

EXHIBIT J

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General Decision Number: NY130002 07/05/2013 NY2

Superseded General Decision Number: NY20120002

State: New York

Construction Types: Building, Heavy and Highway

Counties: Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie and Washington Counties in New York.

BUILDING CONSTRUCTION PROJECTS (For all counties except COLUMBIA, FULTON & GREENE) (does not include single family homes and apartments up to a including 4 stories), HEAVY AND HIGHWAY CONSTRUCTION PROJECTS

Modification Number	Publication Date
0	01/04/2013
1	01/11/2013
2	01/18/2013
3	01/25/2013
4	02/01/2013
5	02/08/2013
6	02/22/2013
7	04/05/2013
8	04/26/2013
9	05/03/2013
10	05/17/2013
11	05/31/2013
12	06/07/2013
13	06/14/2013
14	06/28/2013
15	07/05/2013

ASBE0040-002 05/01/2013

	Rates	Fringes
Asbestos/Insulator Worker SCOPE OF WORK: includes application of all insulating materials, protective, coverings, coating and finishing to all types of mechanical systems.....	\$ 30.60	19.47
HAZARDOUS MATERIAL HANDLER Duties limited to preparation wetting; stripping; removal; scrapping; vacuuming; bagging; and disposing of all insulation materials, whether they contain		

asbestos or not from
 mechancial systems.....\$ 17.37 9.95

 BOIL0197-002 01/01/2012

	Rates	Fringes
BOILERMAKER.....	\$ 30.00	23.76

 BRNY0002-019 06/01/2012

	Rates	Fringes
BRICKLAYER		
BRICKLAYERS, STONE MASONS, CEMENT MASONS, PLASTERERS, POINTERS, CAULKERS & CLEANERS.....	\$ 30.36	17.25
HEAVY & HIGHWAY CONSTRUCTION		
CEMENT MASONS.....	\$ 31.82	16.61
MARBLE, TILE & TERRAZZO FINISHERS.....	\$ 22.94	14.37
MARBLE, TILE & TERRAZZO WORKERS.....	\$ 28.88	16.83

 CARP0279-006 07/01/2011

	Rates	Fringes
Carpenters:		
HEAVY AND HIGHWAY CONSTRUCTION (COLUMBIA AND GREENE COUNTIES) Carpenters, Millwrights, Pile Drivers.....	\$ 27.77	23.50

 CARP0290-003 07/01/2011

	Rates	Fringes
Carpenters:		
SARATOGA COUNTY		
HEAVY & HIGHWAY CONSTRUCTION:.....	\$ 28.00	15.60
WASHINGTON COUNTY		
HEAVY & HIGHWAY CONSTRUCTION:.....	\$ 27.55	15.55

PAID HOLIDAYS: Labor Day, provided the employee has been on
 the payroll the calender week or any of the holiday week
 preceding the holiday and works the day after the holiday.

 CARP0290-006 07/01/2011

ALBANY, FULTON, MONTGOMERY, RENSSELAER, SCHENECTADY AND
 SCHOHARIE COUNTIES

	Rates	Fringes
Carpenters:		
BUILDING CONSTRUCTION		
Carpenters & Soft Floor		
Layers.....	\$ 27.35	17.05
Piledriver.....	\$ 27.35	17.05
HEAVY & HIGHWAY CONSTRUCTION		
Carpenters.....	\$ 27.79	17.55

 CARP0290-008 07/01/2009

	Rates	Fringes
Carpenters:		
CARPENTERS.....	\$ 26.39	14.95
DIVER TENDERS.....	\$ 25.49	14.95
DIVERS (Dry Day).....	\$ 25.49	14.95
DIVERS.....	\$ 60.00	14.95
PILEDRIVERS.....	\$ 24.49	14.95

 ELEC0236-001 06/01/2013

ALBANY; COLUMBIA; FULTON; GREENE (that portion North of a line following the south limits of the city of Catskill); MONTGOMERY; RENSSELAER, SARATOGA; SCHENECTADY; SCHOHARIE; WASHINGTON

	Rates	Fringes
ELECTRICIAN.....	\$ 34.50	21.01

 ELEC0363-004 04/01/2012

GREENE COUNTY (Portion of)

	Rates	Fringes
ELECTRICIAN.....	\$ 37.00	6%+22.10+a

FOOTNOTE:

- a. Paid Holidays: New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day

 * ELEC1249-003 05/06/2013

	Rates	Fringes
LINE CONSTRUCTION: Lineman (LIGHTING AND TRAFFIC SIGNAL Including any and all Fiber Optic Cable necessary for Traffic Signal Systems, Traffic Monitoring systems and Road Weather information		

systems)

Flagman.....	\$ 23.51	7.5%+19
Groundman Truck Driver (tractor trailer unit).....	\$ 33.31	7.5%+19
Groundman Truck Driver.....	\$ 31.35	7.5%+19
Lineman & Technician.....	\$ 39.19	7.5%+19
Mechanic.....	\$ 31.35	7.5%+19

FOOTNOTE:

a. New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, plus President's Day, Good Friday, Decoration Day, Election Day for the President of the United States and Election Day for the Governor of the State of New York, provided the employee works the day before or the day after the holiday.

