 2	11
LABORERS GROUP 3	12
LABORERS GROUP 4	12
DRYWALL APPLICATORS	12
ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL	13
ELEVATOR CONSTRUCTORS	13
FLOOR LAYERS	14
GLAZIERS	14
HEATING AND AIR CONDITIONING	14
INSULATION WORKERS - MECHANICAL (HEAT AND FROST)	14
IRONWORKERS - REINFORCING IRON AND REBAR WORKERS	15
IRONWORKERS - STRUCTURAL IRON AND REBAR WORKERS	15
MILLWRIGHTS	15
PAINTERS: INCLUDING PAPERHANGERS	15
PILE BUCKS	16
PILOT CAR DRIVERS	
PLASTERERS	16
PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	17
ROOFERS	18
SHEET METAL WORKERS	18
SOLAR PHOTOVOLTAIC INSTALLERS	19
SPRINKLER FITTERS	20
TAPERS	20
TELECOMMUNICATIONS EQUIPMENT INSTALLERS	21
TERRAZZO WORKERS AND FINISHERS	21
TILE AND STONE SETTERS	21
TRUCK DRIVERS	22

A. Date of Publication **January 13, 2025**

B. Definition of Building Construction

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

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

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

C. Definition of Public Works Contract

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

D. Prevailing Wage Schedule

This publication covers only Building Construction occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rate schedules for Heavy Construction, Highway Construction, and Nonconstruction Services occupations can be found on the internet at <https://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates/> or by contacting the department at (406) 444-6543.

E. Rates to Use for Projects

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

F. Wage Rate Adjustments for Multiyear Contracts

Section 18-2-417, MCA states:

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

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

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

Appendix A

G. Fringe Benefits

Section 18-2-412, MCA states:

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

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

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

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

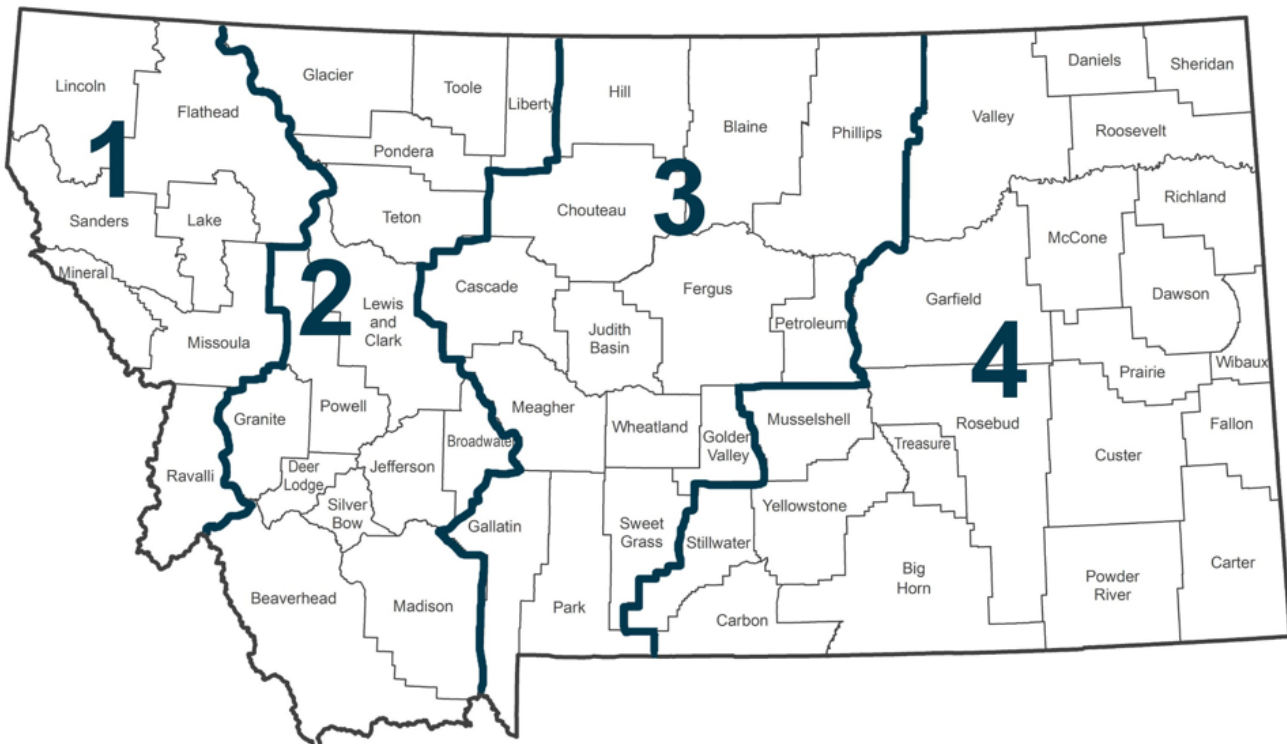
(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income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

