STATE OF TENNESSEE

January 1, 2016

(Rev. 01-03-14)
(Rev. 09-08-14)
(Rev. 01-06-15)
(Rev. 01-11-16)

SPECIAL PROVISION

REGARDING

TENNESSEE DEPARTMENT OF TRANSPORTATION

2016 MINIMUM WAGE SCALES FOR FEDERAL-AID CONSTRUCTION

& 2016 MINIMUM WAGE SCALES FOR STATE FUNDED CONSTRUCTION

This Contract contains "Tennessee Department of Transportation 2016 Minimum Wage Scales for State Funded Construction", Tennessee Department of Labor Decision No. T-401 89, dated January 1, 2016, and Tennessee Department of Transportation 2016 Minimum Wage Scales for Federal-Aid Highway Construction, U. S. Department of Labor Decision No. TN160002 (dated January 8, 2016).

The Contractor is required to pay the greater of the two (2) rates for each classification

Note: Minimum Wage Scales for Federal-Aid Heavy Construction are on file with the Department, and will be included in all applicable Contract Proposals

TENNESSEE DEPARTMENT OF TRANSPORTATION

MINIMUM WAGE SCALES FOR FEDERAL AID HIGHWAY CONSTRUCTION

General Decision Number: TN160002 01/08/2016 TN2

Superseded General Decision Number: TN20150002

State: Tennessee

Construction Type: Highway

Counties: Tennessee Statewide.

HIGHWAY CONSTRUCTION PROJECTS (excluding tunnels, building structures in rest area projects & railroad construction; bascule, suspension & spandrel arch bridges designed for commercial navigation, bridges involving marine construction; and other major bridges).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.15 for calendar year 2016 applies to all contracts subject to the Davis-Bacon Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.15 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/08/2016

* SUTN2010-002 03/24/2014

	Rates	Fringes
BRICKLAYER	$ 21.99	
CARPENTER	$ 16.85	
CEMENT MASON/CONCRETE FINISHER	$ 15.22	

ELECTRICIAN.....$ 24.69

IRONWORKER
Reinforcing.....$ 15.91
Structural.....$ 17.97

LABORER
Common/Unskilled.....$ 12.89
Skilled
Air Tool Operator, Asphalt Raker, Chain Saw Operator, Concrete Mixer (less than 1 yd), Concrete Rubber, Edger, Fence Erector, Form Setter (steel), Guard Rail Erector, Mechanic's Tender (tire changer or oiler), Mortar Mixer, Nozzleman or Gun Operator (gunite), Pipelayer, Sign Erector.....$ 14.88

PAINTER (INCLUDES SANDBLASTER)...$ 26.23

POWER EQUIPMENT OPERATOR:
GROUP 1
Backhoe/Hydraulic Excavator (3/4 yd & over), Crane (less than 20 Tons), End Loader (3 yd & over), Motor Patrol (finish),Piledriver, Dragline.....$ 18.62
GROUP 1A
Drill Operator (Caisson)...$ 25.04
Farm Tractor Operator (Power Broom).....$ 13.21
GROUP 2
Backhoe/Hydraulic Excavator (less than 3/4 yd), Bulldozer or Push Dozer, End Loader (less than 3 yd), Motor Patrol (rough), Tractor (crawler/ utility), Truck Driver (Heavy Duty, Off Road) Scraper, Shovel, or Trenching Machine.....$ 16.51
GROUP 3
Asphalt Paver, Concrete

Finishing Machine,
Concrete Paver, Scale,
Spreader (self-
propelled), Concrete
Grinder, Asphalt Milling
Machine, Boring Machine
(horizontal).....$ 17.10

GROUP 4
Bobcat, Central Mining
Plant, Concrete Pump,
Concrete Saw, Curb
Machine (automatic or
manual), Dozer or Loader
(stockpile), Drill
(piling), Mulcher or
Seeder, Rock Drill (truck
mounted), Roller
(asphalt), Roller
(compaction self-
propelled), Soil
Stabilization Machine,
Tractor (boom and hoist),
Bituminous Distributor
Machine, pump, Track
Drill, Striping Machine....$ 16.02
Heavy Duty Mechanic.....$ 20.88
Light Duty Mechanic.....$ 17.04
Sweeping Machine (Vacuum)
Operator.....$ 15.54

GROUP 5
Crane (over 20 Tons).....$ 19.02

TRUCK DRIVER
2 axles.....$ 14.17
3-4 axles.....$ 14.33
5 or more axles.....$ 16.93

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 a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

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.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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