 * ELEC1249-004 05/06/2013

	Rates	Fringes
Line Construction:		
Overhead and underground distribution and maintenance work and all overhead and underground transmission line work including any and all fiber optic ground wire, fiber optic shield wire or any other like product by any other name manufactured for the dual purpose of ground fault protection and fiber optic capabilities (where no other trades are or have been involved):		
Flagman.....	\$ 26.47	7.5%+19.00+a
Groundman digging machine operator.....	\$ 39.71	7.5%+19.00+a
Groundman truck driver (tractor trailer unit).....	\$ 37.50	7.5%+19.00+a
Groundman Truck driver.....	\$ 35.30	7.5%+19.00+a
Lineman and Technician.....	\$ 44.12	7.5%+19.00+a
Mechanic.....	\$ 35.30	7.5%+19.00+a
Overhead transmission line work (where other trades are or have been involved):		
Flagman.....	\$ 26.47	7.5%+19.00+a
Groundman digging machine operator.....	\$ 39.71	7.5%+19.00+a
Groundman truck driver (tractor trailer unit).....	\$ 37.50	7.5%+19.00+a
Groundman truck driver.....	\$ 35.30	7.5%+19.00+a
Lineman and Technician.....	\$ 44.12	7.5%+19.00+a
Mechanic.....	\$ 35.30	7.5%+19.00+a
Substation:		
Cable Splicer.....	\$ 48.53	7.5%+19.00+a
Flagman.....	\$ 26.47	7.5%+19.00+a

Ground man truck driver.....	\$ 35.30	7.5%+19.00+a
Groundman digging machine operator.....	\$ 38.45	7.5%+19.00+a
Groundman truck driver (tractor trailer unit).....	\$ 37.50	7.5%+19.00+a
Lineman & Technician.....	\$ 44.12	7.5%+19.00+a
Mechanic.....	\$ 35.30	7.5%+19.00+a
Switching structures; railroad catenary installation and maintenance, third rail type underground fluid or gas filled transmission conduit and cable installations (including any and all fiber optic ground product by any other name manufactured for the dual purpose of ground fault protection and fiber optic capabilities), pipetype cable installation and maintenance jobs or projects, and maintenance bonding of rails; Pipetype cable installation		
Cable Splicer.....	\$ 48.53	7.5%+19.00+a
Flagman.....	\$ 27.24	7.5%+19.00+a
Groundman Digging Machine Operator.....	\$ 39.71	7.5%+19.00+a
Groundman Truck Driver (tractor-trailer unit).....	\$ 38.59	7.5%+19.00+a
Groundman Truck Driver.....	\$ 36.32	7.5%+19.00+a
Lineman & Technician.....	\$ 44.12	7.5%+19.00+a
Mechanic.....	\$ 36.32	7.5%+19.00+a
TELEPHONE, CATV FIBEROPTICS CABLE AND EQUIPMENT		
Cable splicer.....	\$ 39.19	7.5%+19.00
Groundman.....	\$ 31.35	7.5%+19.00
Installer Repairman- Teledata Lineman/Technician- Equipment Operator.....	\$ 39.19	7.5%+19.00
Tree Trimmer.....	\$ 21.64	7.36+3%

FOOTNOTE:

a. PAID HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, Good Friday, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and Election Day for the President of the United States and Election Day for the Governor of New York State, provided the employee works two days before or two days after the holiday.

b. New Years Day, Washington's Birthday, Good Friday, Decoration Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving Day and Christmas Day.

 * ELEC1249-007 05/06/2013

LINE CONSTRUCTION (LINEMAN) LIGHTING AND TRAFFIC SIGNAL
 INCLUDING ANY AND ALL FIBER OPTIC CABLE NECESSARY FOR THE
 TRAFFIC SIGNAL SYSTEMS, TRAFFIC MONITORING SYSTEMS AND ROAD
 WEATHER INFORMATION SYSTEMS

COLUMBIA COUNTY

	Rates	Fringes
LINE CONSTRUCTION: Lineman		
Flagman.....	\$ 26.47	7.5%+19
Groundman Digging Machine		
Operator.....	\$ 39.71	7.5%+19
Groundman Truck Driver		
(Tractor-trailer unit).....	\$ 37.50	7.5%+19
Groundman Truck Driver.....	\$ 35.30	7.5%+19
Lineman and Technician.....	\$ 44.12	7.5%+19
Mechanic.....	\$ 35.30	7.5%+19

PAID HOLIDAYS:

- a. Memorial Day, New Year's Day, President's Day, Good Friday, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and Election Day for the President of the United States and Election Day for the Governor of New York State, provided the employee works two days before or two days after the holiday.