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

H. Prevailing Wage Districts

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

Montana Prevailing Wage Districts



I. Dispatch City

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

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

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

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

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

J. Zone Pay

Zone pay is not travel pay. ARM, 24.17.103(25), defines zone pay as *“...an amount added to the base pay; the combined sum then becomes the new base wage rate to be paid for all hours worked on the project. Zone pay must be determined by measuring the road miles one way over the shortest practical maintained route from the dispatch city to the center of the job.”* See section I above for a list of dispatch cities.

K. Computing Travel Benefits

ARM, 24.17.103(23), states *“ ‘Travel pay,’ also referred to as ‘travel allowance,’ is and must be paid for travel both to and from the job site, except those with special provisions listed under the classification. The rate is determined by measuring the road miles one direction over the shortest practical maintained route from the dispatch city or the employee's home, whichever is closer, to the center of the job.”* See section I above for a list of dispatch cities.

L. Per Diem

ARM, 24.17.103(19), states *“ ‘Per diem’ typically covers costs associated with board and lodging expenses. Per diem is paid when an employee is required to work at a location outside the daily commuting distance and is required to stay at that location overnight or longer.”*

M. Apprentices

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

N. Posting Notice of Prevailing Wages

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

O. Employment Preference

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

P. Projects of a Mixed Nature

Section 18-2-418, MCA states:

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

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

Q. Occupations Definitions

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

http://www.bls.gov/oes/current/oes_stru.htm

R. Welder Rates

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

S. Foreman Rates

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

WAGE RATES

BOILERMAKERS

No Rate Established

Duties Include:

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

[↑ Back to Table of Contents](#)

BRICK, BLOCK, AND STONE MASONS

	Wage	Benefit
District 1	\$33.81	\$18.06
District 2	\$33.81	\$18.06
District 3	\$33.81	\$18.06
District 4	\$33.81	\$18.06

Zone Pay:

All Districts

0-70 mi. free zone

>70-90 mi. \$60.00/day

>90 mi. \$80.00/day

[↑ Back to Table of Contents](#)

CARPENTERS

	Wage	Benefit
District 1	\$30.24	\$14.33
District 2	\$30.24	\$14.33
District 3	\$30.24	\$14.33
District 4	\$30.24	\$14.33

Zone Pay:

All Districts

0-30 mi. free zone

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

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

Duties Include:

Install roll and batt insulation, and hardwood floors.

[↑ Back to Table of Contents](#)

CARPET INSTALLERS

No Rate Established

Duties Include:

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

[↑ Back to Table of Contents](#)

CEMENT MASONS AND CONCRETE FINISHERS

	Wage	Benefit
District 1	\$37.54	\$17.04
District 2	\$37.54	\$17.04
District 3	\$37.54	\$17.04
District 4	\$26.39	\$17.04

Duties Include:

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

Zone Pay:

All Districts

0-30 mi free zone

30-60 mi base pay+2.95/hr.