STATE OF TENNESSEE

TENNESSEE DEPARTMENT OF TRANSPORTATION

2016 MINIMUM WAGE SCALES FOR STATE FUNDED CONSTRUCTION

January 1, 2016 **Tenn. DOL Decision No. T-40189**

CLASSIFICATION (ENGLISH)	CLASSIFICATION (SPANISH)	Basic Hourly Rates	Craft No.
Bricklayer	Ladrillero	14.26	01
Carpenter / Leadsperson	Carpintero o Lider	17.52	02
Class "A" Operators	Operador Clase A	19.14	03
Class "B" Operators	Operador Clase B	17.08	04
Class "C" Operators	Operador Clase C	17.75	05
Class "D" Operators	Operador Clase D	16.48	06
Concrete Finisher	Terminador de Cemento	15.55	07
Drill Operator (Caisson)	Operador de Perfordora	25.26	08
Electrician	Electricista	24.08	09
Farm Tractor Operator (Power Broom)	Operador de Tractor de Rancho	13.50	10
Ironworkers (Reinforcing)	Herrero	16.29	11
Ironworkers (Structural)	Herrero de Estructura	16.89	12
Mechanic (Class I) Heavy Duty	Mecanico Clase 1	20.33	13
Mechanic (Class II) Light Duty	Mecanico Clase 2	19.53	14
Painter / Sandblaster	Pintor o Lajador	26.36	15
Powder Person / Blaster	Proveedor de Explosivos	19.77	16
Skilled Laborer	Obrero Diestro	15.27	17
Survey Instrument Operator	Operador de Agrimensor	20.45	18
Sweeping Machine (Vacuum) Operator	Operador de Barredora	15.56	19
Truck Driver (2 axles)	Camionero (2 ejes)	15.36	20
Truck Driver (3/4 axles)	Camionero (3 o 4 ejes)	14.86	21
Truck Driver (5 or more axles)	Camionero (5 o más ejes)	16.27	22
Laborer /Unskilled , Flagger, Traffic Control, Pickup Driver	Obrero no Diestro	13.11	23
Worksite Traffic Coordinator	Coordinar de Trafico en el Lugar de Trabajo	19.05	24
Crane Operator	Operador de la Grua	20.44	25

CLASSIFICATION	CRAFT NO.
SKILLED LABORER:	17

Air Tool Operator, Asphalt Raker, Chain Saw Operator, Concrete Mixer Operator (less than 1 yard), Concrete Rubber/Edger, Fence Erector, Form Setter (Steel Road), Guardrail Erector, Mechanic's Helper (Tire Changer or Oiler), Mortar Mixer, Nozzelman or Gun Operator (Gunite), *Pipelayer, Sign Erector

CLASS "A" OPERATORS:	03

Backhoe/Hydraulic Excavator (3/4 yard and over), Crane (less than 20 tons see Crane Operator below), End Loader (3 yards and over), Motor Patrol (Finish), Pile Driver, Dragline

CLASS "B" OPERATORS:	04

Backhoe/Hydraulic Excavator (less than 3/4 yard), Bull Dozer or Push Dozer, End Loader (less than 3 yards), Motor Patrol (Rough), Tractor (Crawler/Utility), Scraper, Shovel, Trenching Machine

CLASS "C" OPERATORS:	05

Asphalt Paver, Concrete Finishing Machine, Concrete Paver, Scale, Spreader (Self-Propelled), Concrete Grinder, Asphalt Milling Machine, Boring Machine Operator (Horizontal)

CLASS "D" OPERATORS:	06

Bobcat, Central Mixing Plant, Concrete Pump, Concrete Saw, Curb Machine (Automatic or Manual), Dozer or Loader (Stockpile), Drill (Piling), Mulcher or Seeder, Rock Drill (Truck Mounted), Roller (Asphalt), Roller (Compaction Self-Propelled), Soil Stabilization Machine, Tractor (Boom & Hoist), Bituminous Distributor Machine, Pump, Track Drill, Striping Machine Operator, Ditch Paving Machine

CRANE OPERATOR:	25

Means one who operates boom-type equipment equal to or greater than 20 tons to hoist and move materials, raise and lower heavy weights and perform other related operations; may oil, grease or otherwise service and make necessary adjustments to equipment as needed; and may perform other related duties. (Note: The equipment is used for such work as pouring concrete and setting steel. This work is subject to strict inspection and must conform closely to specifications. The equipment may also be used for other miscellaneous tasks for which crane or stick-type equipment is required which may include hoist operations and pile driving operations.)

*Skilled Laborer - Pipelayer Classification

For any work where prevailing wage rates apply which is located five feet or more outside the actual building if building construction is involved:

AND

(a) which consists of the building, rebuilding, locating, relocating or repairing any street, highway, bridges, water lines, sewer lines, gas lines, force mains or other related utilities

OR

(b) which involves the construction or upgrading of industrial parks or sites and is located outside the five foot limitation.

The classification of pipelayer shall be applicable and the description of work under this classification shall be as follows:

> **Lays, connects, inspects and tests water lines, force mains, gas lines, sanitary or storm sewers and drains, underground telephone and electric ducts or other utilities manufactured from clay, concrete, steel, plastic, cast iron pipe or other similar materials.**
>
> **May smooth bottom of trench to proper elevation by scooping with a shovel; receives pipe lowered from top of trench; inserts spigot end of pipe into bell end of last laid pipe; adjusts pipe to line and grades, caulks and seals joint with cement or other sealing compound; may connect threaded or flanged joint pipe; may assemble and place corrugated metal or plastic pipe and performs other related duties.**

Additional Information :
Wage Rates : http://www.tennessee.gov/labor-wfd/prevail.html

Poster Page : http://www.state.tn.us/labor-wfd/poster.htm

> **Note: Adobe Acrobat Reader is required in order to download & print. If you do not have this software a link is provided at the bottom of the Poster Page for a free download.**

Tenn.Dept. of Labor & Workforce Development (Labor Standards Division) : (615) 741-2858.

APPRENTICESHIP REGULATIONS:
Under T.C.A., §12-449, the Prevailing Wage Commission has promulgated Rule 0800-3-2-.04 which provides that: "Apprentices shall mean those persons registered individually under a bona fide apprenticeship program registered with the Bureau of Apprentiship and Training in the United States Department of Labor. The state agency contracting officer shall require the contractor or sub-contractor using the apprentice to submit evidence of his indenture and/or apprenticeship registration when the apprentice's name first appears on a submitting payroll."

AUTHORITY: T.C.A., §12-449. Administrative History: Original Rule filed June 4, 1976. Effective: July 14, 1976.