 ELEV0035-001 01/01/2013

ALBANY; COLUMBIA (Towns of Claverack, Hillsdale, Ghent, Stockport, Austerlitz, Canaan, New Lebanon, Chatham, Kinderhook, Styvesant and Greenport); FULTON; GREENE (Towns of Durham, Greenville, New Baltimore, Coxcsackie and Athens); MONTGOMERY, RENSSELAER, SARATOGA, SCHENECTADY, SCHOHARIE AND WASHINGTON COUNTIES

	Rates	Fringes
Elevator Constructor.....	\$ 40.36	25.185+a+b

FOOTNOTES:

- a. 8 PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and the day after Thanksgiving Day, Christmas Day.
- b. Employer contributes 8% of basic hourly rate for 5 years or more of service or 6% of basic hourly rate for 6 months to 5 years of service as vacation pay credit.

 ELEV0138-004 01/01/2013

COLUMBIA COUNTY (THE TOWNS OF ANCRAM, CLERMONT, COPAKE, GALLATIN, GERMANTOWN, LIVINGSTON, AND TAGHKANIC); GREEN COUNTY (THE TOWNS OF HUNTER AND CATSKILL)

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 50.68	25.185+a+b

FOOTNOTES:

a. 8 PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day and Christmas Day.

b. Employer contributes 8% of basic hourly rate for 5 years or more of service or 6% of basic hourly rate for 6 months to 5 years of service as vacation pay credit.

ENGI0106-001 07/01/2012

HEAVY & HIGHWAY

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 34.71	21.75+a
GROUP 2.....	\$ 33.80	21.75+a
GROUP 3.....	\$ 31.23	21.75+a
GROUP 4.....	\$ 38.71	21.75+a
GROUP 5.....	\$ 37.71	21.75+a
GROUP 6.....	\$ 36.71	21.75+a
GROUP 7.....	\$ 36.32	21.75+a

POWER EQUIPMENT OPERATOR CLASSIFICATIONS (HEAVY & HIGHWAY):

GROUP 1: Asphalt Curb Machine, Self Propelled, Slipform, Automated Concrete Spreader (CMI Type), Automatic Fine Grader, Backhoe (Except Tractor Mounted, Rubber Tired), Backhoe Excavator Full Swing (CAT 212 or similar type), Back Filling Machine, Belt Placer (CMI Type), Blacktop Plant (Automated), Boom truck, Cableway, Caisson Auger, Central Mix Concrete Plant (Automated), Concrete Curb Machine, Self Propelled, Slipform, Concrete Pump, Crane, Cherry Picker, Derricks (steel erection), Dragline, Overhead Crane (Gantry or Straddle type), Pile Driver, Truck Crane, Directional Drilling Machine, Dredge, Dual Drum Paver, Excavator (All Purpose Hydraulically Operated) (Gradall or Similar), Front End Loader (4 cu. yd. and Over), Head Tower (Sauerman or Equal), Hoist (Two or Three Drum), Holland Loader, Maintenance Engineer, Mine Hoist, Mucking Machine or Mole Pavement Breaker(SP) Wertgen; PB-4 and similar type, Power Grader, Profiler (over 105 H.P.) Quad 9, Quarry Master (or equivalent), Scraper, Fireman, Fork Lift, Form Tamper, Grout Pump, Gunitite Machine, Hammers (Hydraulic self-propelled), Hydra-Spiker, ride-on, Hydraulic Pump (jacking system), Hydro-Blaster (Water), Mulching Machine, Oiler, Parapet Concrete or Pavement, Shovel, Side Boom, Slip Form Paver, Tractor Drawn, BeltType Loader, Truck or Trailer Mounted Log, Chipper (Self Feeder), Tug Operator (Manned Rented Equipment Excluded), Tunnel Shovel

GROUP 2: Asphalt Paver, Backhoe (Tractor Mounted, Rubber Tired), Bituminous Recycler Machine, Bituminous Spreader and Mixer, Blacktop Plant (NonAutomated), Blast or Rotary Drill (Truck or Tractor Mounted), Boring Machine, Cage Hoist, Central Mix Plant (NonAutomated) and All Concrete Batching Plants, Cherry Picker (5 tons capacity and under), Concrete Paver (Over 16S), Crawler Drill, Self-contained, Crusher, Diesel Power Unit, Drill Rigs, Tractor Mounted, Front End Loader (Under 4 cu. yd.), Greaseman/Lubrication Engineer, HiPressure Boiler (15 lbs. and over), Hoist (One Drum), Hydro-Axe, Kolman Plant Loader and Similar Type Loaders, L.C.M. Work Boat Operator, Locomotive Mixer (for stabilized base selfpropelled), Monorail Machine, Plant Engineer, Profiler (105 H.P. and under), Grinder, Post Hole Digger and Post Driver, Power Broom (towed), Power Heaterman, Power Sweeper, Revinus Widener, Roller (Grade and Fill), Scarifier, ride-on, Shell Winder, Skid steer loader (Bobcat or similar), Span-Saw, ride-on, Steam Cleaner, Pug Mill, Pump Crete Ready Mix Concrete Plant Refrigeration Equipment (for soil stabilization)Road Widener, Roller (all above subgrade), Sea Mule, Self-contained Ride-on Rock Drill, Excluding Air-Track Type Drill, Skidder, Tractor with Dozer and/or Pusher, Trencher. Tugger Hoist, Vermeer saw (ride on, any size or type), Winch, Winch Cat