>60 mi base pay+4.75/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 1

	Wage	Benefit
District 1	\$27.20	\$15.20
District 2	\$30.03	\$13.63
District 3	\$32.36	\$13.38
District 4	\$32.36	\$13.15

This group includes but is not limited to:

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

Travel Pay

District 1

0-45 mi. free zone

>45-85 mi. \$60.00/day

>85 mi. \$90.00/day

Zone Pay

District 2

0-30 mi. free zone

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

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

Districts 3 and 4

0-30 mi. free zone

>30-60 mi. base pay + \$3.05/hr.

>60 mi. base pay + \$4.85/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 2

	Wage	Benefit
District 1	\$30.82	\$13.55
District 2	\$31.76	\$13.42
District 3	\$31.40	\$14.15
District 4	\$28.60	\$11.70

This group includes but is not limited to:

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

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

District 2

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

Districts 3 and 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.05/hr.
>60 mi. base pay + \$4.85/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 3

	Wage	Benefit
District 1	\$33.45	\$12.53
District 2	\$33.40	\$13.65
District 3	\$34.16	\$13.82
District 4	\$31.51	\$13.88

This group includes but is not limited to:

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

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

Districts 2 - 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 4

	Wage	Benefit
District 1	\$35.67	\$13.45
District 2	\$35.67	\$13.75
District 3	\$34.23	\$14.31
District 4	\$35.67	\$14.34

This group includes but is not limited to:

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

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

Districts 2 - 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 5

	Wage	Benefit
District 1	\$35.05	\$14.76
District 2	\$36.77	\$14.95
District 3	\$36.77	\$15.02
District 4	\$36.77	\$15.11

This group includes but is not limited to:

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

Travel Pay

District 1

0-45 mi. free zone
>45-85 mi. \$60.00/day
>85 mi. \$90.00/day

Zone Pay

Districts 2 - 4

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 6

	Wage	Benefit
District 1	\$37.86	\$16.50
District 2	\$37.86	\$16.50
District 3	\$37.86	\$16.50
District 4	\$37.20	\$16.55

This group includes but is not limited to:

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

Zone Pay:

All Districts

0-30 mi. free zone
>30-60 mi. base pay + \$3.50/hr.
>60 mi. base pay + \$5.50/hr.

[↑ Back to Table of Contents](#)

CONSTRUCTION EQUIPMENT OPERATORS GROUP 7

	Wage	Benefit
District 1	\$38.96	\$16.35
District 2	\$38.96	\$16.31
District 3	\$38.96	\$16.50
District 4	\$38.96	\$16.31

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

This group includes but is not limited to:

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

[↑ Back to Table of Contents](#)

CONSTRUCTION LABORERS GROUP 1/FLAG PERSON FOR TRAFFIC CONTROL

	Wage	Benefit
District 1	\$24.55	\$12.00
District 2	\$24.55	\$12.00
District 3	\$24.55	\$12.00
District 4	\$24.55	\$12.00

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

[↑ Back to Table of Contents](#)

CONSTRUCTION LABORERS GROUP 2

	Wage	Benefit
District 1	\$22.44	\$7.71
District 2	\$24.72	\$11.38
District 3	\$28.46	\$12.00
District 4	\$24.43	\$9.44

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

This group includes but is not limited to:

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

[↑ Back to Table of Contents](#)

Appendix A

CONSTRUCTION LABORERS GROUP 3

	Wage	Benefit
District 1	\$25.55	\$12.00
District 2	\$25.55	\$12.00
District 3	\$25.55	\$12.00
District 4	\$25.55	\$12.00

This group includes but is not limited to:

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

Zone Pay:

All Districts

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

[↑ Back to Table of Contents](#)

CONSTRUCTION LABORERS GROUP 4

	Wage	Benefit
District 1	\$26.48	\$11.57
District 2	\$25.60	\$12.00
District 3	\$25.60	\$12.00
District 4	\$25.60	\$12.00

This group includes but is not limited to:

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

Zone Pay:

All Districts

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

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

[↑ Back to Table of Contents](#)

DRYWALL APPLICATORS

No Rate Established

Duties Include:

Drywall and ceiling tile installation.

