

Prevailing Wage Compliance 2022

Prevailing Wage Components

Contract Documents

Wage Decisions

Wage Rate Interviews

Overtime

Certified Payrolls

Truck Drivers

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Wage Decisions

There are four basic categories of wage decisions based on type of construction:

- **Highway**: Alteration of roads, streets, highways, runway, paths, parking areas, etc.
- **Heavy**: Catch-all category. Includes all projects not classified as highway, building or residential.
- **Building**: Sheltered enclosures with walk-in access i.e. rest area, welcome center, etc.
- **Residential**: Dwelling of less than four stories.

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Wage Decisions

The wage decision contain a workers:

- Classification Identifier (example CARP004-005)
- Corresponding wage rate
- Geographical area where that rate has been found to prevailing

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CARP0004-005 06/01/2018

LIVINGSTON (Townships of Brighton, Deerfield, Genoa, Hartland,
Oceola & Tyrone), MACOMB, MONROE, OAKLAND, SANILAC, ST. CLAIR
AND WAYNE COUNTIES

                                     Rates          Fringes
CARPENTER (Piledriver).....$ 30.50          27.28
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Wage Decisions

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The body of each wage determination lists the classification
and wage rates that have been found to be prevailing for the
cited type(s) of construction in the area covered by the wage
determination. The classifications are listed in alphabetical
order of ""identifiers"" that indicate whether the particular
rate is a union rate (current union negotiated rate for local),
a survey rate (weighted average rate) or a union average rate
(weighted union average rate).

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Wage Decisions

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union, which prevailed in the survey for this classification, which in this example would be Plumbers 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

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Wage Decisions

 WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.
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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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Worker Classification

Worker classifications are based on the type of work *actually* performed without regard for skill. This may be different than a worker's classification on private work.

Workers may be classified as "apprentices" and/or "trainees" and are permitted to work at less than the predetermined rate if employed pursuant to and individually registered in a bona fide program recognized by the U.S. Dept. of Labor, Office of Apprenticeship (OA) or MDOT OJT program

- Proof of apprentice or trainee status must be uploaded to LCPtracker and kept current throughout the time the apprentice or trainee is on the project

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Worker Classification

Some workers may have multiple duties. They may use a hand rake for several hours a day and a front-end loader for the remainder of the day.

- In this instance the employer must split up the employee's time into two work categories (laborer and operator). Each category has its own hourly rate and benefit requirement that must be met. The CPR records should reflect both classifications and time spent performing each, within reason.
- Contractors are required to maintain basic records for all employees working on-site.

An employee must be paid for all 'principal' activities as well as 'activities' which are an integral part of a 'principal activity'.

- For example, these include wait time and standby time while sitting "idle" until the next gravel truck arrives for a reload.

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Worker Classification



Inspector Answers

Office Tech Answers

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Worker Classification

Working Foreman

- Supervisory employees who spend more than an incidental amount of their work week (20-percent) as a laborer or mechanic are extended prevailing wage coverage.
- They must be paid at least the applicable minimum prevailing wage rate for the classification of work performed for all hours engaged in the work.

Exclusions

- Individuals whose duties are primarily administrative, professional, executive, or clerical are not laborers or mechanics. Examples include superintendents, office staff, timekeepers, inspectors, engineers, etc.

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Multiple Wage Decision

The USDOL requires multiple wage decisions be placed into contracts when the following occurs:

- When items are substantial in relation to the project cost – more than approximately 20% of the Engineer Estimate.
- When a project is very large, items of work of a different character may be sufficiently substantial to warrant a separate decision even though these items of work do not specifically amount to 20% of the total project cost (\$1,000,000 or more).

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Multiple Wage Decision

Most common work type requiring a Heavy Decision in MDOT-let contracts:

K **SEWERS AND WATER MAINS (Section 402 Standard Specifications)**
 This work shall consist of installing lines of sewer pipe, of the required class and the specified inside diameter and shall include excavation, backfilling, sewer taps, bulkheads, trench undercut and backfill, dewatering system, installing/testing/disinfecting/backfilling water mains.
Equipment: Backhoe, compaction equipment, excavator, loader, trench box.

All other work on the contract not occurring in the subgrade in connection with the sewer and water main work must abide by the Highway wage schedule (Mlxxxx0001).

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Highway

"General Decision Number: **MI20220001** 01/21/2022

Superseded General Decision Number: MI20210001

State: Michigan

Construction Types: Highway (Highway, Airport & Bridge xxxxx and Sewer/Incid. to Hwy.)

Counties: Michigan Statewide.

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60).

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022, Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022, Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at www.doi.gov/whd/govcontracts.

Heavy

"General Decision Number: **MI20220051** 01/07/2022

Superseded General Decision Number: MI20210051

State: Michigan

Construction Type: Heavy

County: Bay County in Michigan.

Heavy, Includes Water, Sewer Lines and Excavation (Excludes Hazardous Waste Removal; Coal, Oil, Gas, Duct and other similar Pipeline Construction)

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60).

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Additional information on contractor requirements and worker protections under the Executive Orders is available at www.doi.gov/whd/govcontracts.

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Sewer/Incid. To Hwy?