GROUP 3: A Frame Winch Hoist on Truck , Articulated Heavy Hauler, Aggregate Plant, Asphalt or Concrete Grooving, Machine (ride on), Ballast Regulator, Ride-on Boiler (used in conjunction with production), Bituminous Heater, self-propelled, Boat (powered), Cement and Bin Operator, Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters (hands-off equipment), Concrete Pavement Spreader and Finisher, Concrete Paver or Mixer (16S and under), Concrete Saw (self-propelled), Conveyor, Deck Hand, Directional Drill Machine Locator, Drill, (Core), Drill, (Well,) Farm Tractor with accessories, Fine Grade Machine, Tamper, ride-on, Tie Extractor, ride-on, Tie Handler, ride-on, Tie Inserter, ride-on, Tie Spacer, ride-on, Tire Repair, Track Liner, ride-on, Tractor, Tractor (with towed accessories), Vibratory Compactor, Vibro Tamp, Well Point

GROUP 4: Tower Cranes

GROUP 5: Cranes 50 tons and over

GROUP 6: Cranes 49 tons and below

GROUP 7: Master Mechanic

FOOTNOTE:

a. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Columbus Day, November Election Day and Veteran's Day

ENGI0106-002 07/01/2012

BUILDING

	Rates	Fringes
Power equipment operators:		
GROUP A(1).....	\$ 35.20	21.50+a
GROUP A.....	\$ 34.76	21.50+a
1.....	\$ 36.20	21.50+a
2.....	\$ 37.20	21.50+a
GROUP B.....	\$ 33.85	21.50+a
GROUP C.....	\$ 31.28	21.50+a

Hazardous work - Anytime Operating Engineers are involved with level C or above, \$2.50 per hour over regular rate.

FOOTNOTE:

a. Paid Holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS (BUILDING):

GROUP A(1): Crane, hydraulic cranes, tower crane, locomotive crane, piledriver, cableway, derricks, whirlies, dragline, boom truck (over 5 tons)

GROUP A(1): Crane Premiums:

- 1 over 150'- \$1.00
- 2 over 200'- \$2.00

GROUP A: Shovel, All Excavators (including rubber tire full swing), gradalls, power road grader, all CMI equipment, front-end rubber tire loader, tractor-mounted drill (quarry master), mucking machine, concrete central mix plant, concrete pump, Belcrete system, automated asphalt concrete plant and tractor road paver, boom truck (5 tons and under), maintenance engineer, self contained crawler, drill-hydraulic rock drill.

GROUP B: Backhoe, (rubber-tired backhoe/loader combination), bulldozer, pushcat, tractor, traxcavator, scraper, LeTourneau grader, form fine grader, road roller, blacktop roller, blacktop spreader, power brooms, sweepers, trenching machine, Barber Green loader, side booms, hydrohammer, concrete spreader, concrete finishing machine, one drum hoist, power hoisting (single drum), hoist - two drum or more, three drum engine, power hoisting (two drum and over), two drum and swinging engine, three drum swinging engine, hod hoist, A-L frame winches, cord and well drillers (one drum), post hole digger, model CHB Vibro-Tamp or similar machine, batch bin and plant operator, dinkey locomotive, skid steer loader, track excavator 5/8 cu. yd. or smaller

GROUP C: Fork lift, high lift, lull, oiler, fireman and heavy- duty greaser, boilers, and steam generators, pump, vibrator, motor mixer, air compressor, dust collector, welding machine, well point, mechanical heater, generators, temporary light plants, concrete pumps, electric submersible pump 4" and over, murphy type diesel generator,

conveyor, elevators, concrete mixer and belcrete power pack
(belcrete system), seeding, and mulching machines, pumps

IRON0012-011 05/01/2013

ALBANY; COLUMBIA; FULTON (Albin, Bleecker, Broad, Johnstown,
Mayfield, Northampton and Perth); GREENE, MONTGOMERY
(Amsterdam, Charleston, Florida, Glen, Mohawk and Root);
RENSSELAER, SARATOGA; SCHENECTADY; SCHOHARIE; and WASHINGTON
COUNTIES:

	Rates	Fringes
Ironworkers:		
Sheeter, Bucker-up.....	\$ 25.78	17.96
Sheeter.....	\$ 28.75	20.84
Structural, Ornamental, Rodman, Machinery Mover, Rigger, Fence Erector, Reinforcing, Stone Derrickmen.....	\$ 28.50	20.84

IRON0440-007 05/01/2013

FULTON (Twps. of Caroga, Ephratah, Oppenheim, Stratford);
MONTGOMERY (Twps of Canajoharie, Minden, Palatine, St.
Johnsville):

	Rates	Fringes
Ironworkers:		
Structural, Ornamental, Rodman, Machinery Mover, Rigger, Fence Erector, Reinforcement, and Stone Derrickman.....	\$ 25.00	22.76

* LABO0017-001 07/01/2013

COLUMBIA COUNTY (Twps of Greenport, Claverack, Clermont,
Germantown, Livingston, Hillsdale, Taghkanic, Gallatin, Copake,
Ancram, Philmont and the City of Hudson)