No Zone Pay Established

[↑ Back to Table of Contents](#)

Appendix A

ELECTRICIANS: INCLUDING BUILDING AUTOMATION CONTROL

	Wage	Benefit
District 1	\$36.88	\$15.78
District 2	\$36.00	\$15.87
District 3	\$36.50	\$16.76
District 4	\$40.00	\$16.95

Duties Include:

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

Travel:

District 1

No mileage due when traveling in employer's vehicle.

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

0-15 mi. free zone
 >15-45 mi. \$0.585/mi. in excess of the free zone.
 >45 mi. \$75.00/day

Districts 2 & 3

No mileage due when traveling in employer's vehicle.

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

0-08 mi. free zone
 >08-50 mi. current federal mileage rate/mi. in excess of the free zone.
 >50 mi. \$71.57/day

District 4

No mileage due when traveling in employer's vehicle.

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

0-18 mi. free zone
 >18-60 mi. federal mileage rate/mi.

Per Diem

District 4

>60 mi. \$80.00/day

Per Diem in Big Sky and West Yellowstone \$125/day.

[↑ Back to Table of Contents](#)

ELEVATOR CONSTRUCTORS

	Wage	Benefit
District 1	\$64.87	\$46.38
District 2	\$64.87	\$46.38
District 3	\$64.87	\$46.38
District 4	\$64.87	\$46.38

Travel:

All Districts

0-15 mi. free zone
 >15-25 mi. \$49.73/day
 >25-35 mi. \$99.45/day
 >35 mi. \$112.90/day

Special Provision:

.93/mile when added to amounts above if using employee vehicle.

[↑ Back to Table of Contents](#)

FLOOR LAYERS

No Rate Established

Apply blocks, strips, or sheets of shock-absorbing, sound-deadening, or decorative coverings to floors.

[↑ Back to Table of Contents](#)

GLAZIERS

	Wage	Benefit
District 1	\$24.13	\$3.66
District 2	\$24.13	\$3.66
District 3	\$24.13	\$3.66
District 4	\$23.73	\$4.02

Travel and Per Diem:

All Districts

No travel or per diem established.

[↑ Back to Table of Contents](#)

HEATING AND AIR CONDITIONING

	Wage	Benefit
District 1	\$32.95	\$14.16
District 2	\$33.15	\$15.35
District 3	\$34.69	\$16.88
District 4	\$35.76	\$18.44

All Districts

0-45 mi. free zone

>45 mi.

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

Duties Include:

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

Per Diem:

All Districts

\$85/day

[↑ Back to Table of Contents](#)

INSULATION WORKERS - MECHANICAL (HEAT AND FROST)

	Wage	Benefit
District 1	\$43.81	\$21.99
District 2	\$43.81	\$21.99
District 3	\$43.81	\$21.99
District 4	\$43.81	\$21.99

Travel:

0-30 mi. free zone

>30-40 mi. \$25.00/day

>40-50 mi. \$35.00/day

>50-60 mi. \$45.00/day

>60 mi. \$130.00/day plus

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

Duties Include:

Insulate pipes, ductwork or other mechanical systems.

[↑ Back to Table of Contents](#)

Appendix A

IRONWORKERS – REINFORCING IRON AND REBAR WORKERS

	Wage	Benefit	Travel:
District 1	\$36.83	\$26.92	All Districts
District 2	\$34.83	\$24.68	0-45 mi. free zone
District 3	\$34.83	\$25.37	>45-85 mi. \$100.00/day
District 4	\$34.16	\$25.83	>85 mi. \$150.00/day
Duties Include: Structural steel erection; assemble prefabricated metal buildings; cut, bend, tie, and place rebar; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.			