"General Decision Number: **MI20220001** 01/21/2022

Superseded General Decision Number: MI20210001

State: Michigan

Construction Types: Highway (Highway, Airport & Bridge xxxxx and Sewer/Incid. to Hwy.)

Counties: Michigan Statewide.

Example: Sewer and water main work which is a part of a highway project would not generally be separately classified where construction is "incidental in function", 20-percent of project cost per engineer estimate is used as a rough guide for determining this.

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MDOT
Michigan Department of Transportation

2020 Standard Specifications for Construction

Warranty: Yes / No
FHWA Oversight: Yes / No

ITEM NUMBER: **2202 001**

STATE OF MICHIGAN DEPARTMENT OF TRANSPORTATION

PROPOSAL

0.99 mi of hot mix asphalt reconstruction, concrete curb, gutter, sidewalk and on Wasena Avenue from Fisher Street and North Union Street in the city of Bay City includes a 5 year HMA Local Agency Warranty. This is a Local Agency project.

BIDS WILL BE ELECTRONICALLY DOWNLOADED AT 10:30 AM

CONTRACT ID	CONTROL SECTION	PROJECT	FEDERAL AID
09000-206234	STUL 09000	206234A	22A015

The bidder has downloaded and examined the plans, specifications, special provisions as well as the location of the work described in the proposal for this project, has been fully informed as to the nature of the work and the conditions relating to its performance shown are approximate only and are subject to either increase or decrease.

The bidder hereby proposes to furnish all necessary machinery, tools, apparatus, and work, furnish all the materials except as otherwise specified and, for each unit price itemized bid, to complete the work in strict conformity with the plans therefore and in reference in these pages, and in strict conformity with the requirements of the 2020 Michigan Department of Transportation and such other special provisions and support the proposal for this project.

The bidder further proposes to do such extra work as may be authorized by the Department in the itemized bid. Compensation shall be made on the basis agreed upon before.

The bidder hereby certifies that if it is not prequalified in all classifications required by the Standard Specifications for Construction, designate subcontractor(s) that are fully qualified for the work.

THE BIDDER UNDERSTANDS AND AGREES THAT THE DEPARTMENT RESERVES THE RIGHT TO ACCEPT OR REJECT ANY BID AND NO CONTRACTUAL RELATIONSHIP SHALL EXIST BETWEEN THE BIDDER AND THE DEPARTMENT.

The bidder agrees upon submitting this bid that its agents, officers or employees have read, understood, and agreed to the terms, conditions, and specifications of the proposal, participated in any solution, or otherwise taken any action in restraint with this proposal for the above project.

Unless the bidder gives MDOT advance written notice, MDOT may correspond directly with the insurance carriers, bonds and related materials with MDOT and provide MDOT with the required materials, on a timely basis and in proper form.

Subject to Subsection 102.16 of the 2020 Standard Specifications for Construction, Department of Transportation the bid guaranty sum of **\$50,000.00** if the bidder fails to execute the contract in accordance with Subsection 102.16 of the 2020 Standard Specifications for Construction.

Bay City TSC

Letting Date: 220204 Item No: 2202 001 Contract ID: 09000-206234

DESIGNATED and SPECIALTY ITEMS

DESIGNATED ITEMS:

DESIGNATED ITEMS:	COMPANY NAME AND ADDRESS OF PREQUALIFIED SUBCONTRACTOR DOING WORK:
(Cb) Plant-Mixed Hot Mix Asphalt/ Bituminous Paving	(COMPANY NAME)
(Ea) Grading, Drainage Structures, and Aggregate Construction	(COMPANY NAME)
(K) Sewers and Watermains	(COMPANY NAME)
	(COMPANY NAME)
	(COMPANY NAME)

SPECIALTY ITEMS:

	(COMPANY NAME)
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SEE NEXT PAGE FOR INFORMATION ON COMPLETING THIS PAGE

Rev. (1/21)

One location to help know those items covered under the "Heavy Decision"

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Typical Roadway Section

ROADWAY SECTION

HIGHWAY (M11)
ENGI0324-006: Operator
LABO0465-001: Laborer

Subgrade

ROADWAY SECTION

HIGHWAY (M11)
ENGI0324-005: Underground Operator
LABO0334-001: "Open Cut" Laborer (Underground)

Subgrade

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Classification Locations

OPEN CUT




HIGHWAY

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Multiple Wage Decision

When landscape work is more than 20% of the project per engineer estimate, the 'Heavy' wage decision will be included in the proposal to cover that work.

- Standard Spec. 815.01: Landscaping consists of providing and planting trees, shrubs, and other plants including replacements, classified as nursery stock.

All other work performed on the project will be covered by the Highway wage schedule (Mlxxxx0001).

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Multiple Wage Decision

Building Decisions:

Rest area/welcome center building projects will include the construction type "Building" wage decision when the building portion of the work is more than 20% of the project cost or \$1,000,000 per engineer estimate. The other work performed on the project will be covered by the "Highway" wage schedule (MIxxxx0001).

The building decision will include crafts necessary to complete building work.

Work under these thresholds that may also require building trades (bascule bridge booth, pump stations, etc.)