	Rates	Fringes
Laborers:		
COLUMBIA COUNTY (Townships of Greenport, Claverack, Clermont, Germantown, Livingston, Hillsdale, Taghkanic, Gallatin, Copake, Ancram, Philmont, and the City of Hudson) (Asbestos, lead, toxic and hazardous waste abatement and any other environmental related		

work) HEAVY & HIGHWAY		
GROUP 1:.....	\$ 29.65	21.35+a
GROUP 2:.....	\$ 34.00	21.35+a
GREENE COUNTY (Township of Catskill) HEAVY & HIGHWAY:		
GROUP 1:.....	\$ 29.65	21.35+a
GROUP 2:.....	\$ 34.00	21.35+a
GROUP 3:.....	\$ 37.90	21.35+a
GROUP 4:.....	\$ 41.65	21.35+a
TUNNEL, SHAFT & CAISSON WORK		
GROUP 1:.....	\$ 42.65	21.35+a

For HEAVY & HIGHWAY CLASSIFICATIONS in COLUMBIA COUNTY
(Townships of Greenport, Claverack, Clermont, Germantown,
Livingston, Hillsdale, Taghkanic, Gallatin, Copake, Ancram,
Philmont and the City of Hudson)

HEAVY & HIGHWAY CLASSIFICATIONS

GROUP 1: Asbestos, toxic, bio-remediation,
phyto-remediation, lead or hazardous material abatement
when protective equipment and clothing are not required

GROUP 2: Asbestos, toxic, bio-remediation,
phyto-remediation, lead or hazardous material abatement
when protective clothing and equipment is required

For HEAVY & HIGHWAY CLASSIFICATIONS in GREENE COUNTY
(Township of Catskill)

FOOTNOTE:

a. PAID HOLIDAYS: New Years Day, President's Day, Memorial
Day, Independence Day, Lincoln's Birthday, Labor Day,
Election Day, Veterans Day, Thanksgiving Day, Christmas
Day, provided the employee is an employee of the company
prior to the scheduled holiday and reports to work the
first day following the holiday unless prevented from doing
so for legitimate reasons.

GROUP 1: Flagperson, gateperson

GROUP 2: General laborers, chuck tender, handling and
distributing drinking water, distributing all tools and
supplies of laborers, nipper, powder carrier, magazine
tender, warehouse laborers, concrete man, vibrator man,
mason tender, mortar man, spraying, brushing and covering
of concrete for curing and preservative purposes, traffic
striper, scaffold builder, concrete curb and sidewalk form
setter; permanent traffic striping and reflective devices,
placing and maintenance of all flares, cones, lights,
signs, barricades, traffic patterns, and all temporary
reflective type materials for traffic control, custodial
work, traffic directors, temporary heat or light tenders,
tool room, dewatering pump men, pitman, dumpmen, snow
removal and firewatch, asphalt man, joint setter, signal
person, pipelayer, pipe lining and relining, wellpoints,
conduit and duct layer, wire puller, rip rap and dry stone
layer, steel rod carrier, core drill, rock splitter, Hilti

gun air or electric, jackhammer, bush hammer, pavement breaker, chipping hammer, wagon drill, air track, jib rig, joy drill, gunite and sand blasting, coal passer and other machine operators, power tool operator, sprayer and nozzle man on mulching and seeding machine, all guard rail and fence, all seeding and sod laying, all landscape work, grade checker, all bridge work, walk behind self-propelled power saw, grinder, groover or similar type machine, walk behind tamper and roller of all types, salvage, stripping, wrecking and dismantling laborer (including barman, cutting torch and burner man), sheeting and shoring coming under laborers jurisdiction, bit grinder, operator of form pin puller and drivers, sandblasting, joint and jet sealer, filling and wiring baskets for gabion walls, permanent sign man, median barrier, sta-wall or similar type product, chain saw operator, railroad track laborer, waterproofer, pre-stressed and pre-cast concrete brick, block and stone pavers, power tools used to perform work usually done by laborers, power buggy and pumpcrete operator, fireproof, plaster and caustic pump, asbestos, toxic, bio-remediation, phyto-remediation, lead or hazardous materials abatement when protective clothing and equipment is not required, power brush cutter, retention liners, artificial turf, retaining walls, walk behind surface planer, welding related to laborers work, remote controlled equipment normally operated by laborers, all technician work including but not limited to stitching, seaming, heat welding, fireproof sprayer, mortar mixer, concrete finisher, form setter for concrete curbs and flatwork. Gunite nozzle man, stone cutters, granite stone layer, manhole, catch basin or inlet installing, laser men. Ground man on milling machine

GROUP 3 Ingersoll Rand heavy duty crawler-master HCMZ, any drill using a 4" or larger bit, asbestos, toxic, bio-remediation, phyto-remediation, lead or hazardous material abatement when protective clothing and equipment is required, all working foremen including grade, pipe concrete, clearing, blacktop, drill, paving and blaster etc., Hydraulic drill or similar, forklift for masonry only, Blaster and asphalt screedman