[↑ Back to Table of Contents](#)

IRONWORKERS – STRUCTURAL IRON AND STEEL WORKERS

	Wage	Benefit	Travel:
District 1	\$34.94	\$26.37	All Districts
District 2	\$34.83	\$25.37	0-45 mi. free zone
District 3	\$34.83	\$25.37	>45-85 mi. \$100.00/day
District 4	\$34.83	\$25.37	>85 mi. \$150.00/day
Duties Include: Structural steel erection; assemble prefabricated metal buildings; cut, bend, tie, and place rebar; energy producing windmill type towers; metal bleacher seating; handrail fabrication and ornamental steel.			

[↑ Back to Table of Contents](#)

MILLWRIGHTS

	Wage	Benefit	Zone Pay:
District 1	\$40.45	\$21.25	All Districts
District 2	\$40.45	\$21.25	0-30 mi. free zone
District 3	\$40.45	\$21.25	>30-60 mi. base pay + \$4.00/hr.
District 4	\$40.45	\$21.25	>60 mi. base pay + \$6.00/hr.

[↑ Back to Table of Contents](#)

PAINTERS: INCLUDING PAPERHANGERS

	Wage	Benefit	Travel and Per Diem:
District 1	\$29.40	\$21.48	All Districts
District 2	\$20.30	\$21.48	No travel or per diem established.
District 3	\$29.40	\$21.48	
District 4	\$26.64	\$21.48	

[↑ Back to Table of Contents](#)

PILE BUCKS

No Rate Established

Duties Include:

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

Zone Pay:

All Districts

0-30 mi. free zone

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

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

[↑ Back to Table of Contents](#)

PILOT CAR DRIVERS

No Rate Established

[↑ Back to Table of Contents](#)

PLASTERERS

No Rate Established

Duties Include:

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

[↑ Back to Table of Contents](#)

PLUMBERS, PIPEFITTERS, AND STEAMFITTERS

	Wage	Benefit
District 1	\$40.90	\$17.47
District 2	\$44.90	\$17.47
District 3	\$44.90	\$17.47
District 4	\$40.90	\$20.86

Duties Include:

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

Travel:

District 1

0-30 mi. free zone
 >30-50 mi. \$35.00/day
 >50-75 mi. \$45.00/day
 >75 mi. \$100.00/day

Special Provision

If transportation is not provided, mileage at \$0.35/mi. for one trip out and one trip back is added to the amounts above. However, if the employee is traveling more than 75 miles/day, only subsistence at the rate of \$85.00/day is required.

Districts 2 & 3

0-45 mi. free zone
 >45 mi.

- \$0.00/mi. in employer vehicle.
- \$0.65/mi. in employee vehicle.

Special Provision:

At the contractors' option, mileage for one trip out and one trip back per week may be paid plus subsistence at the rate of \$135.00/day.

District 4

0-70 free zone
 >70 mi.

- On jobs when employees do not work consecutive days: \$0.55/mi. if employer doesn't provide transportation. Not to exceed two trips.
- On jobs when employees work any number of consecutive days: \$110.00/day.

[↑ Back to Table of Contents](#)

Appendix A

ROOFERS

	Wage	Benefit
District 1	\$32.97	\$9.40
District 2	\$32.97	\$9.40
District 3	\$32.97	\$9.40
District 4	\$25.08	\$5.19

Duties Include:

Metal roofing, covers roofs, walls and foundations with water proofing, insulation and vapor barriers in addition to metal flashings. Roofing includes shingles, low slope membranes, metal roofs, insulation, spray foam, coatings and vapor barriers. Wall coverings include metal panels, insulated metal panels and other waterproofing or rain screen systems. Foundation systems include waterproofing and insulation. Excludes prefabricated metal buildings.

Travel:

District 1

0-50 mi. free zone

>50 mi.

- \$0.00/mi. in employer vehicle.
- \$0.35/mi. in employee vehicle.

District 2 and 3

0-35 mi. free zone

>35 mi.