GROUP 4: Asbestos, toxic, lead or hazardous material abatement foreman

For TUNNEL, SHAFT & CAISSON WORK CLASSIFICATIONS

FOOTNOTE:

a. PAID HOLIDAYS: New Years Day, President's Day, Memorial Day, Independence Day, Labor Day, Election Day, Veterans Day, Thanksgiving Day, Christmas Day

GROUP 1: Laborer, Pit and Dumpman, Chuck Tender, Brakeman and Powderman;

Miner and all machine men, Safety Miner, all shaft work, caisson work, drilling, blow pipe, all air tools, tugger, scaling, nipper gunniting from pot to nozzle, bit grinder, signal man (top and bottom), shield driven tunnel, mixed

face and soft ground liner plate tunnel in free air

LABO0035-001 06/01/2011

FULTON (TWPS OF CAROGA, EPHRATA, OPPENHEIM, AND STRAFORD);
MONTGOMERY (TWPS OF CANAJOHARIE, MINDEN AND PALATINE, ROOT AND
ST. JOHNSVILLE)

	Rates	Fringes
Laborers Building Construction		
Asbestos Removal.....	\$ 21.50	14.24
Blasters, Form Setters, MotorBuggy Operator (Rider Type).....	\$ 20.50	14.24
Hazardous Waste Removal Hazardous waste removal includes wetting, stripping, removal, scrapping, vaccuuming, bagging and disposing of all insulation materials, whether they contain asbestos or not, from mechanical systems.....	\$ 21.50	14.24
HEAVY & HIGHWAY:		
GROUP 1:.....	\$ 24.80	17.39
GROUP 2:.....	\$ 25.00	17.39
GROUP 3:.....	\$ 25.20	17.39
GROUP 4:.....	\$ 25.40	17.39
Laborers.....	\$ 20.00	14.24
Pipelayers, Motor Mixers, Motor Buggy Operator (Walk Behind) Power Lift (Walk Behind).....	\$ 20.15	14.24
Wagon Drill Operator.....	\$ 20.40	14.24

FOOTNOTE:

a. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

GROUP 1: Common Laborers, Flagman, Outboard and Hand boats

GROUP 2: Bull Float, Chain Saw, Concrete aggregate bin, Concrete Bootman, Gin Buggy, Hand or Machine Vibrator, Jackhammer, Mason Tender, Mortar Mixer, Pavement Breaker, Handlers of all steel mesh, Small generators for laborer's tools, Installation of bridge drainage, Pipelayers, Vibrator type rollers, Tamper, Drill doctor, Tail or Screw Operator on asphalt paver, Water pump operator (1 1/2" and single diaphragm), Nozzle (asphalt, gunnite, seeding and sand blasting), Laborers on chain link fence erection, Rock splitter and power unit, Pusher type concrete saw and all other gas, electric, oil, and air tool operators, Wrecking laborers

GROUP 3: All rock or drilling machine operators (except quarry master and similar type), Acetylene torch operators,

and Asphalt paver, Powderman

GROUP 4: Blasterers, Form setters, Stone or Granite Curb setters

LABO0157-001 07/01/2012

FULTON (Twps. of Bleeker, Mayfield, Northhampton, Johnstown, Broadalbin and Perth); MONTGOMERY (Twps. of Mohawk, Glen, Charleston, Amsterdam, and Florida); SARATOGA (Twps. of Day, Hadley, Edinburg, Corinth, Moreau, South Glens Falls, Providence, Greenfield, Wilton, Northcumberland, Galway, Milton, Saratoga Springs, Charlton, Ballston, Malta and Clifton Park); SCHENECTADY and SCHOHARIE COUNTIES.

	Rates	Fringes
LABORER		
BUILDING:		
GROUP 1.....	\$ 24.34	15.09
GROUP 2.....	\$ 25.69	15.09
HEAVY & HIGHWAY:		
GROUP 1:.....	\$ 27.50	16.24+a
GROUP 2:.....	\$ 27.70	16.24+a
GROUP 3:.....	\$ 27.90	16.24+a
GROUP 4:.....	\$ 28.10	16.24+a
GROUP 5:.....	\$ 29.50	16.45+a

LABORER CLASSIFICATIONS

Group 1: Common Laborers

Group 2: Asbestos and Toxic Materials

Commercial projects valued at \$800,000 or less and/or industrial projects valued at \$100,000 or less, excluding demolition work (the complete razing of structures) 75% of the basic wage scale with full benefits will apply

FOOTNOTE:

a. PAID HOLIDAYS: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day

LABORER CLASSIFICATIONS

GROUP 1: Common laborers, flagman, outboard & hand boats

GROUP 2: Bull float, chain saw, concrete aggregate bin, concrete bootman, gin buggy, hand or machine vibrator, jackhammer, mason tender, mortar mixer, pavement breaker, handlers of all steel mesh, small generators for laborers' tools, installation of bridge drainage, pipelayers, vibrator type rollers, tamper, drill doctor, tail or screw operator on asphalt paver, water pump operator (1 1/2") and single diaphragm), nozzle (asphalt, gunnite, seeding, and sand blasting), laborers on chain fence erection, rock splitter and power unit, pusher type concrete saw and all other gas, electric, oil, and air tool operators, wrecking

laborers

GROUP 3: All rock drilling machine operators (except quarry master and similar type), acetylene torch operator, and asphalt paver, powderman

GROUP 4: Blasterers, form setters, stone or granite curb setters

GROUP 5: Hazardous waste removal

LABO0190-001 01/01/2013

ALBANY; RENSSELAER COUNTY, WASHINGTON COUNTY, SARATOGA COUNTY
(Townships of Stillwater, Halfmoon, Saratoga)

	Rates	Fringes
Laborers:		
BUILDING:		
GROUP 1.....	\$ 24.26	17.05
GROUP 2.....	\$ 25.61	17.05

LABORERS CLASSIFICATIONS

GROUP 1: Common Laborers

GROUP 2: Hazardous waste removal Commercial projects valued at \$800,000 or less and/or industrial projects valued at \$100,000 or less excluding demolition work, (complete razing of structures) will receive 75% of basic wage scale with full fringes will apply

* LABO0190-002 07/01/2013

ALBANY; RENSSELAER; COLUMBIA (Twps. of Stuyvesant, Stockport, Kinderhook, New Lebanon, Cannan, Ghent, Chatham, Austerlitz). GREENE (except Catskill Township). WASHINGTON COUNTY. SARATAGO COUNTY (Townships of Stillwater, Halfmoon Saratoga)

	Rates	Fringes
Laborers:		
HEAVY & HIGHWAY:		
GROUP 1:.....	\$ 27.04	17.35
GROUP 2:.....	\$ 27.24	17.35
GROUP 3:.....	\$ 27.44	17.35
GROUP 4:.....	\$ 27.64	17.35
GROUP 5:.....	\$ 29.04	17.35

FOOTNOTE:
PAID HOLIDAYS: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

LABORERS CLASSIFICATIONS

GROUP 1: Common laborers, flagmen, outboard and hand boats

GROUP 2: Bull float, chain saw, concrete aggregated bin, concrete bootman, gin buggy, hand or machine vibrator, jackhammer, mason tender, mortar mixer, pavement breaker, handlers of all steel mesh, small generators for laborers' tools, installation of bridge drainage, pipelayers, vibrator type rollers, tampers, drill doctor, Tail or screw operator on asphalt paver, Water pump operator (1 1/2" and single diaphragm), Nozzle (asphalt, gunnite, seeding, and sand blasting) Laborers on chain link fence erection, rock splitter and power unit, pusher type concrete saw and all other gas, electric, oil, air tool operators, and wrecking laborers

GROUP 3: All rock air drilling machine operators (except quarry master and similar type), acetylene torch operators, and asphalt paver, powderman

GROUP 4: Blasterers, form setters, stone or granite curb setters

GROUP 5: Hazardous waste removal

LABO1000-005 05/01/2012

COLUMBIA (Twps. of Greenport, Claverack, Hillsdale, Livingston, Germantown, Taghkanic, Copake, Clermont, Gallatin, Ancram):

	Rates	Fringes
Laborers:		
HEAVY & HIGHWAY		
GROUP 1.....	\$ 25.60	22.25+a
GROUP 2.....	\$ 29.36	22.25+a
GROUP 3.....	\$ 30.36	22.25+a

LABORERS CLASSIFICATIONS (HEAVY & HIGHWAY)

GROUP 1: Flagperson; Placing and maintenance of all flares, cones, lights, signs, barricades; traffic control custodial work; traffic directors; temporary heat or light tenders; tool rooms

GROUP 2: General Laborers, Dumpman, Pitman, Concrete man; Signal man; Pipelayers; Rip rap; Dry stone layer; Jack hammer; Powderman; Highscalers power buggy operator; Steel rod carrier; Vibratory operator; other machine operator; wrecking; Vibrator operator-compact; Gunite and sandblasting; Water pump 2" or under; Nipper; Chucker; Asphalt Workers

GROUP 3: Asphalt raker; Asphalt Screedman; Drillers (all); Laser Beam Operator; Form Setter/Aligners; Blasters

FOOTNOTE:

a. PAID HOLIDAYS: New Years Day, Presidents Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, November Election Day, Thanksgiving Day, and Christmas Day

PAIN0009-005 05/01/2012

	Rates	Fringes
Painters:		
Lead Abatement Workers, Structural Steel		
Zone 1.....	\$ 27.84	9.20
Zone 2.....	\$ 27.04	9.95
Painters, Drywall Finishers, Spray		
Zone 1.....	\$ 26.84	9.20
Zone 2.....	\$ 26.04	9.95

Zone #1 Entire counties of ALBANY, FULTON, MONTGOMERY,
RENNSELAER, SCHOHARIE, SCHENECTADY AND SARATOGA

ZONE #2 All of WASHINGTON County

PAIN0009-013 05/01/2013

	Rates	Fringes
GLAZIER.....	\$ 24.80	17.08

PAIN0155-002 05/01/2013

COLUMBIA AND GREENE COUNTIES

	Rates	Fringes
Painters:		
Drywall Finisher.....	\$ 29.44	18.66
Lead Abatement Work.....	\$ 29.44	18.66
Painter/Paperhanger.....	\$ 29.44	18.66
Spray Rate.....	\$ 30.44	18.66