- \$0.00/mi. in employer vehicle.
- \$0.40/mi. in employee vehicle.

District 4

0-50 mi. free zone

>50 mi.

- \$0.00/mi. in employer vehicle.
- \$0.35/mi. in employee vehicle.

Per Diem:

District 1

\$84.00/day

District 2 and 3

Employer pays for room + \$30.00/day.

District 4

Employer pays for room + \$25.00/day.

[↑ Back to Table of Contents](#)

SHEET METAL WORKERS

	Wage	Benefit
District 1	\$38.14	\$21.61
District 2	\$38.14	\$21.61
District 3	\$38.14	\$21.61
District 4	\$38.14	\$21.61

Duties Include:

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

All Districts

0-45 mi. free zone

46-65 mi. \$35/day

>65 mi. \$155/day for overnight stay

>65 mi. if employee is driving/riding in a company vehicle and returns home the same day, drive time shall be paid both ways, and no subsistence paid. Drive time will be at straight time and there shall be no benefits paid for drive time. Drive time will be outside the regular shift.

[↑ Back to Table of Contents](#)

Appendix A

SOLAR PHOTOVOLTAIC INSTALLERS

	Wage	Benefit
District 1	\$36.50	\$16.76
District 2	\$36.50	\$16.76
District 3	\$36.50	\$16.76
District 4	\$36.50	\$16.76

Travel:

Districts 1, 2 and 3

No mileage due when traveling in employer's vehicle.

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

- 0-08 mi. free zone
- >08-50 mi. federal mileage rate/mi. in excess of the free zone.
- >50 mi. \$60.57/day

District 4

No mileage due when traveling in employer's vehicle.

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

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

[↑ Back to Table of Contents](#)

SPRINKLER FITTERS

	Wage	Benefit
District 1	\$44.11	\$32.36
District 2	\$44.11	\$23.55
District 3	\$38.70	\$20.37
District 4	\$44.11	\$21.97

Duties Include:

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

Travel

All Districts

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

- 0-60 mi. free zone
- >60-80 mi. \$19.00/day
- >80-100 mi. \$29.00/day
- >100 mi. \$105.00/day + the IRS rate per mile and \$8.92 for every 15 miles traveled for one trip out and one trip back

No travel allowance required when in employer's vehicle except when staying the night.

[↑ Back to Table of Contents](#)

TAPERS

No Rate Established

Travel and Per Diem:

All Districts

No travel or per diem established.

[↑ Back to Table of Contents](#)

TELECOMMUNICATIONS EQUIPMENT INSTALLERS

	Wage	Benefit
District 1	\$39.66	\$14.43
District 2	\$22.00	\$11.06
District 3	\$22.00	\$11.27
District 4	\$22.00	\$11.27

Travel:

All Districts

The federal mileage rate/mi. in effect when travel occurs if using own vehicle.

Per Diem:

All Districts

Employer pays for meals and lodging up to \$75.00/day. When jobsite is located in Big Sky, West Yellowstone, and Gardiner, lodging and meals will be provided by the employer for all actual and reasonable expenses incurred.

Duties Include:

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

[↑ Back to Table of Contents](#)

TERRAZZO WORKERS AND FINISHERS

No Rate Established

Duties Include:

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

[↑ Back to Table of Contents](#)

Travel and Per Diem

No travel or per diem established.

TILE AND STONE SETTERS

No Rate Established

Duties Include:

Apply hard tile, stone, and comparable materials to walls, floors, ceilings, countertops, and roof decks.

[↑ Back to Table of Contents](#)

Appendix A

TRUCK DRIVERS

Pilot Car Driver **No Rate Established**

	Wage	Benefit
District 1	\$23.68	\$ 7.67
District 2	\$23.80	\$ 6.13
District 3	\$23.80	\$ 6.13
District 4	\$23.68	\$ 7.67

Zone Pay:
All Districts
No zone pay established.

Truck drivers include but are not limited to:

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

[↑ Back to Table of Contents](#)