PAIN0806-002 10/01/2012

ALBANY, COLUMBIA, FULTON, GREENE, MONTGOMERY, RENNSSELAER,
SCHOHARIE, SCHENECTADY, SARATOGA AND WASHINGTON

	Rates	Fringes
Painters:		
Structural Steel and Bridge.	\$ 47.00	32.08

PLUM0007-001 05/01/2013

ALBANY; COLUMBIA; FULTON; GREENE; MONTGOMERY; RENNSSELAER;
SCHENECTADY; SARATOGA (Towns of Charlton, Clifton Park, Galway,
Halfmoon, Milton, Stillwater and Waterford)

	Rates	Fringes
PLUMBER/PIPEFITTER.....	\$ 36.52	21.94

PLUM0112-019 05/01/2013

Townships of Canajoharie and Minden

	Rates	Fringes
Plumber and Steamfitter Northern Zone.....	\$ 31.75	22.60

PLUM0773-002 05/01/2013

SARATOGA (Remainder of County); WASHINGTON COUNTY:

	Rates	Fringes
PLUMBER/PIPEFITTER.....	\$ 32.63	24.55

ROOF0203-003 06/01/2011

SCHOHARIE COUNTY:

	Rates	Fringes
ROOFER.....	\$ 23.12	12.72

ROOF0241-001 06/01/2010

	Rates	Fringes
ROOFER.....	\$ 25.65	11.25

SFNY0669-001 01/01/2013

	Rates	Fringes
SPRINKLER FITTER.....	\$ 29.83	20.42

SHEE0083-001 06/01/2012

	Rates	Fringes
Sheet metal worker.....	\$ 30.86	21.90+a

FOOTNOTE:

a. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day. If any of these holidays fall on a Saturday or Sunday, either the preceding Friday or following Monday will be observed as the holiday.

TEAM0294-002 05/01/2013

BUILDING CONSTRUCTION

	Rates	Fringes
Truck drivers:		
GROUP 1.....	\$ 25.27	17.29+a
GROUP 2.....	\$ 25.57	17.29+a

FOOTNOTES:

a. One week vacation after 1 year; 2 weeks vacation after 5 years.

TRUCK DRIVERS BUILDING CLASSIFICATIONS

GROUP 1: Straight, winch, transit mix on job site, road oilers, dump, panel, pick-up, water and fuel trucks on site (including nozzle)

GROUP 2: Euclid or similar equipment, lowboy or lowboy trailers

 * TEAM0294-003 07/01/2013

	Rates	Fringes
Truck drivers:		
HEAVY & HIGHWAY		
GROUP 1.....	\$ 26.67	18.77+a
GROUP 2.....	\$ 26.72	18.77+a
GROUP 3.....	\$ 26.81	18.77+a
GROUP 4.....	\$ 26.92	18.77+a
GROUP 5.....	\$ 27.07	18.77+a

TRUCK DRIVERS CLASSIFICATIONS (HEAVY & HIGHWAY)

GROUP 1: Pick-ups, panel trucks, flatboy material trucks (straight jobs), single axle dump trucks, dumpsters, receivers, greasers, truck tireman

GROUP 2: Tandems, batch trucks, mechanics

GROUP 3: Semi-trailers, low-boy trucks, asphalt distributor trucks, agitator, mixer trucks and dumpcrete type vehicles, truck mechanic, fuel truck

GROUP 4: Specialized earth moving equipment - euclid type or similar off-highway equipment, where not self-loaded, straddle (ross) carrier, self-contained concrete unit

GROUP 5: Off-highway tandem back dump, twin engine equipment and double hitched equipment where not self-loaded

FOOTNOTE:

a. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, provided the employee works the day before and the day after the holiday.

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)).

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 union or non-union.

Union Identifiers

An identifier enclosed in dotted lines beginning with characters other than "SU" denotes that the union classification and rate have found to be prevailing for that classification. Example: PLUM0198-005 07/01/2011. The first four letters , PLUM, indicate the international union and the four-digit number, 0198, that follows 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. The date, 07/01/2011, following these characters is the effective date of the most current negotiated rate/collective bargaining agreement which would be July 1, 2011 in the above example.

Union prevailing wage rates will be updated to reflect any changes in the collective bargaining agreements governing the rates.

0000/9999: weighted union wage rates will be published annually each January.

Non-Union Identifiers

Classifications listed under an "SU" identifier were derived from survey data by computing average rates and are not union rates; however, the data used in computing these rates may include both union and non-union data. Example: SULA2004-007 5/13/2010. SU indicates the rates are not union majority rates, LA indicates the State of Louisiana; 2004 is the year of the survey; and 007 is an internal number used in producing the wage determination. A 1993 or later date, 5/13/2010, indicates the classifications and rates under that identifier were issued as a General Wage Determination on that date.

Survey wage rates will remain in effect and will not change until a new survey is conducted.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION