Missouri Department of Labor and Industrial Relations

Missouri Division of Labor



JEREMIAH W. (JAY) NIXON, Governor

General Wage Order No. 58

July 1, 2014 thru June 30, 2015
Wage Rates for State Highway Construction

In accordance with Section 290.260 RSMo, within thirty (30) days after a certified copy of this General Wage Order has been filed with the Secretary of State as indicated below, any person who may be affected by this General Wage Order may object by filing an objection in triplicate with the Labor and Industrial Relations Commission, P.O. Box 599, Jefferson City, MO 65102-0599. Such objections must set forth in writing the specific grounds of objection. Each objection shall certify that a copy has been furnished to the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102-0449 pursuant to 8 CSR 20-5.010(1). A certified copy of the General Wage Order has been filed with the Secretary of State of Missouri.

John E. Lindsey, Director

Division of Labor Standards

This Is A True And Accurate Copy Which Was Filed With The Secretary of State: May 28, 2014

Last Date Objections May Be Filed: June 26, 2014

FOR THE FOLLOWING OCCUPATIONAL TITLES

LABORER
TRUCK DRIVER-TEAMSTER
OPERATING ENGINEER
CARPENTER
TRAFFIC CONTROL SERVICE DRIVER
CEMENT MASON
IRON WORKER
ELECTRICIAN, INSIDE WIREMAN
ELECTRICIAN, OUTSIDE
PAINTER

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

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

ATCHISON COUNTY

ADAIR COUNTY

Painter	t ,	35	11.72	21.35	Painter
Groundman	19	26	5.00 +37.5%	25.97	Groundman
Lineman	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction Lineman	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	31	1	5.67+35%	29,41	Wireman
Electrician - Inside					Electrician - Inside
Iron Worker	17	43	27.35	27.50	Iron Worker
Cement Mason	16	48	11.50	26.33	Cement Mason
Traffic Control Service Driver	5	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	32	15,05	30.01	Carpenter
Oiler-Driver	24	3	23.64	22.69	Oiler-Driver
Group IV	24	3	23.64	22.69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	3	23.64	26.54	Group II
Group I	24	3	23.64	26.89	Group I
Operating Engineer	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	The second secon		ACCOUNTS OF THE PROPERTY OF TH	Operating Engineer
Group IV	5	14	10.90	27.06	Group IV
Group III	5	14	10.90	26.94	Group III
Group II	5	14	10.90	26.95	Group II
Group I	5	14	10.90	26.79	Group I
Truck Driver - Teamster		The second secon			Truck Driver - Teamster
Skilled	18	4	12.47	26.81	Skilled
Generai	18	44	12,47	26.81	General
Laborer	A Common of the			7 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

29.79

28.63

15.05 15.01 15.01

29.79

31.79 31.79 32.19

15.01 15.01 15.01

27.49

10.90 10.90 10.90

27.38

27.37

27.22

10.90

31.00

13.10

31.08

15.35

2.71

27.50

27.35 17.20

Lineman Lineman Operator

23.54 5.00 + 34.5%

33.76 5.00 + 34.5%

36.53 5.00 + 34.5%

22.93

11.48

ANDREW COUNTY

Basic Hourly Rate

Fringe Benefit Amount

25.02 24.67

12.36 12.36

3	36	11.48	22.93	Painter	ω	36
20	16	5.00 + 34.5%	23.54	Groundman	20	16
20	16	5.00 + 34.5%	33.76	Lineman Operator	20	16
20	16	5.00+34.5%	36.53	Line Construction Lineman	20	16
				Electrician - Outside		
30	17	13.10	31.00	Electrician - Inside Wireman	30	17
17	43	27.35	27.50	Iron Worker	17	43
20	50	17.20	31.08	Cement Mason	20	50
6	21	2.71	15.35	Traffic Control Service Driver	o.	21
4	32	15.05	28.63	Carpenter	4	32
2	29	15.01	29.79	Oiler-Driver	2	29
2	29	15.01	29.79	Group IV	2	29
2	29	15.01	31.79	Group III	2	29
2	29	15.01	31.79	Group II	2	29
2	29	15.01	32.19	Group I	2	29
The second secon	A STATE OF THE STA	1		Operating Engineer		And the second s
11	31	10.90	26.76	Group IV	11	31
11	31	10.90	26.64	Group III	11	31
11	31	10.90	26.65	Group II	11	31
11	31	10.90	26.49	Group I	11	31
A CONTROL OF THE PARTY OF THE P	The second secon			Truck Driver - Teamster		The second secon
9	28	12.36	25.02	Skilled	9	28
9	28	12.36	24.67	General	9	28
		The second secon	A CONTRACTOR OF THE CONTRACTOR	Laborer	And the second s	A CONTRACTOR OF THE CONTRACTOR
Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule

BARTON COUNTY

AUDRAIN COUNTY

Lallite	t		14./4	122	ralitei
Dainter	л	S A	11 70	י יי סב	D-15+01
Groundman	19	26	5.00 +37.5%	25.97	Groundman
Lineman	19	26	5.00+37.5%	33.59	Lineman Operator
Line Construction Lineman	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	15	6	12.52 + 13%	31.04	Wireman
Electrician - Inside		1			Electrician - Inside
Iron Worker	1	18	22.04	27.91	Iron Worker
Cement Mason	16	48	11.50	26.33	Cement Mason
Traffic Control Service Driver	ر د	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	32	15.05	30.01	Carpenter
Oiler-Driver	24	ω	23.64	22.69	Oiler-Driver
Group IV	24	ω	23.64	22.69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	3	23,64	26.54	Group II
Group I	24	3	23.64	26.89	Group I
Operating Engineer	The second secon	The second secon	1		Operating Engineer
Group IV	S	14	10.90	27.79	Group IV
Group III	5	14	10.90	27.67	Group III
Group II	5	14	10.90	27.68	Group II
Group I	5	14	10.90	27.52	Group I
Truck Driver - Teamster		The second secon			Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18	44	12.47	26.81	General
Laborer		The second secon			Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

26.83

28.27

15.05 12.59 12.59 12.59 12.59 12.59

16.35

26.90 22,65

26.40

9.60 2.75

26.05 11.485 + 8%

26.83 28.88 29.08 29.43 26.76

10.90

26.64

10.90 10.90

26.65

26.49

10.90

36.53 5.00 + 34.5%

23,54 5.00+34,5%

21.10

11.83

33.76 5.00 + 34.5%

BARRY COUNTY

Basic Hourly Rate

Fringe Benefit Amount

23.77 23.22

12.01 12.01

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20	16	16	16		15	43	49	21	32	29	29	29	29	29		31	31	31	31		28	28		Overtime Schedule
21	20	20	20		18	17	20	o o	4	2	2	2	2	2		11,	11	11	11		9	Q		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group 1	Operating Engineer	Group IV	Group III	Group II	Group	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21.10	23.54	33.76	36.53		26.05	27.50	22.65	16,35	28.27	26.83	26.83	28.88	29.08	29.43		27.49	27.37	27.38	27.22		23.77	23.22		Basic Hourly Rate
11.83	23.54 5.00 + 34,5%	33.76 5.00 + 34.5%	5.00 + 34.5%		26.05 11.485 + 8%	27.35	9.60	2.75	15.05	12.59	12.59	12.59	12.59	12.59		10.90	10.90	10.90	10.90		12.01	12.01		Fringe Benefit Amount
20	16	16	16		15	43	49	21	32	. 29	29	29	29	29	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	31	31	31	31		28	28		Overtime Schedule
21	20	20	20		18	17	20	6	4	2	2	2	2	2	The second secon	11	11	11	11		9	9	The second secon	Holiday Schedule

BOLLINGER COUNTY

BATES COUNTY

Painter	17	34	15.02	22.864	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00+34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	36.53 5.00+34.5%	36,53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	œ	23	16.00 + 10%	35.23	Electrician - Inside Wireman
Iron Worker	17	43	26.40	26.90	Iron Worker
Cement Mason	20	50	17.20	31.08	Cement Mason
Traffic Control Service Driver	o.	21	2.71	15.35	Traffic Control Service Driver
Carpenter	4	32	15.05	28.63	Carpenter
Oiler-Driver	2	29	15.01	29.79	Oiler-Driver
Group IV	2	29	15.01	29.79	Group IV
Group III	2	29	15.01	31.79	Group III
Group II	2	29	15.01	31.79	Group II
Group I	2	29	15.01	32.19	Group I
Operating Engineer	The second secon	A CONTROL OF THE PROPERTY OF T			Operating Engineer
Group IV	11	31	11.30	28.09	Group IV
Group III	11	31	11.30	27.97	Group III
Group II	11	31	11.30	27.98	Group II
Group I	11	31	11.30	27.82	Group !
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	12.01	23.77	Skilled
General	9	28	12.01	23.22	General
Laborer		2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

Lineman Operator

BENTON COUNTY

Basic Hourly Rate

21.35	23.54 5.00 + 34.5%	33.76 5.00+34.5%	36.53 5,		35.23 16	27.50	26.33	15.35	28.68	29.79	29.79	31.79	31.79	32.19	A man of the control	28.09	27.97	27.98	27.82		23.77	23.22	The state of the s
11.72	00+34.5%	00 + 34.5%	5,00+34,5%		35.23 16.00 + 10%	27.35	11.50	2.71	15.05	15.01	15.01	15.01	15.01	15.01	A CONTROL OF THE CONT	11.30	11.30	11.30	11.30		12.01	12.01	A CONTROL OF THE PROPERTY OF T
35	16	16	16		23	43	48	21	32	29	29	29	29	29	The second secon	31	31	31	31	1. 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	28	28	The second secon
15	20	20	20		8	17	16	6	4	2	2	2	2	2	A STATE OF THE STA	11	11	11	11		9	9	A Comment of the Comm
	, <u> </u>		Γ	ш					Ω						Ö]		1	급급		T	듄
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer
21.99	25.51	32.28	44,73		32.25	32.38	26.00	26.415	29.87	22,69	22.69	26.34	26.54	26.89	The second secon	27.79	27.67	27.68	27.52		26.81	26.81	A Company of the Comp
10.65	5.76+29.3/4%	32.28 5.76 + 29.3/4%	44.73 5.76+29.3/4%		32.25 10.28 + 39.5%	21.975	13.95	9.045	15.05	23.64	23.64	23.64	23.64	23.64	The second secon	10.90	10.90	10.90	10.90		12.47	12.47	The second secon
45	40	40	40		33	10	4	14	51	ω	ω	w	æ	ω	The second secon	14	14	14	14	The second secon	4	44	The second secon
35	39	39	39		15	32	27	5	_	24	24	24	24	24	An amount on the control of the cont	(5	5	5	5		18	18	200 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

BUTLER COUNTY

BOONE COUNTY

ĺ					the state of the s
Pain	15	35	11.72	21.35	Painter
Γ	19	26	5.00 +37.5%	25.97	Groundman
	19	26	5.00 +37.5%	33.59	Lineman Operator
	19	26	5.00+37.5%	38.91	Line Construction Lineman
Elec					Electrician - Outside
Wire	15	6	12.52 + 13%	31.04	Electrician - Inside Wireman
iron	1	18	22.04	27.91	Iron Worker
Cem	16	48	11.50	26.33	Cement Mason
Trafi	и	14	9.045	26,415	Traffic Control Service Driver
Carp	4	32	15.05	30.01	Carpenter
	24	s	23.64	22.69	Oiler-Driver
	24	ω	23.64	22.69	Group IV
	24	s	23.64	26.34	Group III
	24	ω	23.64	26.54	Group II
	24	3	23.64	26.89	Group I
Ope	The second secon	STATE OF THE STATE	A CONTROL OF THE CONT		Operating Engineer
<u> </u>	5	14	10.90	27.79	Group IV
	5	14	10.90	27.67	Group III
	5	14	10.90	27.68	Group II
	5	14	10.90	27.52	Group !
Truc				Principle of the control of the cont	Truck Driver - Teamster
	18	44	12.47	26.81	Skilled
	18	44	12.47	26.81	General
Labo	1	A second of the control of the contr			Laborer
Š	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			- Line	3	

BUCHANAN COUNTY

35	45	10.65	21.99	Painter		19	11.80	26.10	Painter
39	40	25.51 5.76+29.3/4%		Groundman	20	16	23.54 5.00 + 34.5%		Groundman
39	40	32.28 5.76+29.3/4%		Lineman Operator	20	16	33.76 5.00 + 34.5%		Lineman Operator
39	40	44.73 5.76+29.9/4%		Line Construction Lineman	20	16	36.53 5.00+34.5%		Line Construction Lineman
				Electrician - Outside					Electrician - Outside
15	33	32.25 10.28 + 39.5%	32.25	Electricían - Inside Wireman	30	17	13.10	31.00	Electrician - Inside Wireman
32	10	19.72	24.62	Iron Worker	17	43	27.35	30.50	ron Worker
27	4	13.95	26.00	Cement Mason	20	50	17.20	31.08	Cement Mason
ъ	14	9,045	25.685	Traffic Control Service Driver	6	21	2.71	15.35	Traffic Control Service Driver
4	51	15.05	29.87	Carpenter	4	32	15.05	29.29	Carpenter
24	ω	23.64	22.69	Oiler-Driver	2	29	15.01	29.79	Oiler-Driver
24	w	23.64	22.69	Group IV	2	29	15.01	29.79	Group IV
24	ω_	23.64	26.34	Group III	2	29	15.01	31.79	Group III
24	ω	23.64	26.54	Group II	2	29	15.01	31.79	Group II
24	3	23.64	26.89	Group !	2	29	15.01	32.19	Group I
of Francisco Control of Control o	And the second s	A property of the second of th		Operating Engineer	Company of the compan	A Company of the Comp		7 (1 mm)	Operating Engineer
5	14	10.90	27.06	Group IV	11	31	9.85	27.70	Group IV
5	14	10.90	26.94	Group III	11	31	9,85	27.63	Group III
Б _	14	10.90	26.95	Group !!	11	31	9.85	27.59	Group II
tri	14	10.90	26.79	Group I	11	31	9.85	27.48	Group I
A CONTRACT OF THE CONTRACT OF	A Company of the Comp	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -		Truck Driver - Teamster		A second			ruck Driver - eamster
18	44	12,47	26.81	Skilled	9	28	12.36	25.02	Skilled
18	44	12.47	26.81	General	9	28	12.36	24.67	General
A CONTRACTOR OF THE CONTRACTOR	Account (Vision) Accoun	100 (100 (100 (100 (100 (100 (100 (100	A CONTROL OF THE PROPERTY OF T	Laborer	The second secon	11.000 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)			aborer
Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

CAMDEN COUNTY

CALDWELL COUNTY

	Painter	17	34	15.02	22.864	Painter
	Groundman	20	16	5.00+34,5%	23.54	Groundman
1	Lineman Operator	20	16	5.00+34.5%	33.76	Lineman Operator
	Line Construction Lineman	20	16	36.53 5.00+34.5%	36.53	Line Construction Lineman
7525	Electrician - Outside					Electrician - Outside
	Wireman	30	17	13.10	31.00	Wireman
	Flectrician - Inside	17	43	27.35	30.50	Iron Worker
T	Cement Mason	16	48	11.50	26.33	Cement Mason
T	Traffic Control Service Driver	6	21	2.71	15.35	Traffic Control Service Driver
Π	Carpenter	4	32	15.05	28.63	Carpenter
Т	Oiler-Driver	2	29	15.01	29.79	Oiler-Driver
	Group IV	2.	29	15.01	29.79	Group IV
T	Group III	2	29	15.01	31.79	Group III
	Group II	2	29	15.01	31.79	Group II
	Group 1	2	29	15.01	32,19	Group I
	Operating Engineer		The second secon			Operating Engineer
	Group IV	11	31	10.90	27.49	Group IV
	Group III	11	31	10.90	27.37	Group III
	Group II	11	31	10.90	27.38	Group II
1	Group I	11	31	10.90	27.22	Group I
20000000	Truck Driver - Teamster					Truck Driver - Teamster
1	Skilled	ç	28	12.36	25.02	Skilled
1	General	و	28	12.36	24.67	General
	Laborer	The second secon			The second secon	Laborer
공	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
-				Frings	0	

CALLAWAY COUNTY

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21 25	25.97	33.59	38.91	Application of the control of the co	31.04	27.91	26.33	26.415	30.01	22.69	22.69	26.34	26.54	26.89		27.79	27.67	27.68	27.52		26.81	26.81	A Company of the Comp	Hourly Rate
77 77	5.00 +37.5%	33.59 5.00 +37.5%	38.91 5.00+37.5%	The state of the s	31.04 12.52 + 13%	22.04	11.50	9.045	15.05	23.64	23.64	23.64	23.64	23.64	The second secon	10.90	10.90	10.90	10.90		12.47	12.47	The second secon	Amount
,	26	26	26		6	18	, 48	14	32	3	3	3	3	3	A comment of the comm	14	14	14	14	The second secon	44	44	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Schedule
, n	19	19	19		15	ъ	16	ហ	4	24	24	24	24	24	A CONTROL OF THE PROPERTY OF T	رح د	5	5	5		1.8	18		Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Company
25 64	25.97	33.59	38.91		31.04	27.50	26.33	16.35	28.27	26.83	26.83	28.88	29.08	29.43	The second secon	27.49	27.37	27.38	27.22	The second secon	23.77	23.22		Rate
10 27	25.97 5.00 +37.5%	33.59 5.00+37.5%	38.91 5.00 +37.5%		31.04 12.52 + 13%	27.35	11.50	2.75	15.05	12.59	12.59	12.59	12.59	12.59	The second secon	10.90	10.90	10.90	10.90		12.01	12.01	A Company of the Comp	Amount
27	26	26	26		6	43	48	21	32	29	29	29	29	29	A TOTAL CONTROL OF THE PROPERTY OF THE PROPERT	31	31	31	31	For Waller to the control of the con	28	28	A control of the cont	Schedule
1	19	19	19		15	17	16	6	4	2	2	2	2	2	The second secon	11	11	11	11		9	9	A CONTRACTOR OF THE CONTRACTOR	Schedule

CARTER COUNTY

CAPE GIRARDEAU COUNTY

Painter	15	46	13.51	29.75	Painter
Groundman		40	25.51 5.76 + 29.3/4%	25.51	Groundman
Lineman Operator	39	40	5.76 + 29.3/4%	32.28	Lineman Operator
Line Construction Lineman	39	40	5.76+29.3/4%	44.73	Line Construction Lineman
Electrician - Outside			Cression and the control of the cont		Electrician - Outside
Electrician - Inside Wireman	15	33	10.28 + 39.5%	32.25	Electrician - Inside Wireman
Iron Worker	32	10	19.72	24.62	Iron Worker
Cement Mason	27	4	13.95	26.00	Cement Mason
Traffic Control Service Driver	CT.	14	9,045	26,415	Traffic Control Service Oriver
Carpenter	4	51	15.05	29.87	Carpenter
Oiler-Driver	24	3	23.64	22.69	Oiler-Driver
Group IV	24	3	23.64	22.69	Group IV
Group III	24	သ	23.64	26.34	Group III
Group II	24	ယ	23.64	26.54	Group II
Group I	24	s	23.64	26.89	Group I
Operating Engineer	A Comment of the Comm				Operating Engineer
Group IV	5	14	10.90	27.79	Group IV
Group III	5	14	10.90	27.67	Group III
Group II	S	14	10.90	27.68	Group II
Group I	5	14	10.90	27.52	Group !
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18	44	12.47	26.81	General
Laborer	A men my		The second secon		Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

Lineman Lineman Operator

CARROLL COUNTY

	an	tor	3 9	division				æ		êr.	٧.	Ш	Ě	ρĺ		2	≡	=	<u> </u>		ed .	<u>ai</u>	*/*******	
22.864	23.54	33.76	36.53		35.23	27.50	26.33	15.35	28.63	29.79	29.79	31.79	31.79	32.19	And the second s	28.09	27.97	27.98	27.82		23.77	23.22		Basic Hourly Rate
15.02	23.54 5.00 + 34.5%	33.76 5.00 + 34.5%	5.00 + 34.5%		35.23 16.00+10%	27.35	11.50	2.71	15.05	15.01	15.01	15.01	15.01	15.01		11.30	11.30	11.30	11.30		12.01	12.01	A Company of the Comp	Benefit Amount
34	16	16	16		23	43	48	21	32	29	29	29	29	29		31	31	31	31		28	28	A Company of the Comp	Overtime Schedule
17	20	20	20		တ	17	16	6	4	2	2	2	2	2		11	11	11	11		9	9		Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group 1	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21.99	25.97				32.25	32.38	26.00	26.415	28.93	22.69	22.69	26.34	26.54	26.89	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	27.79	27.67	27.68	27.52		26.81	26.81	The second secon	Hourly Rate
10.65	5.00 +37.5%	33.59 5.00 +37.5%	38.91 5.00 +37.5%		10.28+39.5%	21.975	13.95	9.045	15.05	23.64	23.64	23.64	23.64	23.64	The second secon	10.90	10.90	10.90	10.90		12.47	12.47	The second secon	Benefit Amount
45	26	26	26		33	10	4	14	51	ω	ω	3	3	3	The second of th	14	14	14	14	For any order of the control of the	44	44	The second secon	Overtime Schedule
35	19	19	19		15	32	27	ن ر	4	24	24	24	24	24	And the second s	5	5	v	5	The second secon	18	18	or desired a control of the control	Holiday Schedule

CHARITON COUNTY

CASS COUNTY

Painter	17	34	15.02	28.58	Painter
Groundman	20	16	5.00+34.5%	23.54	Groundman
Lineman Operator	20	16	33.76 5.00 + 34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00+34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	8	23	16.00 + 10%	35.23	Wireman
Electrician - Inside		-			Electrician - Inside
Iron Worker	17	43	27.35	30.50	Iron Worker
Cement Mason	10	27	15.23	30.34	Cement Mason
Traffic Control Service Driver	6	21	2.71	15.35	Traffic Control Service Driver
Carpenter	29	5	15.05	36.05	Carpenter
Oiler-Driver	10	27	15.13	32.42	Oiler-Driver
Group IV	10	27	15.13	29.07	Group IV
Group III	10	27	15.13	33.54	Group III
Group II	10	27	15.13	33.54	Group II
Group!	10	27	15.13	34.58	Group I
Operating Engineer	A Control of the Cont	The second secon			Operating Engineer
Group IV	10	27	13.30	29.74	Group IV
Group III	10	27	13.30	29.74	Group III
Group II	10	27	13.30	29.74	Group II
Group!	10	27	13.30	29.74	Group I
Truck Driver - Teamster		1			Truck Driver - Teamster
Skilled	10	27	14.25	29.27	Skilled
General	10	27	14.25	28.06	General
Laborer				100 mm / 100	Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Esia a	7.1.	

26.83

28.27

27.50 22.65 16.35

26.05

26.83

28.88 29.08 29.43 27.49 27.37

27.38 27.22 23.77 23.22

21.10 23.54 s 33.76 36.53

CEDAR COUNTY

Basic Hourly Rate

11.83 20	5.00+34.5% 16	5.00+34.5% 1.6	5.00+34.5% 1.6		11.485 + 8% 15	27.35 43	9.60 49	2.75 21	15.05 32	12.59 29	12.59 29	12.59 29	12.59 29	12.59 29		10.90 31	10.90 31	10.90 31	10.90 31		12.01 28	TC:07
21	20	20	20	The second secon	18	17	20	σ	4	2	2	2	2	2	The second secon	11	1	11		1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	φ	u
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General
21.35	25.97				31.04	27.50	26.33	26.415	30.01	29.79	29.79	31.79	31,79	32.19	The second secon	28.09	27.97	27.98	27.82		26.81	26.81
11.72	5.00 +37.5%	33.59 5.00 +37.5%	38.91 5.00 +37.5%		31.04 12.52 + 13%	27.35	11.50	9.045	15.05	15.01	15.01	15.01	15.01	15.01	A many of the control	11.30	11.30	11.30	11.30	The second secon	12.47	12.47
2 35	26	26	26		6	43	48	14	32	29	29	29	29	29	The second secon	31	31	31	31	The second secon	44	4
ī, 15	5 19	19	19		15	17	16	5	4	2	2	2	2	2	And the second s	11	11	11	11	A Comment of the Comm	18	18

GENERAL WAGE ORDER NO. 58

GENERAL WAGE ORDER NO. 58

CLAY COUNTY

CHRISTIAN COUNTY

Painter	21	· 20	11.83	21.10	Painter
Grou	20	16	5.00 + 34.5%	23.54	Groundman
0 =	20	16	5,00+34,5%	33.76	Lineman Operator
Line Const	20	16	5.00+34.5%	36.53	Line Construction Lineman
Electrician - Out					Electrician - Outside
Electrician - Insi Wireman	34	8	11,80 + 10%	24.15	Electrician - Inside Wireman
Iron Worker	17	43	27.35	27.50	Iron Worker
Cement Mason	20	49	9.60	22.65	Cement Mason
Traffic Control S Driver	<u>o</u>	21	2.75	16.35	Traffic Control Service Driver
Carpenter	4_	32	15.05	28.27	Carpenter
Oiler	2	29	12.59	26.83	Oller-Driver
ଦ୍ର	2	29	12,59	26.83	Group IV
G	2	29	12.59	28.88	Group III
9	2	29	12.59	29.08	Group II
	2	29	12.59	29.43	Group !
Operating Engin	A CONTROL OF THE CONT	The second secon			Operating Engineer
Gr	11	31	10.90	27.49	Group IV
<u>و</u>	11	31	10.90	27.37	Group III
6	11	31	10.90	27.38	Group II
	11	31	10.90	27.22	Group I
Truck Driver - Teamster					Truck Driver - Teamster
	9	28	12.01	23.77	Skilled
6	9	28	12.01	23.22	General
Laborer					Laborer
Occupational -	Holiday Schedule	Overtime Schedule	Hringe Benefit Amount	Basic Hourly Rate	Occupational Title
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29.75	roundman 25.9	Lineman Operator 33.5	nstruction Lineman 38.9	Outside	Inside 29.4	24.75	on 22.57	ol Service 25.685	30.02	iler-Driver 22.69	Group IV 22.69	Group III 26.34	Group II 26.54	Group I 26.89	gineer	Group IV 27.06	Group III 26.94	Group II 26.95	Group 26.79		Skilled 26.81	General 26.81	
75 13.51	25.97 5.00 +37.5%	33.59 5.00 +37.5%	38.91 5.00 +37.5%		29.41 5.67 + 35%	5 18.60	7 16.93	9.045	2 15.05	9 23.64	9 23.64	4 23.64	4 23.64	9 23.64	The second secon	6 10.90	4 10.90	5 10.90	9 10.90		1 12.47	1 12.47	
. 46	26	26	26			38	22	14	51	3	3	ω	ω	3	A common of the	14	14	14	14	The second secon	44	44	
13	19	19	19		31	7	28	5	4	24	24	24	24	24	The second secon	и	۲.	5	C5		18	18	A Comment of the Comm
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician ~ Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer
28.58	23.54	33.76	36.53		35.23	30.50	30.34	15.35	36.05	32.42	29.07	33.54	33.54	34.58	2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	29.74	29.74	29.74	29.74		29.27	28.06	The second secon
15.02	23.54 5.00 + 34.5%	33.76 5.00 + 34.5%	5,00+34,5%		35.23 16.00 + 10%	27.35	15.23	2.71	15.05	15.13	15.13	15.13	15.13	15.13	A CONTROL OF THE PROPERTY OF T	13.30	13.30	13.30	13.30		14.25	14.25	100 m or 100
		16	16		23	43	27	21	5	27	27	27	27	27	The second of th	27	27	27	27	A Committee of the comm	27	27	A Comment of the Comm
34	16	10,		E marin more law	4		1	1	1	1	1					3			1	1000000			

COLE COUNTY

CLINTON COUNTY

	Occupational Title		
Rate	Hourly	Basic	
Amount	Benefit	Fringe	
mount Silveric Silver	Schodule	Overtime	
	Schodul	Holida	

Laborer

General

Skilled

25.02 24.67

12.36 12,36

28 28

Teamster Truck Driver -

Ì					
iday edule	Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
A COMMENT OF THE PROPERTY OF T	Laborer		And the property of the proper	and the second s	
9	General	26.81	12.47	44	18
و	Skilled	26.81	12.47	44	1:
The second secon	Truck Driver - Teamster			The second secon	10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
11	Group I	27.52	10.90	14	
11	Group II	27.68	10.90	14	
11	Group III	27.67	10.90	1.4	
11	Group IV	27.79	10.90	14	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Operating Engineer	The second secon		A Comment of the Comm	The second secon
2	Group	26.89	23.64	3	2.
2	Group 11	26.54	23.64	3	2
2	Group III	26.34	23.64	3	2
2	Group IV	22.69	23.64	3	2
2	Oiler-Driver	22.69	23.64	3	2
4	Carpenter	30.01	15.05	32	
6	Traffic Control Service Driver	26.415	9.045	14	
20	Cement Mason	26.33	11.50	48	P
17	Iron Worker	27.91	22.04	18	
30	Electrician - Inside Wireman	31.04	12.52 + 13%	Ф	14
	Electrician - Outside				
20	Line Construction Lineman	38.91	5.00 +37.5%	26	1
20	Lineman Operator	33.59	5.00 +37.5%	26	
20	Groundman	25.97	5.00 +37.5%	26	
17	Painter	21.35	11.72	35	

Operating Engineer

Group I

15.01

29

Group IV Group III

27.49

10.90

μ

Group II

27.37 27.38 27.22

10.90

31 μ 3

10.90

Group i

10.90

Electrician - Outside

Line Construction Lineman

36.53 5.00 + 34.5%

Wireman Electrician - Inside tron Worker Cement Mason

31.00

13.10

17

Painter

28,58

15.02

Groundman

23.54 5.00 + 34.5%

16

Operator

33.76 5.00 + 34.5%

16

Lineman

Driver

31.08

50

15.35

2.71

21

26.90

26,40 17.20

43

Traffic Control Service

Carpenter

29.29

15.05

32 29 29 29 29

Oiler-Driver

29.79 29.79

15.01 15.01 15.01

Group IV Group III Group II

31.79

31.79 32.19

15.01

COOPER COUNTY

15	19	19	19		15	<u>بـر</u>	16	σ	4	24	24	24	24	24	J.	S	σ	ψ	S		18	12		
<u> </u>							-																	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group 1	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21,35	25.97	33.59	38.91		35.23	27.50	26.33	26.415	30.01	29.79	29.79	31.79	31.79	32.19	The second secon	28.09	27.97	27.98	27.82		26.81	26.81	The second secon	Basic Hourly Rate
11.72	5.00 +37.5%	5.00 +37.5%	5.00 +37.5%		16.00 + 10%	27.35	11.50	9.045	15.05	15.01	15.01	15.01	15.01	15.01	AND	11.30	11.30	11.30	11.30		12.47	12.47	American Company of the Company of t	Fringe Benefit Amount
35	26	26	26		23	43	48	14	32	29	29	29	29	29	The second secon	31	31	31	31		44	44	A Company of the Comp	Overtime Schedule
15	19	1.9	19		~	17	16	5	4	2	2	2	2	2	A CONTROL OF THE PROPERTY OF T	11	11	11	11		18	18	The second of th	Holiday Schedule

DALLAS COUNTY

CRAWFORD COUNTY

r anneci		,	77.61	40.04	Fainter
ainter.		27		v 3 ac	
Groundman	19	26	5.00+37.5%	25.97	Groundman
Lineman Operator	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside	TI CONTRACTOR OF THE PROPERTY				Electrician - Outside
Wireman	15	6	12.52 + 13%	31.04	Wireman
Electrician - Inside					Electrician - Inside
Iron Worker	11	18	22.04	27.91	Iron Worker
Cement Mason	12	39	16.43	27.04	Cement Mason
Traffic Control Service Driver	5 0	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	51	15.05	29.86	Carpenter
Oiler-Driver	24	ω	23.64	22.69	Oiler-Driver
Group IV	24	W	23.64	22.69	Group IV
Group III	24	ω	23.64	26.34	Group III
Group II	24	ω	23.64	26.54	Group II
Group I	24	ω	23.64	26.89	Group I
Operating Engineer	l	A THE CONTRACT OF THE CONTRACT	The second secon	27 27 27 27 27 27 27 27 27 27 27 27 27 2	Operating Engineer
Group IV	5	14	10.90	27.79	Group IV
Group III	5	14	10.90	27.67	Group III
Group II	5	14	10.90	27.68	Group II
Group!	5_	14	10.90	27.52	Group I
Truck Driver - Teamster	1 1		No. 1 and 1		Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18	44	12.47	26.81	General
Laborer	Fa		100 May 100 Ma		Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
]				

DADE COUNTY

Basic Hourly Rate

21.10	23.54	33.76	36.53		26.05	27.50	22.65	16.35	28.27	26.83	26.83	28.88	29.08	29.43		27.49	27.37	27.38	27.22		23.77	23.22	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Basic ırly Rate
11.83	23.54 5.00 + 34.5%	33.76 5.00 + 34.5%	36.53 5.00+34.5%		26.05 11.485 + 8%	27.35	9.60	2.75	15.05	12.59	12.59	12.59	12.59	12.59		10.90	10.90	10.90	10.90		12.01	12.01	The second secon	Fringe Benefit Amount
20	16	16	16		15	43	49	21	32	29	29	29	29	29		31	31	31	31		28	28	A Common of the	Overtime Schedule
21	20	20	20		18	17	20	6	4	2	2	2	2	2	The second secon	11	11	11	11		9	9		Holiday Schedule
			<u> </u>	Ee					ਹਿੰ		<u> </u>		<u> </u>		ê				[Tru Tea		<u> </u>	Lab	0
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oller-Driver	Group IV	Group III	Group II	Group l	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
29.75					24.15	27.50	22.65	16.35	28.27	26.83	26.83	28.88	29.08	29.43	The second secon	27.49	27.37	27.38	27.22		23.77	23.22	many of control, and a second control of con	Basic Hourly Rate
13.51	23.54 5.00 + 34.5%	33.76 5.00 + 34.5%	36.53 5.00 + 34.5%		24.15 11.80 + 10%	27.35	9.60	2.75	15.05	12.59	12.59	12.59	12.59	12.59	The second secon	10.90	10.90	10.90	10.90	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	12.01	12.01	Programme and the control of the con	Fringe Benefit Amount
1 46	16	16	16			43	49	5 21	32	29	29	29	29	29	The second secon	31	31	31	31		28	28	A company of the comp	Overtime Schedule
13	20	20	20		34	17	20	6	4	2	2	2	2	2	A contract of the contract of	11	11	11	11	1	9	9	The second secon	Holiday Schedule
100	<u> </u>	19	, -		1.**		1-7				1		1:-			•	.1.				•			

DENT COUNTY

DAVIESS COUNTY

Painter	17	34	15.02	22.864	Painter
Groundma	20	16	23.54 5.00 + 34.5%	23.54	Groundman
Linema	20	16	5.00+34.5%	33.76	Lineman Operator
Line Constructio Linema	20	16	5.00+34.5%	36,53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	30	17	13.10	31.00	Electrician - Inside Wireman
Iron Worker	17	43	27.35	27.50	Iron Worker
Cement Mason	16	48	11.50	26.33	Cement Mason
Traffic Control Service Driver	6	21	2.71	15.35	Traffic Control Service Driver
Carpenter	4	32	15.05	28.63	Carpenter
Oiler-Drive	2	29	15.01	29.79	Oiler-Driver
Group P	2	29	15.01	29.79	Group IV
Group l	2	29	15.01	31.79	Group III
Group	2	29	15.01	31,79	Group II
Group	2	29	15.01	32.19	Group I
Operating Engineer	A Company of the Comp	1 1 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			Operating Engineer
Group IV	11	31	10.90	27.49	Group IV
Group II	11	31	10.90	27.37	Group III
Group	11	31	10.90	27.38	Group II
Group	11	31	10.90	27.22	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	12.36	25.02	Skilled
Genera	_ و	28	12.36	24.67	General
Laborer				A CONTRACTOR OF THE CONTRACTOR	Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
					,

DEKALB COUNTY

7 14	37	13.27	25.64	Painter	ω	36	11.48	22,93	
5 19	26	25.97 5.00 +37.5%		Groundman	20	16	23.54 5.00 + 34.5%		Groundman
19	26	33.59 5.00 +37.5%		Lineman Operator	20	16	33.76 5.00+34.5%		Lineman Operator
19	26	5.00 +37.5%	38.91	Line Construction Lineman	20	16	36.53 5.00+34.5%		ne Construction Lineman
				Electrician - Outside					ian - Outside
15	6	31.04 12.52+13%	31.04	Electrícian - Inside Wireman	30	17	13.10	31.00	an - Inside an
1	18	22.04	27.91	Iron Worker	17	43	27.35	27.50	orker
12	39	16.43	27.04	Cement Mason	20	50	17.20	31.08	Mason
5	14	9.045	26.415	Traffic Control Service Driver	6	21	2.71	15.35	Control Service
4	51	15.05	29.86	Carpenter	4	32	15.05	28.63	er
24	3	23.64	22.69	Oiler-Driver	2	29	15.01	29.79	Oiler-Driver
24	ω	23.64	22.69	Group IV	2	29	15.01	29.79	Group IV
24	ω	23.64	26.34	Group III	2	29	15.01	31.79	Group III
24	3	23.64	26.54	Group II	2	29	15.01	31.79	Group II
24	w	23.64	26.89	Group I	2	29	15.01	32.19	Group I
100 100	A CONTROL OF THE PARTY OF THE P	A Company of the Comp		Operating Engineer		The second secon		The content of the	ng Engineer
5	14	10.90	27.79	Group IV	11	31	10.90	27.49	Group IV
σ.	14	10.90	27.67	Group III	11	31	10.90	27.37	Group III
ъ	14	10.90	27.68	Group II	11	31	10,90	27.38	Group II
5	14	10.90	27.52	Group I	11	31	10.90	27.22	Group I
11	The second secon			Truck Driver - Teamster		10 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			iver - er
18	44	12.47	26.81	Skilled	9	28	12.36	25.02	Skilled
18	44	12.47	26.81	General	9	28	12.36	24.67	General
And the second s	A CONTRACTOR OF THE CONTRACTOR	10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	The second secon	Laborer	The second secon				
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic Hourly Rate	ational Title
	,,	Fringe	Basic				Fringe		

FRANKLIN COUNTY

DOUGLAS COUNTY

Painter	21	20	11.83	21.10	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00+34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5,00+34,5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	34	&	11.80 + 10%	24.15	Electrician - Inside Wireman
Iron Worker	17	43	27.35	27.50	Iron Worker
Cement Mason	20	49	9,60	22.65	Cement Mason
Traffic Control Service Driver	6	21	2.75	16.35	Traffic Control Service Driver
Carpenter	4	32	15.05	28.27	Carpenter
Oiler-Driver	2	29	12.59	26.83	Oiler-Driver
Group IV	2	29	12.59	26.83	Group IV
Group III	2	29	12.59	28.88	Group III
Group II	2	29	12.59	29.08	Group II
Group I	2	29	12.59	29.43	Group
Operating Engineer	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	The second secon	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Operating Engineer
Group IV	11	31	10.90	27.49	Group IV
Group III	11	31	10.90	27.37	Group III
Group !	11	31	10.90	27.38	Group II
Group I	11	31	10.90	27.22	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	12.01	23.77	Skilled
General	_ ي	28	12.01	23.22	General
Laborer	A Communication of the Communi				Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	ваsic Hourly Rate	Occupational Title
			T-diam'r	7	

Lineman Operator

DUNKLIN COUNTY

Basic Hourly Rate

29.75	25.51	32.28	44.73			32.25	24.62	26.00	25.685	29.87	22.69	22.69	26.34	26.54	26.89	management of the control of the con	27.06	26.94	26.95	26.79		26.81	26.81	100 000 000 000 000 000 000 000 000 000	rly Rate
13.51	25.51 5.76+29.3/4%	32.28 5.76+29.3/4%	5.76 + 29.3/4%			32.25 10.28 + 39.59	19.72	13.95	9.045	15.05	23.64	23.64	23.64	23.64	23.64	The second secon	10.90	10.90	10.90	10.90	The second secon	12.47	12.47	A CONTROL OF THE PROPERTY OF T	Amount
46	40	40	40			33	10	4	14	51	3	3	3	3	3	A STATE OF THE STA	14	14	14	14		44	44	1000	Schedule
ಚ	39	39	39			15	32	27	5	4	24	24	24	24	24	The second part of the second pa	5	5	5	5		18	18	A Commence of the Commence of	Schedule
Pai				1	Ele	Wit	i i	હિ	Traffic Driver	Car			Γ	<u> </u>		မွ	Γ				Tru	<u> </u>		Lab	1 ,
Painter	Groundman	Lineman Operator	Lineman	line Construction	Electrician - Outside	Electrician - Inside Wireman	fron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group 1	Operating Engineer	1				Truck Driver - Teamster	Skilled	General	Laborer	
29.75						32.25	32.38	29.03	28.775	32.97	27.01	26.55	30.01	31.31	31.31	The second secon					30.41	29.06	28.46		Rate
13.51	25,97 5.00 +37.5%	33,59 5.00+37.5%	38.91 5.00 +37.5%			32.25 10.28 + 39.5%	21,975	16.43	9.045	15.05	23.85	23.85	23.85	23.85	23.85	1					10.82	12.47	12.47	The second secon	Amount
46	26	26	26			33	10	13	14	51	.2	2	. 2	2	2	A CONTROL OF THE CONT					14	44	44	The second secon	Schedule
13	19	19	19			15	32	26	5	4	23	23	23	23	23						ς.	18	18	Control Contro	Schedule

GENERAL WAGE ORDER NO. 58

GENERAL WAGE ORDER NO. 58

GREENE COUNTY

GASCONADE COUNTY

Painter	15	35	11.72	21.35	Painter
Groundma	19	26	5.00 +37.5%	25,97	Groundman
Linema Operati	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside		The state of the s			Electrician - Outside
Wireman	15	Ø	12.52 + 13%	31.04	Wireman
	jus.	18	22.04	27.91	Iron Worker
Cement Mason	16	48	11.50	26.33	Cement Mason
Traffic Control Servic Driver	UI .	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	51	15.05	29.86	Carpenter
Oiler-Driv	24	ω	23.64	22.69	Oiler-Driver
Group	24	3	23.64	22.69	Group IV
Group	24	ш	23.64	26.34	Group III
Group	24	ω	23.64	26.54	Group II
Group	24	, ω	23.64	26.89	Group I
Operating Engineer	A Comment of the Comm		The second secon		Operating Engineer
Group	5	14	10.90	27.79	Group IV
Group	vı	14	10.90	27.67	Group (II
Group	s	14	10.90	27.68	Group II
Group	ъ	14	10.90	27.52	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skille	18	44	12.47	26.81	Skilled
Gener	18	44	12.47	26.81	General
Laborer			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1	Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic Hourly Rate	Occupational Title
				,	

Line Construction

Lineman

36.53 5.00 + 34.5%

Groundman

23.54 5.00 + 34.5%

22.93

Lineman Operator

33.76 5.00+34.5%

31.00

27.50 31.08 15.35 28.63

Oiler-Driver

29.79 29.79 31.79 31.79 32.19

Group III

Group II Group

Group IV

Group IV Group III

26.76 26.64 26.65 26,49

Group II

Group I

GENTRY COUNTY

Basic Hourly Rate

Benefit Amount

Fringe

General

Skilled

25.02 24.67

11,48 36	0+34.5% 16	0+34.5% 16	0+34.5% 16		13.10 17	27.35 43	17.20 50	2.71 21	15.05 32	15.01 29	15.01 29	15.01 29	15.01 29	15.01 29		10.90 31	10.90 31	10.90 31	10.90 31		12.36 28	Ī	12.36 28
з	20	20	20		30	17	20	б.	4	2	2	2	2	2	The second secon	11	11	11	11	The second secon	9		9
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled		General
21.10	23.54	33.76	36.53		24.15	27.50	22.65	16.35	28.27	26.83	26.83	28.88	29.08	29.43		27.49	27.37	27.38	27.22		23.77		23.22
11.83	5.00+34.5%	33.76 5.00 + 34.5%	5.00+34.5%		24.15 11.80 + 10%	27.35	9.60	2,75	15.05	12.59	12.59	12.59	12.59	12.59	1	10.90	10.90	10.90	10.90	The second secon	12.01		12.01
20	16	16	16		∞	43	49	21	32	29	29	29	29	29		31	31	31	31		28		28
21	20	20	20		34	17	20	თ	4	2	2	2	2	2		11	11	11	11		9		9

HENRY COUNTY

GRUNDY COUNTY

Painter	17	34	15.02	22.864	Painter
Groundman	20	oT	23.54 5.00+34.5%	4.0.67	Groundman
Groundman	20	1.5	S 00 + 34 S%	23 54	Groundman
Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5,00 + 34,5%	36.53	Line Construction Lineman
Electrician - Outside			Col. (Col. Col. Col. Col. Col. Col. Col. Col.		Electrician - Outside
Wireman	30	17	13.10	31.00	Wireman
Electrician - Inside					Electrician - Inside
Iron Worker	17	43	27.35	27.50	Iron Worker
Cement Mason	16	48	11.50	26.33	Cement Mason
Traffic Control Service Driver	S.	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	32	15.05	28.63	Carpenter
Oiler-Driver	2	29	15.01	29.79	Oiler-Driver
Group IV	2	29	15.01	29.79	Group IV
Group III	2	29	15.01	31.79	Group III
Group II	2	. 29	15,01	31.79	Group II
Group I	2	29	15.01	32.19	Group !
Operating Engineer	Marie			1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Operating Engineer
Group IV	11	31	11.30	27.36	Group IV
Group III	11	31	11.30	27.24	Group III
Group II	H	31	11.30	27.25	Group II
Group I	11	31	11.30	27.09	Group I
Truck Driver - Teamster	1				Truck Driver - Teamster
Skilled	9 .	28	12.36	25.02	Skilled
General	9	28	12.36	24.67	General
Laborer	The second secon				Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

29.79

28.63

15.05 15.01

25.685

9.045

26,33

11.50

27.50

27.35

31.79 31.79 32.19

15.01 15.01 15.01

29.79

15.01

26.76

10,90 10.90 10.90

26.64

26.65 26.49

10.90

31,00

13.10

36.53 5.00 + 34.5%

23.54 5.00 + 34.5% 33.76 5.00 + 34.5%

22.864

15.02

HARRISON COUNTY

Basic Hourly Rate

Fringe Benefit Amount

25.02 24.67

12.36

12.36

17	34	15.02	22.864	Painter	17	34
20	16	23,54 5.00+34.5%	23.54	Groundman	20	16
20	16	5.00+34.5%	33.76	Lineman Operator	20	16
20	16	5.00+34,5%	36,53	Line Construction Lineman	20	16
				Electrician - Outside		A STATE OF THE PARTY OF T
8	23	16.00 + 10%	35.23	Electrician - Inside Wireman	30	17
17	43	26.40	26.90	Iron Worker	17	43
20	_ 50	17.20	31.08	Cement Mason	16	48
6	21	2.71	15.35	Traffic Control Service Driver	и	14
4	32	15.05	28.63	Carpenter	4	32
2	29	15.01	29.79	Oiler-Driver	2	29
2	29	15.01	29.79	Group IV	2	29
2	29	15.01	31.79	Group III	2	29
2	29	15.01	31.79	Group II	2	29
2	29	15.01	32.19	Group I	2	29
		A CONTROL OF THE CONT	1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Operating Engineer	A PART OF THE PART	
11	31	11.30	28.09	Group IV	11	31
11	31	11.30	27.97	Group III	11	31
11	31	11.30	27.98	Group II	11	31
11	31	11.30	27.82	Group 1	11	31
				Truck Driver - Teamster		**************************************
9	28	12.01	23.77	Skilled	9	28
9	28	12.01	23.22	General	9	28
	4 V V V V V V V V V V V V V V V V V V V			Laborer		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	rtime edule
		n vina	Danio			

GENERAL WAGE ORDER NO. 58

GENERAL WAGE ORDER NO. 58

HOWARD COUNTY

HICKORY COUNTY

	Painter	21	20	11.83	21.10	Painter
	Groundman	20	16	23,54 5.00+34.5%	23.54	Groundman
T	Lineman Operator	20	16	5.00 + 34.5%	33.76	Lineman Operator
	Line Construction Lineman	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
CONTRACTOR OF THE PARTY OF THE	Electrician - Outside				The second secon	Electrician - Outside
1	Electrician - Inside Wireman	34	&	11.80 + 10%	24.15	Electrician - Inside Wireman
1	Iron Worker	17	43	27.35	27.50	tron Worker
	Cement Mason	20	49	9.60	22.65	Cement Mason
1	Traffic Control Service Driver	o o	21	2.75	16.35	Traffic Control Service Driver
	Carpenter	4	32	15.05	28.27	Carpenter
1	Oiler-Driver	2	29	12.59	26.83	Oiler-Driver
1	Group IV	2	29	12.59	26.83	Group IV
1	Group III	2	29	12.59	28.88	Group III
1	Group []	2	29	12.59	29.08	Group II
	Group I	2	29	12.59	29,43	Group!
	Operating Engineer	The second secon	A thin teach of the control of the c			Operating Engineer
	Group IV	H	31	10.90	27.49	Group IV
	Group III	11	31	10.90	27.37	Group III
	Group II	11	31	10.90	27.38	Group II
	Group I	11	31	10.90	27.22	Group I
12/20-14/20	Truck Driver - Teamster					Truck Driver - Teamster
	Skilled	9	28	12.01	23.77	Skilled
I	General	9	28	12.01	23.22	General
31.00 (1.00	Laborer			100000000000000000000000000000000000000		Laborer
	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
_				7	,	

HOLT COUNTY

Basic Hourly Rate

22.93	23.54	33.76	36,53	and the property of the proper	31.00	27.50	31.08	15.35	28.63	29.79	29.79	31.79	31.79	32.19	100000000000000000000000000000000000000	26.76	26.64	26.65	26.49	The second state of the se	25.02	24.67		Basic urly Rate
11.48	23.54 5.00+34.5%	33.76 5.00+34.5%	36.53 5.00+34.5%		13.10	27.35	17.20	2.71	15.05	15.01	15.01	15.01	15.01	15.01	2	10.90	10.90	10.90	10.90	Section 2 and a section 2 and	12.36	12.36	101 101 101 101 101 101 101 101 101 101	Fringe Benefit Amount
36	16	16	16		17	43	50	21	32	29	29	29	29	29	The second secon	31	31	31	31		28	28		Overtime Schedule
s	20	20	20		30	17	20	6	4	2	2	2	2	2	The second secon	11	11	11	11		و	و	The second secon	Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21.35	25.97	33,59	38.91		31.04	27.50	26.33	26.415	30.01	29.79	29.79	31.79	31.79	32,19		28.09	27.97	27.98	27.82		26.81	26.81		Basic Hourly Rate
11.72	25.97 5.00 +37.5%	5.00+37.5%	38.91 5.00 +37.5%		31.04 12.52+13%	27.35	11.50	9.045	15.05	15.01	15.01	15.01	15.01	15.01	A Comment of the Comm	11.30	11.30	11.30	11.30		12.47	12.47		Fringe Benefit Amount
35	26	26	26		6	43	48	14	32	29	29	29	29	29	A Company of the Comp	31	31	31	31		44	44		Overtime Schedule
15	19	19	19		15	17	16	5	4	2	2	2	2	2	1 (1 (2 (2 (2 (2 (2 (2 (2 (2 (2 (2 (2 (2 (2	11	11	11	11		18	18		Holiday Schedule

JACKSON COUNTY

HOWELL COUNTY

Painter		19	0.21	9.00	Painter
Groundman	19	26	5.00 +37.5%	25.97	Groundman
Operator	19	26		33.59	Operator
Lineman))			Lineman
Line Construction Lineman	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside	Construction of the constr			ment and on the Comment of the Comme	Electrician - Outside
verreman	4	aramananananan •	11.80 + 10%	74.15	Wireman
Electrician - Inside	3/	٥	11 00 . 100/	31,40	Electrician - Inside
Iron Worker		19	0.41	13.5	Iron Worker
Cement Mason	27	4	13.95	26.00	Cement Mason
Traffic Control Service Driver	S	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	51	15.05	28.93	Carpenter
Oiler-Driver	24	3	23.64	22.69	Oiler-Driver
Group IV	24	33	23.64	22.69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	ω.	23.64	26.54	Group II
Group I	24	ω	23.64	26.89	Group I
Operating Engineer		Vision of the control			Operating Engineer
Group IV	5	14	10.90	27.06	Group IV
Group III	σ	14	10.90	26.94	Group III
Group II	5	14	10.90	26.95	Group II
Group I	5	14	10.90	26.79	Group !
Truck Driver - Teamster		and the second s		100 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Truck Driver - Teamster
Skilled	18	4	12.47	26.81	Skilled
General	18	44	12,47	26.81	General
Laborer	A Company of the Comp			1 () () () () () () () () () (Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title

IRON COUNTY

Basic Hourly Rate

24.09	25.97	33,59	38.91	The second of th	32.25	32.38	27.04	26.415	29.86	22.69	22.69	26.34	26.54	26.89	7 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	27.79	27.67	27.68	27.52		26.81	26.81	Commence of the commence of th	asic rly Rate
10.65	25.97 5.00+37.5%	33,59 5.00+37.5%	38.91 5.00+37.5%		32,25 10,28 + 39.59	21.975	16.43	9.045	15.05	23.64	23.64	23.64	23.64	23.64		10.90	10.90	10.90	10.90		12.47	12.47		Fringe Benefit Arnount
45	26	26	26		33	10	39	14	51	3	3	3	3	B	The second secon	14	14	14	14	The second secon	44	44		Overtime Schedule
35	19	19	19		15	32	12	5	4	24	24	24	24	24	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	5	5	5	5		18	18	100 mm m	Holiday Schedule
																				r			T	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
28.58	23.54	33.76	36,53		35.23	30.50	30.34	15.35	36.05	32,42	29.07	33.54	33.54	34.58	A CONTROL OF THE CONT	29.74	29.74	29.74	29.74	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	29.27	28.06	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	Basic Hourly Rate
15.02	5.00 + 34.5%	33.76 5.00 + 34.5%	5.00 + 34.5%		35.23 16.00 + 10%	27.35	15.23	2.71	15.05	15.13	15.13	15.13	15.13	15.13	A Community of the Comm	13.30	13.30	13.30	13.30	The second secon	14.25	14.25	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	Fringe Benefit Amount
34	16	16	16		23	43	27	21	5	27	27	27	27	27		27	27	27	27		27	27	The second secon	Overtime Schedule
17	20	20	20		8	17	10	6	29	10	10	10	10	10	1 miles (1 m	10	10	10	10		10	10	### 1997 1997 1997 1997 1997 1997 1997 1	Holiday Schedule

JOHNSON COUNTY

JASPER COUNTY

Painter	21	20	11.83	21.10	Painter
Groundman	20	16	5.00 + 34.5%	23.54	Groundman
Lineman Operator	20	16	5.00+34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00+34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Electrician - Inside Wireman	18	15	11.485 + 8%	26.05	Electrician - Inside Wireman
Iron Worker	17	43	26.40	26.90	Iron Worker
Cement Mason	20	49	9.60	22.65	Cement Mason
Traffic Control Service Driver	Ø	21	2.75	16.35	Traffic Control Service Driver
Carpenter	4	32	15.05	28.27	Carpenter.
Oiler-Driver	2	29	12.59	26.83	Oiler-Driver
Group IV	2	29	12.59	26.83	Group IV
Group III	2	29	12.59	28.88	Group III
Group II	2	29	12.59	29.08	Group II
Group 1	2	29	12.59	29.43	Group I
Operating Engineer	The second secon		The second secon		Operating Engineer
	11	31	10.90	27.49	Group IV
	11	31	10.90	27.37	Group III
	11	31	10.90	27.38	Group II
	11	31	10.90	27.22	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	9	28	12.01	23.77	Skilled
General	9	28	12.01	23.22	General
Laborer	The second secon				Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Fallaca	5	

28.775

9.045

16.51

35.17 27.01 26.55 30.01 31.31 31.31

15.05 23.85 23.85 23.85 23.85

32.38 30.20

21.975

32.25 10.28 + 39.59

23.85

38.91 5.00 +37.5%

25.97 5.00 +37.5% 33.59 5.00 +37.5%

29.75

13.51

JEFFERSON COUNTY

Basic Hourly Rate

Fringe Benefit Amount

29.11 28.51

12.47

12,47

30.41

10.82

46	26	26	26		33	10	13	14	51	2	2	2	2	2						14	44	44	The second secon	Overtime Schedule
13	19	19	19		15	32	26	5	4	23	23	23	23	23	The second secon					и	18	18	A Comment of the Comm	Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group 1	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
28.58	23.54	33,76	36.53		35.23	30.50	31.08	15.35	29.29	29.79	29.79	31.79	31.79	32.19	The second secon	29.25	29.18	29,14	29.03		23.77	23.22	1	Basic Hourly Rate
15.02	5.00+34,5%	5.00 + 34,5%	5.00 + 34.5%		35.23 16.00 + 10%	27.35	17.20	2.71	15.05	15.01	15.01	15.01	15.01	15.01		11.13	11.13	11.13	11.13		12.01	12.01	100 100 100 100 100 100 100 100 100 100	Fringe Benefit Amount
34	16	16	16		23	43	50	21	32	29	29	29	29	29	Principal of the control of the cont	31	31	31	31		28	28		Overtime Schedule
17	20	20	20		8	17	20	6	4	2	2	2	2	2		11	11	11	1.2		9	9	The second secon	Holiday Schedule

LAFAYETTE COUNTY

KNOX COUNTY

	Painter	15	35	11.72	21.35	Painter
Groundman	G	19	26	5.00 +37.5%	25.97	Groundman
Lineman Operator		19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction Lineman	Line Co	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Outside	Electrician - Outside					Electrician - Outside
	Wireman	31	1	5.67 + 35%	29.41	Wireman
200	Iron Worker	7	38	18.60	24.75	Iron Worker
on	Cement Mason	28	22	16.93	22.57	Cement Mason
ol Service	Driver	s_	14	9.045	25,685	Traffic Control Service Driver
	Carpenter	4	32	15.05	30.01	Carpenter
Oiler-Driver	0	24	ω	23.64	22.69	Oiler-Driver
Group IV		24	ω	23.64	22.69	Group IV
Group III		24	ω.	23.64	26.34	Group III
Group 11		24	ω	23.64	26.54	Group II
Group I		24	ω	23.64	26.89	Group !
gineer	Operating Engineer	The second of th	A Same Same Same Same Same Same Same Same	And the second s	The second secon	Operating Engineer
Group IV		ر د	14	10.90	27.06	Group IV
Group III		5	14	10.90	26.94	Group III
Group II		<u>ν</u>	14	10.90	26.95	Group II
Group I		5	14	10.90	26.79	Group I
	Truck Driver - Teamster		The second secon			Truck Driver - Teamster
Skilled		18	44	12.47	26.81	Skilled
General		18	44	12.47	26.81	General
	Laborer				2.000 2.000	Laborer
nal Title H	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
				Esimon	2	1

LACLEDE COUNTY

17	34	15.02	28.58	Painter	13	46	13.51	29.75	
20	16	23.54 5.00 + 34.5%		Groundman	20	16	23.54 5.00 + 34.5%		ă
20	16	33.76 5.00 + 34.5%		Lineman Operator	20	16	33.76 5,00+34.5%		tor
20	16	5.00 + 34.5%	36.53	Line Construction Lineman	20	16	5.00 + 34.5%	36.53	ian ion
				Electrician - Outside					
&	23	35.23 16.00 + 10%	35,23	Electrician - Inside Wireman	34	8	24.15 11.80 + 10%	24.15	
17	43	27.35	30.50	Iron Worker	17	43	27.35	27.50	
20	50	17.20	31.08	Cement Mason	20	49	9.60	22.65	
6	21	2.71	15.35	Traffic Control Service Driver	o o	21	2.75	16.35	ë
4	32	15.05	29.29	Carpenter	4	32	15.05	28.27	
2	29	15.01	29.79	Oiler-Driver	2	29	12.59	26.83	er/
2	29	15.01	29.79	Group IV	2	29	12.59	26.83	7
2	29	15.01	31.79	Group III	2	29	12.59	28.88	Ξ
2	29	15.01	31.79	Group II	2	29	12.59	29.08	<u> </u>
2	29	15.01	32.19	Group 1	2	29	12.59	29.43	P
The second secon	The second secon	A Common		Operating Engineer	A CONTROL OF THE CONT				
11	31	11.13	29.25	Group IV	11	31	10.90	27.49	7
11	31	11.13	29.18	Group III	11	31	10.90	27.37	Ξ_
11	31	11.13	29.14	Group II	11	31	10.90	27.38	<u> </u>
11	31	11.13	29.03	Group I	11	31	10.90	27.22	<u> </u>
	1		# 1 for the control of the control o	Truck Driver - Teamster	And the second s				
9	28	12.26	25.12	Skilled	9	28	12.01	23.77	ed
Q	28	12.26	24.77	General	و	28	12.01	23.22	a
A CONTROL OF THE CONT		The second secon	Comment of the commen	Laborer	A CONTROL OF THE PARTY OF THE P	100 mg	7 TO 10 TO 1	William V	
Holiday Schedule	Overtime Schedule	Fringe Benefit Arnount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	
									ļ

LAWRENCE COUNTY

Painter	21	20	11.83	21.10	Painter
Groundma	20	16	5.00 + 34.5%	23.54	Groundman
Linema Operato	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Constructio Linema	20	16	5.00 + 34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	18	15	11,485 + 8%	26.05	Wireman - Inside
Iron Worker	17	43	26.40	26.90	Iron Worker
Cement Mason	20	49	9.60	22.65	Cement Mason
Traffic Control Service Driver	6	21	2.75	16,35	Traffic Control Service Driver
Carpenter	4	32	15.05	28.27	Carpenter
Oiler-Drive	2	29	12.59	26.83	Oiler-Driver
Group I	2	29	12.59	26.83	Group IV
Group 1	2	29	12.59	28.88	Group III
Group	2	29	12.59	29.08	Group II
Group	2	29	12.59	29.43	Group !
Operating Engineer		The second secon	Complete Com		Operating Engineer
Group I	11	31	10.90	27.49	Group IV
Group !	11	31	10.90	27.37	Group III
Group	11	31	10.90	27.38	Group II
Group	11	31	10.90	27.22	Group !
Truck Driver - Teamster					Truck Driver - Teamster
Skille	ç	28	12.01	23.77	Skilled
Genera	မှ	28	12.01	23.22	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

Oiler-Driver

Group IV Group III

Group II Group I

Line Construction

Groundman

Lineman Operator Lineman

LEWIS COUNTY

General

Skilled

Group IV Group III

Group II

Group I

LEWIS	LEWIS COUNTY	~		_	INCOL	LINCOLN COUNTY	7	
Basic Hourly Rate	Fringe Benefit e Amount	Overtime Schedule	Holiday Schedule	Occupational Title	Basic Hourly Rate	Fringe Benefit Amount	Overtime Schedule	Holiday Schedule
		The state of the s		Laborer			The second secon	A CONTRACTOR OF THE CONTRACTOR
ral 26.81	1 12.47	44	18	General	29.93	12.62	41	16
ed 26.81	1 12.47	44	18	Skilled	29.93	12.62	41	16
				Truck Driver - Teamster	30.41	10.82	14	5
p I 26.79	9 10.90	14	5					
26.95	5 10.90	14	5					
111 26.94	4 10.90	14	5					
IV 27.06	6 10.90	14	5					
100 000 000 000 000 000 000 000 000 000				Operating Engineer				
p 26.89	9 23.64	ω	24	Group I	31.31	23.85	2	23
26,54	4 23,64	ω	24	Group II	31.31	23,85	2	23
111 26.34	4 23.64	ω	24	Group III	30.01	23.85	2	23
IV 22.69	9 23.64	ß	24	Group IV	26.55	23.85	2	23
er 22.69	9 23.64	ω	24	Oiler-Driver	27.01	23.85	2	23
30.02	2 15.05	51	4	Carpenter	31.56	15.05	51	4
e 25.685	5 9.045	14	v	Traffic Control Service Driver	27.425	9,045	14	5
22.57	7 16.93	22	28	Cement Mason	29.03	16,43	13	26
24.75	5 18.6	38	7	fron Worker	32.38	21.975	10	32
29.4:	29.41 5.67 + 35%	<u> </u>	31	Electrician - Inside Wireman	32.25	32.25 10.28+39.5%	33	15
				Electrician - Outside				
on an 38.9:	38.91 5.00 +37.5%	26	19	Line Construction Lineman	38.91	38.91 5.00+37.5%	26	. 19
	33.59 5.00 +37.5%	26	19	Lineman Operator	33.59	33.59 5.00+37.5%	26	19
an 25.9	25.97 5.00 +37.5%	26	19	Groundman	25.97	25.97 5.00 +37.5%	26	19
29.75	5 13.51	46	13	Painter	29.75	13.51	46	13

MCDONALD COUNTY

LINN COUNTY

Painter	15	35	11.72	21.35	Painter
6	19	26	5.00 +37.5%	25.97	Groundman
	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Co	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician -					Electrician - Outside
Wireman	31	г д	5.67+35%	29.41	Electrician - Inside Wireman
Iron Worker	17	43	27.35	27.50	
Cement Mas	16	48	11.50	26.33	Cement Mason
Traffic Contr Driver	رم د	14	9,045	25.685	Traffic Control Service Driver
Carpenter	4	32	15.05	30.01	Carpenter
0	2	29	15.01	29.79	Oiler-Driver
	2	29	15.01	29.79	Group IV
	2	29	15.01	31.79	Group III
	2	29	15.01	31.79	Group (I
	2	29	15.01	32.19	Group I
Operating En		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	The second secon	The second secon	Operating Engineer
	11	31	11.30	28.09	Group IV
	11	31	11.30	27.97	Group III
	11	31	11.30	27.98	Group II
	11	31	11.30	27.82	Group I
Truck Driver Teamster					Truck Driver - Teamster
	18	44	12.47	26.81	Skilled
	18	44	12.47	26.81	General
Laborer	The second of th	The state of the s	100 100 100 100 100 100 100 100 100 100		Laborer
Occupation	Schedule	Schedule	Benefit Amount	Hourly Rate	Occupational Title
O Salanatio	Holiday	Overtime	Fringe	Basic	

LIVINGSTON COUNTY

	Groundman	Lineman Operator	Construction Lineman	n - Outside	n - Inside	ker	/ason	ntrol Service		Oiler-Driver	Group IV	Group III	Group II	Group I	; Engineer	Group IV	Group III	Group II	Group I	er-	Skilled	General	11 manua = 01 manua =	tional Title Hourly Rate
22.864	23.54	33.76 5	36.53		31.00	27.50	26.33	15.35	28.63	29.79	29.79	31.79	31.79	32.19	A - Common -	28.09	27.97	27.98	27.82	10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	25.02	24.67	A STATE OF THE STA	
15.02	23,54 5,00 + 34,5%	33.76 5.00+34.5%	36,53 5,00+34,5%	The second secon	13.10	27.35	11.50	2.71	15.05	15.01	15.01	15.01	15.01	15.01	A CONTRACTOR OF THE PROPERTY O	11.30	11.30	11.30	11.30		12.36	12.36	100 - 100 -	Benefit Amount
34	16	16	16		17	43	48	21	32	29	29	29	29	29	When the common terms of t	31	31	31	31	The second secon	28	28	An annual management of the control	Overtime Schedule
17	20	20	20		30	17	16	6	4	2	2	2	2	2	A CONTROL OF THE PROPERTY OF T	11	11	11	11		9	9		Holiday Schedule
		<u></u> 		Д.						<u> </u>		<u>. </u>	· ·	· · · · · · · · · · · · · · · · · · ·	မွ		<u> </u>		1	Teg Tr		1	딡	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21,10	23.54	33.76	36.53		26.05	26.00	22.65	16,35	28.27	26.83	26.83	28.88	29.08	29.43	A CONTROL OF THE PROPERTY OF T	26.76	26.64	26.65	26,49		23.77	23.22	A control of the cont	Hourly Rate
11.83	23.54 5.00 + 34.5%	33.76 5.00+34.5%	36.53 5.00+34.5%		26.05 11.485 + 8%	25.65	9.60	2.75	15.05	12.59	12.59	12.59	12.59	12.59	The second secon	10.90	10.90	10.90	10.90		12.01	12.01	The second secon	Benefit Amount
20	16	16	16		15	43	49	21	32	29	29	29	29	29	The second secon	31	31	31	31		28	28	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Schedule
2.1	20	20	20		18	17	20	6	4	2	2	2	2	2	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	11	11	11	11	The second secon	9	6	1	Holiday Schedule

MARIES COUNTY

MACON COUNTY

Painter	15	35	11.72	21.35	Painter
	19	26	5.00 +37.5%	25.97	Groundman
	19	26	5.00 +37.5%	33.59	Lineman Operator
Line C	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician -	and the complete of the comple				Electrician - Outside
Electrician Wireman	31	"	5.67+35%	29.41	Electrician - Inside Wireman
Iron Worke	17	43	27.35	27.50	Iron Worker
Cement Ma	16	48	11.50	26.33	Cement Mason
Traffic Con	5	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	32	15.05	30.01	Carpenter
	24	3	23.64	22.69	Oiler-Driver
	24	₽	23.64	22.69	Group IV
	24	3	23.64	26.34	Group III
	24	3	23.64	26.54	Group II
	24	s	23.64	26.89	Group !
Operating I					Operating Engineer
	5	14	10.90	27.79	Group IV
	5	14	10.90	27.67	Group III
	5	14	10.90	27.68	Group II
	ъ	14	10.90	27.52	Group I
Truck Drive			100 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Truck Driver - Teamster
	18	44	12.47	26.81	Skilled
	18	44	12.47	26.81	General
Laborer					Laborer
Occupati	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

Operating Engineer

Group IV

Group III Group II Teamster Truck Driver -

Group i

General

Skilled

Electrician - Outside

Line Construction

Lineman

Groundman

Lineman Operator

Electrician - Inside

Iron Worker

Cement Mason

Traffic Control Service

Oiler-Driver

Group IV Group III

Group II

Group I

MADISON COUNTY

Occupational Title

Basic Hourly Rate

24.09	25.51	32.28	44.73		32.25	32.38	27.04	26,415	29.86	22.69	22.69	26.34	26.54	26.89	10 10 10 10 10 10 10 10 10 10 10 10 10 1	27.79	27.67	27.68	27.52		26.81	26.81	100 TOTAL	8asic rly Rate
10.65	5.76 + 29.3/4%	5.76 + 29,3/4%	5.76 + 29.3/4%		32.25 10.28 + 39.59	21,975	16,43	9.045	15.05	23.64	23.64	23.64	23.64	23.64	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	10.90	10.90	10.90	10.90	Part of the control o	12.47	12.47	The second secon	Fringe Benefit Amount
45	40	40	40		33	10	39	14	51	3	3	3	3	3		14	14	14	14		44	44	The second secon	Overtime Schedule
35	39	39	39		15	32	12	رن ن	4	24	24	24	24	24		5	5	5	5	10 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -	18	18	At 1, 10 may 1,	Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group!	Truck Driver - Teamster	Skilled	Generai	Laborer	Occupational Title
25.64	25.97	33.59	38.91		31.04	27.91	26.33	26.415	29.86	22.69	22.69	26.34	26.54	26.89	Total Control	27.79	27.67	27.68	27.52		26.81	26.81	The second secon	Basic Hourly Rate
13.27	5.00 +37.5%	5.00+37.5%	5.00 +37.5%		31.04 12.52 + 13%	22.04	11.50	9.045	15.05	23.64	23.64	23.64	23.64	23.64		10.90	10.90	10.90	10.90		12.47	12.47	1	Fringe Benefit Amount
37	26	26	26		6	18	48	14	51	3	ω.	3	3	ω.	A CONTROL OF THE CONT	14	14	14	14	The second secon	44	44	1	Overtime Schedule
14	19	19	19		15	1	16	5	4	24	24	24	24	24		5	5	5	5		18	18		Holiday Schedule

MILLER COUNTY

MARION COUNTY

—	Painter	13	46	13.51	29.75	Painter
 	Groundman	19	26	25.97 5.00+37.5%	25.97	Groundman
 -	Lineman Operator	19	26	5.00 +37.5%	33.59	Lineman Operator
†= <u>-</u>	Line Construction Lineman	19	26	.5.00 +37.5%	38.91	Line Construction Lineman
22575	Electrician - Outside		A CONTRACT OF THE PROPERTY OF		S. B. BERTON C. B.	Electrician - Outside
1	Electrician - Inside Wireman	31	د.ر	5.67+35%	29.41	Electricían - Inside Wireman
\top	Iron Worker	7	38	18.60	24.75	Iron Worker
1	Cement Mason	12	39	16.43	27.04	Cement Mason
i	Traffic Control Service Driver	ts.	14	9.045	26.415	Traffic Control Service Driver
<u> </u>	Carpenter	4	51	15.05	30.02	Carpenter
1	Oiler-Driver	24	ω	23.64	22.69	Oiler-Driver
1	Group IV	24	3	23.64	22.69	Group IV
	Group III	24	3	23.64	26.34	Group III
T	Group II	24	w	23.64	26.54	Group II
Ι	Group I	24	w	23.64	26.89	Group !
MARKE	Operating Engineer		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Operating Engineer
	Group IV	ÚT.	14	10.90	27.79	Group IV
	Group III	и	14	10.90	27.67	Group III
1	Group II	S	14	10.90	27.68	Group II
	Group I	ſπ	14	10.90	27.52	Group !
111./110.00.000	Truck Driver - Teamster			The second secon		Truck Driver - Teamster
	Skilled	18	44	12.47	26.81	Skilled
Ι	General	18	44	12.47	26.81	General
170.70	Laborer		7		The second secon	Laborer
I	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
ヿ				Eringo	Bacin	

MERCER COUNTY

	Groundman	Lineman Operator	Construction Lineman	- Outside	nside	er	ason	ntrol Service		Oiler-Driver	Group IV	Group III	Group II	Group I	Engineer	Group IV	Group III	Group II	Group I	8r-	Skilled	General		
22.864	23.54	33.76	36.53		31.00	27.50	26.33	25.685	28.63	29.79	29.79	31.79	31.79	32.19		27.36	27.24	27.25	27.09	And the second state of th	25.02	24.67	A Second	
15.02	23,54 5.00 + 34.5%	33,76 5.00 + 34.5%	5.00 + 34.5%		13,10	27.35	11.50	9.045	15.05	15.01	15.01	15.01	15.01	15.01	Property of the control of the contr	11.30	11.30	11.30	11.30	100 100 100 100 100 100 100 100 100 100	12.36	12.36	A STATE OF THE STA	Amount
34	16	16	16		17	43	48	14	32	29	29	29	29	29	The second secon	31	31	31	31		28	28	The second secon	
17	20	20	20		30	17	16	5	4	. 2	2	2	2	2		11	11	11	11		9	9	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	
25.64	25.97	33,59	38.91	The state of the s	31.04	27.50	26.33	26.415	30.01	22.69	22,69	26.34	26.54	26.89	The second secon	27.79	27.67	27.68	27.52	The second secon	26.81	26.81	The second secon	Rate
13.27	25.97 5.00 +37.5%	33.59 5.00 +37.5%	38.91 5.00 +37.5%		31.04 12.52 + 13%	27.35	11.50	9.045	15.05	23.64	23.64	23.64	23.64	23.64	14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	10.90	10.90	10.90	10.90		12,47	12.47	The second secon	Amount
37	26	26	26		6	43	48	14	32	ω	3	ω	ω	ω	A Company of the Comp	14	14	14	14		44	44	The second secon	
															The second secon					The second secon			A control of the cont	

MONROE COUNTY

MISSISSIPPI COUNTY

Painter	13	46	13.51	29.75	Painter
Groundman	39	40	5.76 + 29.3/4%	25.51	Groundman
Lineman Operator	39.	40	5.76 + 29.3/4%	32.28	Lineman Operator
Line Construction Lineman	39	40	5.76+29.3/4%	44.73	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	15	33	10.28+39.5%	32,25	Wireman - Inside
Iron Worker	32	10	19.72	24.62	Iron Worker
Cement Mason	27	4	13.95	26.00	Cement Mason
Traffic Control Service Driver	5	14	9.045	26,415	Traffic Control Service Driver
Carpenter	4	51	15.05	29.87	Carpenter
Oiler-Driver	24	သ	23.64	22.69	Oiler-Driver
Group IV	24	3	23.64	22.69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	3	23.64	26.54	Group II
Group !	24	3	23.64	26.89	Group I
Operating Engineer	A CONTRACTOR OF THE PROPERTY O	The second secon			Operating Engineer
Group IV	σ	14	10.90	27.79	Group IV
Group III	5	14	10.90	27.67	Group III
Group II	ر ت	14	10.90	27.68	Group II
Group l	۲ ر	14	10.90	27.52	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18	44	12,47	26.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

26.415

30.01 22.69

15.05 23.64 23.64 23.64 23.64

27.50 26.33

27.35 11,50 9.045

31.04 12.52 + 13%

26.34 26.54 26.89

23.64

22.69

28.09 27.97

11.30 11.30 11.30 11.30

27.98

27.82

38.91 5.00 +37.5%

25.97 5.00 +37.5%

28.75

13.41

33.59 5.00 +37.5%

MONITEAU COUNTY

Basic Hourly Rate

Fringe Benefit Amount

26.81 26.81

12,47

12.47

15	35	11.72	21.35	Painter	13	46
19	26	5.00 +37.5%	25.97	Groundman	19	26
19	26	5.00 +37.5%	33.59	Lineman Operator	19	26
19	26	5.00 +37.5%	38.91	Line Construction Lineman	19	26
				Electrician - Outside		
. 31	1 2	29.41 5.67 + 35%	29,41	Electrician - Inside Wireman	15	6
7	38	18.60	24.75	Iron Worker	17	43
16	48	11.50	26.33	Cement Mason	16	48
S	14	9.045	26.415	Traffic Control Service Driver	и	14
4	32	15.05	30.01	Carpenter	4	32
24	3	23.64	22.69	Oiler-Driver	24	မ
24	3	23.64	22.69	Group IV	24	ω
24	3	23.64	26.34	Group III	24	3
24	3	23.64	26.54	Group II	24	3_
24	ω	23.64	26.89	Group I	24	3
		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Operating Engineer		A Comment of the Comm
5	14	10.90	27.79	Group IV	11	31
'n	14	10.90	27.67	Group III	11	31
5	14	10.90	27.68	Group II	11	31
5	14	10.90	27.52	Group !	11	31
				Truck Driver - Teamster		Figure 2 common and a common an
18	44	12.47	26.81	Skilled	18	4
18	44	12.47	26.81	General	18	4
				Laborer		
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	zertime :hedule
		Eringo	Rocir			

GENERAL WAGE ORDER NO. 58

MONTGOMERY COUNTY

15	35	11.72	21.35	Painter
19	26	5.00 +37.5%	25.97	Groundman
19	26	5.00+37.5%	33.59	Lineman Operator
19	26	5.00 +37.5%	38.91	Line Construction Lineman
The second secon			MATERIAL STATES	Electrician - Outside
31	1	5.67 + 35%	29.41	Electrician - Inside Wireman
<u> </u>	18	22.04	27.91	Iron Worker
16	48	11.50	26.33	Cement Mason
ر. د	14	9.045	26.415	Traffic Control Service Driver
4	51	15.05	29.86	Carpenter
24	3	23.64	22.69	Oiler-Driver
24	3	23.64	22.69	Group IV
24	3	23.64	26.34	Group III
24	3	23,64	26.54	Group II
24	3	23.64	26.89	Group I
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -		Operating Engineer
5	14	10.90	27.79	Group IV
ر د	14	10.90	27.67	Group III
5	14	10.90	27.68	Group II
មា	14	10.90	27.52	Group I
The second of	and a second control of the control	**************************************		Truck Driver - Teamster
16	41	12.62	29.93	Skilled
16	41	12.62	29.93	General
	7,000			Laborer
Schedule	Schedule	Benefit Amount	Hourly Rate	Occupational Title
	?	Fringe	Basic	

Operating Engineer

Group IV

Group III

Group II

Group!

Wireman

Electrician - Inside

Iron Worker

Electrician - Outside

Line Construction

Lineman

Groundman

Lineman Operator

Cement Mason

Driver

Traffic Control Service

Carpenter

Oiler-Driver

Group III Group IV

Group II

Group I

MORGAN COUNTY

Laborer

General Skilled

Occupational Title

Basic Hourly Rate

Teamster Truck Driver -

21.35	25.97	33.59	38.91	The state of the s	35.23	27.50	26.33	16.35	28.68	22.69	22.69	26.34	26.54	26.89	11 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (28.09	27.97	27.98	27.82		23.77	23.22		Basic rly Rate	GAN
11.72	25.97 5.00 +37.5%	33.59 5.00 +37.5%	38.91 5.00 +37.5%		16,00 + 10%	27.35	11.50	2.75	15.05	23.64	23.64	23.64	23.64	23.64	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	11.30	11.30	11.30	11.30		12.01	12.01	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Fringe Benefit Amount	RGAN COUNTY
35	26	26	26		23	43	48	21	32	3	3	s.	3	ω	And the second s	31	31	31	31		28	28		Overtime Schedule	TY.
15	19	19	19		8	17	16	6	4	24	24	24	24	24		11	11	11	11		ę	9		Holiday Schedule	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oĭler-Driver	Group IV	Group III	Group II	Group 1	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title	NE
29.75		32.28			32.25	24.62	26,00	26.415	29.87	22,69	22.69	26.34	26.54	26.89	The second secon	27.79	27.67	27.68	27.52		26.81	26.81		Basic Hourly Rate	W MAD
13.51	25.51 5.76+29.3/4%	5.76+29.3/4%	44.73 5.76+29.3/4%		10.28 + 39.5%	19.72	13.95	9.045	15.05	23.64	23.64	23.64	23.64	23.64		10.90	10.90	10.90	10.90		12.47	12.47		Fringe Benefit Amount	NEW MADRID COUNTY
46	40	40	40		33	10	4	14	51	3	ω	ω	ω	ω		14	14	14	14		44	44	7	Overtime Schedule	YTNU
13	39	39	39		15	32	27	5	4	24	24	24	24	24	A CONTROL OF THE CONT	5	и	5	5		18	18		Holiday Schedule	

OREGON COUNTY

NEWTON COUNTY

					- cilieci
Painter	21	20	11.83	21.10	Painter
Groundma	20	16	23.54 5.00+34.5%	23.54	Groundman
Linema Operato	20	16	5.00 + 34.5%	33.76	Lineman Operator
Line Constructio	20	16	5.00+34.5%	36.53	Line Construction Lineman
Electrician - Outside			The second secon	District	Electrician - Outside
Wireman	18	15	11.485 + 8%	26.05	Wireman
Electrician - Inside	}				Electrician - Inside
Iron Worker	17	43	26.40	26.90	Iron Worker
Cement Mason	20	49	9.60	22.65	Cement Mason
Traffic Control Service Driver	o	21	2.75	16.35	Traffic Control Service Driver
Carpenter	4	32	15.05	28.27	Carpenter
Oiler-Drive	2	29	12.59	26.83	Oiler-Driver
Group P	2	29	12.59	26.83	Group IV
Group I	2	29	12.59	28.88	Group III
Group	2	29	12.59	29.08	Group II
Group	2	29	12.59	29,43	Group I
Operating Engineer	The second secon	The second secon	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Operating Engineer
Group N	11	31	10.90	27.49	Group IV
Group il	11	31	10.90	27.37	Group III
Group	11	31	10.90	27.38	Group II
Group	11	31	10.90	27.22	Group I
Truck Driver - Teamster	The second secon				Truck Driver - Teamster
Skillec	9	28	12.01	23.77	Skilled
Genera	9	28	12.01	23,22	General
Laborer				The second secon	Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Tui ballo		

NODAWAY COUNTY

35	45	10.65	21.99	Painter	ω	36	11.48	22.93	
19	26	25.97 5.00 +37.5%		Groundman	20	16	23.54 5.00 + 34.5%		Groundman
19	26	33.59 5.00 +37.5%		Lineman Operator	20	16	33.76 5.00+34.5%		Lineman Operator
19	26	38.91 5.00 +37.5%		Line Construction Lineman	20	16	36.53 5.00+34.5%		ne Construction Lineman
		Total Control of the		Electrician - Outside					ian - Outside
34	8	24,15 11.80 + 10%	24,15	Wireman	30	17	13.10	31.00	ian - inside 3n
<u></u>	18	22.04	27.91	Iron Worker	17	43	27.35	27.50	orker
27	4	13.95	26.00	Cement Mason	20	50	17.20	31.08	Mason
5	14	9.045	25.685	Traffic Control Service Driver	СЛ	14	9.045	25.685	Control Service
4	51	15.05	28.93	Carpenter	4	32	15.05	28.63	ter
24	3	23.64	22.69	Oiler-Driver	2	29	15.01	29.79	Oiler-Driver
24	w	23.64	22.69	Group IV	2	29	15.01	29.79	Group IV
24	3	23.64	26.34	Group III	2	29	15.01	31.79	Group III
24	a	23.64	26.54	Group II	2	29	15.01	31.79	Group II
24	3	23.64	26.89	Group I	2	29	15.01	32.19	Group I
Section 2 and 2 an	A man of the control	The second secon	And the second s	Operating Engineer	A contract of the contract of	The second secon	A Common A C	The second secon	ng Engineer
5	14	10.90	27.06	Group IV	11	31	10.90	26.76	Group IV
5	14	10.90	26.94	Group III	11	31	10.90	26.64	Group III
ū	14	10.90	26.95	Group II	11	31	10.90	26,65	Group II
5	14	10.90	26.79	Group I	11	31	10.90	26.49	Group I
	The second secon	** ** ** ** ** ** ** ** ** ** ** ** **	100 miles (100 miles (Truck Driver - Teamster				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	river - er
1.8	44	12.47	26.81	Skilled	9	28	12.36	25.02	Skilled
18	4.4	12.47	26.81	General	9	28	12.36	24.67	General
Company of the Compan	A comment of the comm	1	The second secon	Laborer		1			
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic Hourly Rate	pational Title
		Fringe	Basic				Eringo		

PEMISCOT COUNTY

OSAGE COUNTY

Painter	15	35	11.72	21.35	Painter
Groundman	19	26	5,00+37.5%	25.97	Groundman
Lineman Operator	19	26	5.00+37.5%	33.59	Lineman Operator
Line Construction Lineman	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside				A STATE OF THE STA	Electrician - Outside
Wireman	15	6	12.52 + 13%	31.04	Wireman
Electrician - Inside		18	22.04	27.91	Iron Worker Electrician - Inside
	. J	300	3 2	77.77	Constitution
Cement Mason	16	48	11.50	26.33	Cement Mason
Traffic Control Service Driver	5	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	32	15.05	30.01	Carpenter
Oiler-Driver	24	3	23.64	22.69	Oiler-Driver
Group IV	24	3	23.64	22.69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	3	23.64	26.54	Group II
Group I	24	3	23.64	26.89	Group (
Operating Engineer	1				Operating Engineer
Group IV	5	14	10.90	27.79	Group IV
Group III	Ь	14	10.90	27.67	Group III
Group II	ហ	14	10.90	27.68	Group II
Group I	ហ	14	10.90	27.52	Group I
Truck Driver - Teamster	A CONTROL OF THE CONT				Truck Driver - Teamster
Skilled	18	44	12,47	26.81	Skilled
General	18	44	12,47	26.81	General
Laborer			**************************************		Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

28.27 26.83 26.83 28.88 29.08 29.43 26.76 26.64 26.49

26.65

27.50 22.65 16.35

24.15 11.80

36.53 5.00+

23.54 5.00+

21.10

33.76 5.00+

OZARK COUNTY

Basic Hourly Rate

23.77 23.22

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11.83	1 5.00 + 34.5%	5.00 + 34.5%	5.00 + 34.5%			11.80 + 10%	27.35	9.60	2.75	15.05	12.59	12.59	12.59	12,59	12.59		10.90	10.90	10.90	10.90		12.01	12.01		Fringe Benefit Amount
20	16	16	16			8	43	49	21	32	29	29	29	29	29		31	31	31	31		28	28	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	Overtime Schedule
21	20	20	20			34	17	20	9	4	2	2	2	2	2		11	11	11	11		9	9	yet have a second and a second	Holiday Schedule
ष्ट	I	Γ		1	팑	× π	15	ြင	무급	ದಿ	}			<u> </u>	Ι		· · · ·				Te	Ι	1	딜	
Painter			į	line	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter					1	Operating Engineer					Truck Driver - Teamster			Laborer	Occupational Title
	Groundman	원 달 -	Lin	line Construction	ı - Outs	ור - Insid	ê	/lason	ntrol Se	•	Oiler-Driver	Gre	er Gr	ଦୁ	ഉ	Engine	Gro	Gr	ចំ	ഇ	er -	S	ଜୁ		tional T
	dman	Lineman Operator	Lineman	di o	ide	le			ervice		Driver	Group IV	Group III	Group II	Group I	er	Group IV	Group III	Group II	Group I		Skilled	General		itle
21.99	25.51	32.28	44.73			32.25	24.62	26.00	26,415	29.87	22.69	22.69	26.34	26.54	26.89	1	27.79	27.67	27.68	27.52		26.81	26.81		Basic Hourly Rate
	5.76 + 29.3/4%	32.28 5.76 + 29.3/4%	5.76 + 29.3/4%			32.25 10.28 + 39.5%					_					1								The part of the control of the contr	Fringe Benefit Amount
10.65	.3/4%	.3/4%	.3/4%			39.5%	19.72	13.95	9.045	15.05	23.64	23.64	23.64	23.64	23.64	100000000000000000000000000000000000000	10.90	10.90	10.90	10.90	10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	12.47	12.47	7 () () () () () () () () () (ge efit unt
45	40	40	40			33	10	4	14	51	3	3	3	ω	ယ		14	14	14	14		44	44		Overtime Schedule
5		J	3			ω		45	+	1							-	 	-			-		A CONTRACTOR OF THE PROPERTY O	
35	39	39	39			15	32	27	ъ	4	24	24	24	24	24	The second secon	ъ	σ.	رب د	и		18	18	A TOTAL CONTROL OF THE PARTY OF	Holiday Schedule

PHELPS COUNTY

PERRY COUNTY

Painter	13	46	13.51	29.75	Painter
Groundman	19	26	5.00 +37.5%	25.97	Groundman
Lineman Operator	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction Lineman	19	26	5.00 +37.5%	38,91	Line Construction Lineman
Electrician - Outside	A Particular Communication of the Communication of			And the second s	Electrician - Outside
Wireman	15	33	10.28 + 39.5%	32.25	Electrician - Inside Wireman
Iron Worker	32	10	21.975	32.38	Iron Worker
Cement Mason	27	4	13.95	26.00	Cement Mason
Traffic Control Service Driver	<u>ن</u>	14	9.045	26.415	Traffic Control Service Driver
Carpenter	4	51	15.05	29.87	Carpenter
Oiler-Driver	24	3	23.64	22.69	Oiler-Driver
Group IV	24	3	23.64	22.69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	3	23.64	26.54	Group II
Group I	24	3	23.64	26.89	Group !
Operating Engineer	A Control of the Cont				Operating Engineer
Group IV	5	14	10.90	27.79	Group IV
Group III	ζī_	14	10.90	27.67	Group III
Group II	51	14	10.90	27.68	Group II
Group I	ισι	14	10.90	27.52	Group I
Truck Driver - Teamster	The second secon				Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18	44	12,47	26.81	General
Laborer		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

29.79

15.01

28.68

15.05

2.71

31.79 31.79 32.19

15.01

29.79

15.01 15.01 15.01 28.09 27.97

11.30 11.30 11.30 11.30

27.98

27.82

26.90 26.33 15.35

26.40 11.50

35.23 16.00 + 10%

36.53 5.00 + 34.5%

23.54 5,00+34.5% 33.76 5.00 + 34.5%

21.35

11.72

Lineman Operator

PETTIS COUNTY

Basic Hourly Rate

Fringe Benefit Amount

23.22

23.77

12.01 12.01

35	16	16	16		23	43	48	21	32	29	29	29	29	29		31	31	31	31	A CONTROL OF THE CONT	28	28		Overtime Schedule
15	20	20	20		∞	17	16	6	4	2	2	2	2	2		11	11	11	11		9	9	The second secon	Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
25.64	25.97	33.59	38.91		31.04	27.91	27.04	26.415	29.86	22.69	22.69	26.34	26.54	26.89		27.79	27.67	27.68	27.52		26.81	26.81		Basic Hourly Rate
13.27	5,00 +37.5%	5.00 +37.5%	5.00 +37.5%		12.52 + 13%	22.04	16.43	9.045	15.05	23.64	23.64	23.64	23.64	23.64		10.90	10.90	10.90	10.90		12.47	12.47		Fringe Benefit Amount
37	26	26	26		6	18	39	14	51	3	3	ü	3	3	A Control of the Cont	14	14	14	14		44	44		Overtime Schedule
14	19	19	19		15	ב	12	ъ	4	24	24	24	24	24	The state of the s	ъ	ъ	5	55		18	18	A CONTROL OF THE PROPERTY OF T	Holiday Schedule

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Painter	13	46	13.51	29.75	Painter
Groundmar	19	26	5.00+37.5%	25.97	Groundman
Linemar Operato	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction Linemar	19	. 26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside		A Company of the comp			Electrician - Outside
Wireman	31	1	5,67+35%	29,41	Wireman
Flactrician - Inside	1	10	22.04	16.77	Electrician - Incide
Iron Worker	1	18	22.04	27.91	ron Worker
Cement Mason	12	39	16.43	27.04	Cement Mason
Traffic Control Service Driver	տ	14	9.045	26,415	Traffic Control Service Driver
Carpenter	4	51	15.05	30.59	Carpenter
Oiler-Drive	24	ω	23.64	22.69	Oiler-Driver
Group IV	24	3	23.64	22.69	Group IV
Group II	24	w	23.64	26.34	Group III
Group I	24	ω	23.64	26.54	Group II
Group	24	3	23.64	26.89	Group I
Operating Engineer					Operating Engineer
Group IV	5	14	10.90	27.79	Group IV
Group III	C ₁	14	10.90	27.67	Group III
Group II	ß	14	10.90	27.68	Group II
Group	U	14	10.90	27.52	Group i
Truck Driver - Teamster		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
Genera	18	- 44	12.47	26.81	General
Laborer	The state of the s		10.0000		Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
			Eringo	Bacic	

Pain:	17	34 4	15,02	28.58	ainter
	20	16	5.00 + 34.5%	23.54	Groundman
	20	16	5.00 + 34.5%	33.76	Lineman Operator
	20	16	5,00+34.5%	36.53	Line Construction Lineman
Elect		The second secon			lectrician - Outside
Wire	8	23	16.00 + 10%	35.23	
Elect					lectrician - Inside
Iron	17	43	27.35	30.50	on Worker
Cem	10	27	15.23	30.34	ement Mason
Traff	6	21	2.71	15.35	raffic Control Service river
Carp	29	s	15.05	36.05	arpenter
	10	27	15.13	32.42	Oiler-Driver
	10	27	15.13	29.07	Group IV
	10	27	15.13	33,54	Group III
	10	27	15.13	33.54	Group II
	10	27	15.13	34.58	Group I
o စုရွ	and the second s	TO COLUMN TO THE PARTY OF THE P	1		perating Engineer
	10	27	13.30	29.74	Group IV
	10	27	13.30	29.74	Group III
	10	27	13.30	29.74	Group II
	10	27	13.30	29.74	Group I
Truc			The second secon		ruck Driver - eamster
	10	27	14.25	29.27	Skilled
	10	27	14.25	28.06	General
Labo	Section 1	- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1		N 1 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	borer
O _C	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
1					

POLK COUNTY

<u>a</u> .			Ţ	m	<u>≅</u> e	3	ြို့	Traffic Driver	ਨੁ			<u> </u>			မွ	Γ				Teg			لها	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	
ļ	an	호 3	3 2	Lisux picture.	<u> </u>		_	8	<u> </u>	er/	7	Ξ	<u>=</u>	<u></u>		<	⊨	Ĕ	<u>=</u>		8	<u>a</u>	-	
21.10	23.54	33.76	36.53		24.15	27.50	22.65	16.35	28.27	26.83	26.83	28.88	29.08	29.43	The second secon	27.49	27.37	27.38	27.22		23.77	23.22	120 A	Rate
11.83	5.00 + 34.5%	5,00 + 34,5%	5,00 + 34,5%		11.80 + 10%	27.35	9.60	2.75	15.05	12.59	12.59	12.59	12.59	12.59	The second secon	10.90	10.90	10.90	10.90		12.01	12.01	A CONTRACTOR OF THE CONTRACTOR	Amount
20	16	16	16		8	43	49	21	32	29	29	29	29	29	and the second s	31	31	31	31	and a second sec	28	28	1	Schedule
21	20	20	20		34	17	20	<u> </u>	4	2	2	2	2	2	The second secon	11	11	11	11		9	9		Schedule

PULASKI COUNTY

Painter	14	37	13.27	25.64	Painter
Groundman	19	26	5.00 +37.5%	25.97	Groundman
Lineman Operator	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction Lineman	19	26	38.91 5.00+37.5%	38.91	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	34	8	11.85 + 10%	28.80	Wireman
Iron Worker	h,	18	22.04	27.91	Iron Worker
Cement Mason	12	39	16.43	27.04	Cement Mason
Traffic Control Service Driver	(Vi	14	9.045	26,415	Traffic Control Service Driver
Carpenter	4	51	15.05	29.86	Carpenter
Oiler-Driver	24	3	23.64	22.69	Oiler-Driver
Group IV	24	ω	23.64	22,69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	3	23.64	26.54	Group II
Group I	24	ω	23.64	26.89	Group I
Operating Engineer	A CONTRACTOR OF THE PROPERTY O				Operating Engineer
Group IV	5	14	10.90	27.79	Group IV
Group III	5	14	10.90	27.67	Group III
Group II	5	14	10.90	27.68	Group II
Group I	υ	14	10.90	27.52	Group l
Truck Driver - Teamster			A Company of the Comp		Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18	44	12.47	26.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

22.69

30.01

15.05 23.64 23.64 23.64 23.64 23.64

25.685

9.045

27.50 26.33

27.35 11.50

29.41 5.67 + 35%

22.69

26.34

26.54 26.89 27.06

10.90 10.90 10.90 10.90

26.94

26.79

26.95

38.91 5.00 +37.5%

25.97 5.00 +37.5% 33.59 5.00 +37.5%

21.35

11.72

PUTNAM COUNTY

Basic Hourly Rate

Fringe Benefit Amount

26.81 26.81

12.47

12.47

Overtime Schedule	Holiday Schedule	Occupational Title	RALLS Basic Hourly Rate	Fringe Benefit Amount	Y Overtime Schedule	ime
The second secon		Laborer	A Comment of the Comm	The second secon	And the state of t	The second secon
4	18	Skilled	26.81		12.47	12.47 44
		Truck Driver - Teamster			10 (10 (10 (10 (10 (10 (10 (10 (10 (10 (
14	ts.	Group I	27.52		10.90	10.90 14
14	ъ	Group II	27.68		10.90	10.90 14
14	5	Group III	27.67		10.90	10.90 14
0 14	5	Group IV	27.79		10.90	10.90 14
		Operating Engineer				
4 3	24	Group I	26.89	1	23.64	23.64 3
4 3	24	Group II	26.54	-	23.64	23.64 3
3	24	Group III	26.34		23.64	23.64 3
3	24	Group IV	22.69	I	23.64	23.64 3
3	24	Oiler-Driver	22.69		23.64	23.64 3
)5 32	4	Carpenter	30.02	$\overline{}$	15.05	15.05 51
.5 14	5	Traffic Control Service Driver	26,415		9.045	9.045 14
0 48	16	Cement Mason	27.04		16.43	16.43 39
5 43	17	Iron Worker	24.75		18.60	18.60 38
1	υ μ	Electrician - Inside Wireman	29.41	7.5	5.67 + 35%	5.67 + 35% 1
		Electrician - Outside		2000-0000000000000000000000000000000000		
26	19	Line Construction Lineman	38.91	i.s	5.00 +37.5%	i,00+37.5% 26
26	19	Lineman Operator	33.59	t cn	5.00+37.5%	.00+37.5% 26
26	19	Groundman	25.97	55	25.97 5.00 +37.5%	00 +37.5% 26
35	15	Painter	29.75	\Box	13.51	13.51 46

REYNOLDS COUNTY

RANDOLPH COUNTY

	11.72	21.35	Painter
26	5.00 +37.5%	25.97	Groundman
26	5.00 +37.5%	33.59	Lineman Operator
26	5.00 +37.5%	38.91	Line Construction Lineman
			Electrician - Outside
	12.52 + 13%	31.04	Electrician - Inside Wireman
43	26.40	29.90	Iron Worker
48	11.50	26.33	Cement Mason
14	9.045	26.415	Traffic Control Service Driver
32	15.05	30.01	Carpenter
	23.64	22.69	Oiler-Driver
	23.64	22.69	Group IV
	23.64	26.34	Group III
	23.64	26.54	Group II
	23.64	26.89	Group
A Company of the Comp			Operating Engineer
31	11.30	28.09	Group IV
31	11.30	27.97	Group III
31	11.30	27.98	Group II
31	11.30	27.82	Group I
2 1 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			Truck Driver - Teamster
44	12.47	26.81	Skilled
44	12.47	26.81	General
77	7.10 mm 1 m	2 / 10 / 10 / 10 / 10 / 10 / 10 / 10 / 1	Laborer
Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
Overtim		Fringe Benefit Amount 12.47 12.47 12.130 11.30	Basic Frii Hourly Ber Rate Ame 26.81 26.81 27.82 27.98

Operating Engineer

Group IV

29.74 29.74 29.74 29.74

13.30 13.30 13.30 13.30

27 27 27 27

Group III

Group II

Group !

Truck Driver -

General

Skilled

29.27 28.06

14.25 14.25

27 27

Teamster

Wireman

35,23 16,00 + 10%

23

Electrician - Inside

Iron Worker

30.50 30.34 15.35

27.35 15,23

43

Electrician - Outside

Line Construction

Lineman

36.53 5.00 + 34.5%

Groundman

23.54 5.00 + 34.5% 33.76 5.00 + 34.5%

28.58

15.02

Ψ 16 16

Lineman Operator

Cement Mason

Traffic Control Service

Carpenter

36.05 32.42 29.07 33.54 33.54

15.05

2.71

27 21 15.13

27

Oiler-Driver

Group III

Group II

15.13 15.13

Group I

34.58

Group IV

15.13 15.13

27 27 27 27

RAY COUNTY

Occupational Title

Basic Hourly Rate

Fringe Benefit Amount

Overtime Schedule

17	20	20	20		&	17	10	6	29	10	10	10	10	10	man of the second secon	10	10	10	10		10	10	A series of a seri	Holiday Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group !	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
21.99	25.97	33.59	38.91		32.25	32.38	27.04	26,415	29.86	22.69	22.69	26.34	26.54	26.89		27.79	27.67	27.68	27.52		26.81	26.81	The second secon	Basic Hourly Rate
10.65	5.00+37.5%	5.00 +37.5%	5.00 +37.5%		10.28 + 39.5%	21.975	16.43	9,045	15.05	23.64	23.64	23.64	23.64	23.64	Total Control	10.90	10.90	10.90	10.90		12.47	12,47		Fringe Benefit Amount
45	26	26	26		33	10	39	14	51	3	3	3	3	w	The second secon	14	14	14	14	The second secon	44	44	A CONTROL OF THE PARTY OF THE P	Overtime Schedule
35	19	19	19		15	32	12	Uī	4	24	24	24	24	24	A CONTRACTOR OF THE CONTRACTOR	5	5	5	5		18	18	A comment of the comm	Holiday Schedule

ST. CLAIR COUNTY

RIPLEY COUNTY

ł						
	Painter	35	45	10.65	21.99	Painter
 	Groundman	19	26	5.00+37.5%	25.97	Groundman
 ,	Lineman Operator	19	26	5.00 +37.5%	33.59	Lineman Operator
† 	Line Construction Lineman	19	26	5.00 +37.5%	38.91	Line Construction Lineman
	Electrician - Outside					Electrician - Outside
1	Wireman	15	33	10.28 + 39.5%	32.25	Electrician - Inside Wireman
1	Iron Worker	32	10	19.72	24.62	Iron Worker
t	Cement Mason	27	4	13.95	26.00	Cement Mason
— —	Traffic Control Service Driver	ر. د	14	9.045	25.685	Traffic Control Service Driver
T	Carpenter	4	51	15.05	28.93	Carpenter
1	Oiler-Driver	24	ω	23.64	22.69	Oiler-Driver
1	Group IV	24	3	23.64	22.69	Group IV
1	Group III	24	3	23.64	26.34	Group III
T	Group II	24	ω.	23.64	26.54	Group II
1	Group I	24	3	23.64	26.89	Group I
(a a a a a a a a a a a a a a a a a a a	Operating Engineer			The second secon		Operating Engineer
		5	14	10.90	27.06	Group IV
Ι		5	14	10.90	26.94	Group III
		5	14	10.90	26.95	Group II
		ر د	14	10.90	26.79	Group I
1	Truck Driver - Teamster					Truck Driver - Teamster
	Skilled	18	44	12.47	26.81	Skilled
	General	18	44	12.47	26.81	General
	Laborer	A Company of the Comp				Laborer
동	Occupational Title	Holiday I Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
				Fringe	Basic	

ST. CHARLES COUNTY

29.75 13.51	25.97 5.00 +37.5%	33.59 5.00 +37.5%	38.91 5.00 +37.5%		32.25 10.28 + 39.59	32.38 21.975	30.20 16.51	28.775 9.045	35.17 15.05	27.01 23.85	26.55 23.85	30.01 23.85	31.31 23.85	31.31 23.85						30.41 10.82	29.93 12.62	29.93 12.62		Hourly Rate Amount S
46	26	26	26		33	10	13	14	51	2	2	2	2	2			1			14	41	41		Schedule
13	19	19	19		15	32	26	ъ	4	23	23	23	23	23	1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2					Ç.	16	16	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	Schedule
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group !	Truck Driver - Teamster	Skilled	General	Laborer	
21.10	23.54		36,53		26.05	27.50	22.65	15.35	28.63	26.83	26.83	28.88	29.08	29,43		27.49	27.37	27.38	27.22		23.77	23.22	The second secon	Rate
11.83	23.54 5.00 + 34.5%	33.76 5.00 + 34.5%	5,00 + 34,5%		26.05 11,485 + 8%	27.35	9.60	2.71	15.05	12.59	12.59	12.59	12.59	12.59	A Company of the Comp	10.90	10.90	10.90	10.90		12.01	12.01		Amount
20	16	16	16		15	43	49	21	32	29	29	29	29	29	A CONTROL OF THE PROPERTY OF T	31	31	31	31	The state of the s	28	28	Product A Page 1 Control of the Cont	Supplied
21	20	20	20		18	17	20	6	4	2	2	2	2	2		11	11	11	11		9	9	10 (10 m)	ochedale

CITY of ST. LOUIS CITY

STE. GENEVIEVE COUNTY

b				
<u>.</u>	46	13.51	29.75	Painter
19	26	5.00+37.5%	25.97	Groundman
19	26	5.00 +37.5%	33.59	Lineman Operator
19	26	5.00 +37.5%	38.91	Line Construction Lineman
	And the second s		A CONTROL OF THE PROPERTY OF T	Electrician - Outside
15	33	10.28 + 39.5%	32.25	Electrician - Inside Wireman
32	10	21.975	32.38	Iron Worker
12	39	16,43	27.04	Cement Mason
5	14	9.045	26.415	Traffic Control Service Driver
4	51	15.05	29.87	Carpenter
24	3	23.64	22.69	Oiler-Driver
24	3	23.64	22.69	Group IV
24	3	23.64	26.34	Group III
24	3	23.64	26.54	Group II
24	3	23.64	26.89	Group 1
Section 2. The section of the sectio			1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Operating Engineer
ъ	14	10.90	27.79	Group IV
σ	14	10.90	27.67	Group III
5	14	10.90	27.68	Group II
5	14	10.90	27.52	Group i
				Truck Driver - Teamster
18	44	12.47	26.81	Skilled
18	44	12.47	26.81	General
A CONTROL OF THE CONT	A CONTROL OF THE PROPERTY OF T	1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Laborer
Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
	Holiday Schedule 18 18 18 5 5 5 5 5 7 24 24 24 24 24 24 21 11 11 11	Schedu Sc	Overtime Holiday Schedule Schedu 7	Fringe Benefit Amount Amount Schedule S

Operating Engineer

Group IV

Group III

Group II

Group I

Electrician - Outside Line Construction

Lineman Lineman

Groundman

Operator

Electrician - Inside

Traffic Control Service

Oiler-Driver

Group IV Group III

Group II Group I

ST. FRANCOIS COUNTY

Occupational Title

General

Skilled

13	46	13.51	29.75	Painter	13	46	13.51	29.75
19	26	25.97 5.00 +37.5%	25.97	Groundman	19	26	25.97 5.00 +37.5%	25.97
19	26	33.59 5.00+37.5%	33.59	Lineman Operator	19	26	5.00 +37.5%	33.59
19	26	38.91 5.00+37.5%	38.91	Line Construction Lineman	19	26	38,91 5.00+37.5%	38.91
				Electrician - Outside				A part of the part
15	33	32.25 10.28 + 39.5%	32.25	Electrician - Inside Wireman	15	33	10.28 + 39.59	32.25
32	10	21,975	32.38	Iron Worker	32	10	21.975	32,38
26	13	16.51	30.20	Cement Mason	12	39	16.43	27.04
5	14	9.045	27.35	Traffic Control Service Driver	ω _	14	9.045	26,415
25	7	15.25	35.67	Carpenter	4	51	15.05	30.59
23	2	23.85	27.01	Oiler-Driver	24	3	23.64	22.69
23	2	23.85	26.55	Group IV	24	3	23.64	22.69
23	2	23.85	30.01	Group III	24	3	23.64	26.34
23	. 2	23.85	31.31	Group II	24	3	23.64	26.54
23	2	23,85	31.31	Group I	24	3	23.64	26.89
				Operating Engineer		1		
					ъ	14	10.90	27.79
					5	14	10.90	27.67
					ហ	14	10.90	27.68
					5	14	10.90	27.52
и	14	10.82	30.41	Truck Driver - Teamster	The state of the			
12	30	13.72	29.92	Skilled	18	44	12.47	26.81
12	30	13.72	29.92	General	18	44	12.47	26.81
				Laborer	A CONTRACTOR OF THE CONTRACTOR	70 10 10 10 10 10 10 10 10 10 10 10 10 10		
Holiday Schedule	Overtime Schedule	Benefit Amount	Hourfy Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic Hourly Rate
	1	Fringe	Basic				Fringe	

SCHUYLER COUNTY

ST. LOUIS COUNTY

Painter	13	46	13.51	29.75	Painter
Groundman	19	26	5.00+37.5%	25.97	Groundman
Lineman Operator	19	26	5.00+37.5%	33.59	Lineman Operator
Line Construction Lineman	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside	And the second s				Electrician - Outside
Electrician - Inside Wireman	15	33	10.28 + 39.5%	32.25	Electrician - Inside Wireman
Iron Worker	32	10	21.975	32.38	Iron Worker
Cement Mason	26	13	16.51	30.20	Cement Mason
Traffic Control Service Driver	(J	14	9.045	27.35	Traffic Control Service Driver
Carpenter	25	7	15.25	35.67	Carpenter
Oiler-Driver	23	2	23.85	27.01	Oiler-Driver
Group IV	23	2	23.85	26.55	Group IV
Group III	23	2	23.85	30.01	Group III
Group II	23	2	23.85	31.31	Group II
Group I	23	2	23.85	31.31	Group I
Operating Engineer		The second secon			Operating Engineer
Group IV					
Group III					
Group II					
Group I					
Truck Driver - Teamster	ហ	14	10.82	30,41	Truck Driver - Teamster
Skilled	12	30	13.72	29.92	Skilled
General	12	30	13.72	29.92	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

SALINE COUNTY

Hourly Rate 8asic

15	35	11.72	21.35	Painter	15	35	11.72	21.35
19	26	5.00 +37.5%	25.97	Groundman	20	16	23.54 5.00+34.5%	23.54
19	26	5.00 +37.5%	33.59	Lineman Operator	20	16	33.76 5.00+34.5%	33.76
19	26	38.91 5.00 +37.5%	38.91	Line Construction Lineman	20	16	5.00 + 34.5%	36.53
				Electrician - Outside				Congress of the congress of th
31	1	29.41 5.67+35%	29,41	Electrician - Inside Wireman	8	23	35.23 16.00 + 10%	35.23
7	38	18.60	24.75	Iron Worker	17	43	26.40	26.90
16	48	11.50	26.33	Cement Mason	16	48	11.50	26.33
5	14	9.045	25.685	Traffic Control Service Driver	6	21	2.71	15.35
4	32	15.05	30.01	Carpenter	4	32	15.05	28.63
24	3	23.64	22.69	Oiler-Driver	2	29	15.01	29.79
24	3	23.64	22.69	Group IV	2	29	15.01	29.79
24	3	23.64	26.34	Group III	2	29	15.01	31.79
24	3	23.64	26.54	Group II	2	29	15.01	31.79
24	3	23.64	26.89	Group I	2	29	15.01	32.19
	The second secon			Operating Engineer	The second secon	A CONTROL OF THE PROPERTY OF T	The second secon	
رم د	14	10.90	27.06	Group IV	11	31	11.30	28.09
5	14	10.90	26.94	Group III	11	31	11.30	27.97
5	14	10.90	26.95	Group II	11	31	11.30	27.98
5	14	10.90	26.79	Group I	11	31	11.30	27.82
				Truck Driver - Teamster		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	The second secon	
18	44	12.47	26.81	Skilled	9	28	12.01	23.77
18	44	12.47	26,81	General	9	28	12.01	23.22
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		The second secon	Laborer	A CONTROL OF THE CONT			70 A 2 C 2 C 2 C 2 C 2 C 2 C 2 C 2 C 2 C 2
Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic urly Rate
		7.00	7-11-				1	

GENERAL WAGE ORDER NO. 58

GENERAL WAGE ORDER NO. 58

SHANNON COUNTY

SCOTLAND COUNTY

			ļ		
Painter	15	2 35	11.72	21.35	Painter
Groundman	19	26	5.00 +37.5%	25.97	Groundman
Lineman Operator	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction	19	26	38.91 5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside	Section 2 and a section 2 and 2 an				Electrician - Outside
			OVOC T VOIC	### S# S##############################	wireman
Electrician - Inside Wireman	ფ 1		2 + 2 × 2 × 2 × 2 × 2 × 2		Electrician - Inside
Iron Worker	7	38	18.60	24.75	Iron Worker
Cement Mason	28	22	16.93	22.57	Cement Mason
Driver	ហ	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	51	15.05	30.02	Carpenter
Oiler-Driver	24	S	23.64	22.69	Oiler-Driver
Group IV	24	3	23.64	22.69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	3	23.64	26.54	Group II
Group I	24	3	23.64	26.89	Group I
Operating Engineer	2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -				Operating Engineer
Group IV	5	14	10.90	27.06	Group IV
Group III	5	14	10.90	26.94	Group III
Group II	5_	14	10.90	26.95	Group II
Group I	ر ت	14	10.90	26.79	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18_	44	12.47	26.81	General
Laborer					Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Hourly Rate	Occupational Title
				,	

Line Construction Lineman

Lineman

SCOTT COUNTY

Hourly Rat Basic

	5	10.65		Painter			12 51	70.75
5.00 +37.5%	-37.5 %	7 5.00 -	25.97	Groundman	39		25.51 5.76+29.3/4%	25.5
+37.5%	+37.5%	33.59 5.00 +37.5%		Lineman Operator	39	40	32,28 5,76+29,3/4%	32.28
5.00 +37.5%	+37.5%	5.00	38.91	Line Construction Lineman	39	40	5.76+29.3/4%	44.73
				Electrician - Outside				
+ 10%	+ 10%	24.15 11.80 + 10%	24.15	Electrician - Inside Wireman	15	33	32.25 10.28 + 39.59	32.25
22.04 18	22.0	Ť	27.91	Iron Worker	32	10	19.72	24.62
16.43 39	16.43		27.04	Cement Mason	27	4	13.95	26.00
9.045 14	9.045		26.415	Traffic Control Service Driver	Ω	14	9.045	26.415
15.05 51	15.05		29.86	Carpenter	4	51	15.05	29.87
23.64	23.64		22.69	Oiler-Driver	24	3	23.64	22.69
23.64	23.64		22.69	Group IV	24	3	23.64	22.69
23.64	23.64		26.34	Group III	24	3	23.64	26.34
23.64	23.64		26.54	Group II	24	3	23.64	26.54
23.64	23.64		26.89	Group I	24	3	23.64	26.89
	Francisco Company	TO STATE OF THE PARTY OF T		Operating Engineer	And the second s		The second secon	The second secon
10.90 14	10.90		27.79	Group IV	5	14	10.90	27.79
10.90 14	10.90		27.67	Group III	Ċί	14	10.90	27.67
10.90 14	10.90		27.68	Group II	5	14	10.90	27.68
10.90 14	0.90		27.52	Group I	ĸ	14	10.90	27.52
A CONTROL OF THE PROPERTY OF T	Control of the contro	The second secon	The second secon	Truck Driver - Teamster				
12.47 44	2.47	1	26.81	Skilled	18	44	12.47	26.81
12.47 44	2.47	List I	26.81	General	18	44	12,47	26.81
The second secon	70000	The second secon	The second secon	Laborer	The second sec	A common many of the common many		A comment of the comm
it Overtime nt Schedule	유 #	Benefit Amount	Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Benefit Amount	Basic urly Rate
4	اــّ	Fringe	Basic			 -		

GENERAL WAGE ORDER NO. 58

GENERAL WAGE ORDER NO. 58

STONE COUNTY

SHELBY COUNTY

<u>_</u>	SHILLO	000141	-	į	
Occupational Title	Basic Hourly	Fringe Benefit	Overtime Schedule	Holiday Schedule	Occupational Title
Laborer		To the second se		The second secon	Laborer
General	26.81	12.47	44	18	Genera
Skilled	26.81	12.47	44	18	Skille
Truck Driver -			The second secon	The second secon	Truck Driver -
Teamster	100 mm / 100	1	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	20 00 00 00 00 00 00 00 00 00 00 00 00 0	Teamster
Group	27.52	10.90	14	5	Group
Group II	27.68	10.90	14	5	Group
Group III	27.67	10.90	14	5_	Group I
Group IV	27.79	10.90	14	5	Group I
Operating Engineer				A Comment of the Comm	Operating Engineer
Group !	26.89	23.64	ω	24	Group
Group II	26.54	23.64	3	24	Group
Group III	26.34	23.64	3	24	Group
Group IV	22.69	23.64	3	24	Group
Oiler-Driver	22.69	23.64	3	24	Oiler-Driv
Carpenter	30.01	15.05	32	4	Carpenter
Traffic Control Service Driver	26.415	9.045	14	tn	Traffic Control Servic Driver
Cement Mason	26.33	11.50	48	16	Cement Mason
Iron Worker	24.75	18.60	38	7	Iron Worker
Electrician - Inside			1	٠ •	Electrician - Inside
Electrician - Outside		CONTRACTOR OF THE CONTRACTOR O	And the second s		Electrician - Outside
Line Construction	38.91	38.91 5.00 +37.5%	26	19	Line Construction
Lineman Operator		5.00 +37.5%	26	19	Linem: Operat
Groundman	25.97	5.00+37.5%	26	19	Groundm
Painter	21.35	11.72	35	15	Painter

STODDARD COUNTY

21	20	11.83	21.10	Painter	13	46	13.51	29.75	Painter
20	16	23.54 5.00 + 34.5%	23.54	Groundman	39	40	25.51 5.76+29.3/4%		Groundman
20	16	33.76 5.00 + 34.5%		Lineman Operator	39	40	32.28 5.76+29.3/4%		Lineman Operator
20	16	5.00 + 34.5%	36.53	Line Construction Lineman	39	40	44.73 5.76+ 29.3/4%		Line Construction Lineman
				Electrician - Outside	The second secon		A CONTRACTOR OF THE PROPERTY O		Electrician - Outside
34	8	19.94 11.40 + 10%	19.94	Wireman	15	33	32.25 10.28 + 39.59	32.25	Electrician - Inside Wireman
17	43	26.40	26.90	Iron Worker	32	10	19.72	24.62	Iron Worker
20	49	9.60	22.65	Cement Mason	27	4	13.95	26.00	Cement Mason
6	21	2.75	16.35	Traffic Control Service Driver	5	14	9.045	26.415	Traffic Control Service Driver
4	32	15.05	28.27	Carpenter	4	51	15.05	29.87	Carpenter
2	29	12.59	26.83	Oiler-Driver	24	3	23.64	22.69	Oiler-Driver
2	29	12.59	26.83	Group IV	24	3	23.64	22.69	Group IV
2	29	12.59	28.88	Group III	24	3	23.64	26.34	Group III
2	29	12.59	29.08	Group II	24	3	23.64	26.54	Group II
2	29	12.59	29.43	Group I	24	3	23.64	26.89	Group I
manufacture and the control of the c	The second secon	A Section of the sect	The second secon	Operating Engineer	The second secon	The second secon			Operating Engineer
11	31	10.90	26.76	Group IV	5	14	10.90	27.79	Group IV
11	31	10.90	26.64	Group III	ъ	14	10.90	27.67	Group III
11	31	10.90	26.65	Group II	5	14	10.90	27.68	Group II
11	31	10.90	26.49	Group 1	5	14	10.90	27.52	Group I
And the second s	1 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1	1	The second secon	Truck Driver - Teamster			The second secon		ruck Driver - eamster
9	28	12.01	23.77	Skilled	18	44	12.47	26.81	Skilled
9	28	12.01	23.22	General	18	44	12.47	26.81	General
man I have been a second or a	The second secon		A STATE OF THE STA	Laborer		11 10 10 10 10 10 10 10 10 10 10 10 10 1			aborer
Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

TEXAS COUNTY

SULLIVAN COUNTY

Painter	15	35	11.72	21.35	Painter
Groundman	19	26	5.00 +37.5%	25.97	Groundman
Lineman Operator	19	26	5.00 +37.5%	33.59	Lineman Operator
Line Construction Lineman	19	26	5.00 +37.5%	38.91	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	31	1	5.67+35%	29.41	Electrician - Inside Wireman
Iron Worker	17	43	27.35	27.50	Iron Worker
Cement Mason	16	48	11.50	26.33	Cement Mason
Traffic Control Service Driver	ر د	14	9.045	25.685	Traffic Control Service Driver
Carpenter	4	32	15.05	30.01	Carpenter
Oiler-Driver	2	29	15.01	29.79	Oiler-Driver
Group IV	2	29	15.01	29.79	Group IV
Group III	2	29	15.01	31.79	Group III
Group II	2	29	15.01	31.79	Group II
Group	2	29	15.01	32.19	Group I
Operating Engineer					Operating Engineer
Group IV	11	31	11.30	27.36	Group IV
Group III	11	31	11.30	27.24	Group III
Group II	11	31	11.30	27.25	Group II
Group I	11	31	11.30	27.09	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18	44	12,47	26.81	General
Laborer	2			- 2 50.7	Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

26.83

28.27

15.05 12.59 12.59 12.59 12.59 12.59

26.83 28.88 29.08 29.43

27.50 22.65 16.35

27.35 9.60 2.75

19.94 11.40 + 10%

36.53 5.00+34,5%

23.54 5.00 + 34.5% 33.76 5.00+34.5%

21.10

11.83

26.76 26.64 26.65 26,49

10.90 10.90 10.90 10.90 23.77 23.22

12.01 12.01

TANEY COUNTY

Basic Hourly Rate

Fringe Benefit Amount

1	20	16	16	16		8	43	49	21	32	29	29	. 29	29	29		31	31	31	31	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	28	28	11 mm	ertime nedule
	71	20	20	20		34	17	20	6	4	2	2	2	2	2	The second secon	11	11	11	11	1	9	و		Holiday Schedule
_	Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group I	Operating Engineer	Group IV	Group III	Group II	Group!	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
	25.64	25.97	33.59	38.91		28.80	27.91	27.04	26.415	29.86	22.69	22.69	26.34	26.54	26.89	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	27.79	27.67	27.68	27.52	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	26.81	26.81		Basic Hourly Rate
	13.27	5.00 +37.5%	5.00 +37.5%	5.00 +37.5%		28.80 11.85 + 10%	22.04	16.43	9.045	15.05	23.64	23.64	23.64	23.64	23.64	7 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	10.90	10.90	10.90	10.90		12.47	12.47	Company Comp	Fringe Benefit Amount
. [37	26	26	26		∞	18	39	14	51	3	3	3	3	3	Committee of the commit	14	14	14	14		44	44	And the second s	Overtime Schedule
	14	19	19	19		34	н	12	ري د	4	24	24	24	24	24	A TOTAL OF THE PROPERTY OF THE	5_	5	5	Ç,		18	18	The second secon	Holiday Schedule

WASHINGTON COUNTY

VERNON COUNTY

Painter	21	20	11.83	21.10	Painter
Groundman	20	16	23.54 5.00 + 34.5%	23.54	Groundman
Cineman	20	16	5.00+34.5%	33.76	Lineman Operator
Line Construction Lineman	20	16	5.00+34.5%	36.53	Line Construction Lineman
Electrician - Outside					Electrician - Outside
Wireman	18	15	11.485 + 8%	26.05	Wireman
Iron Worker	17	43	27.35	27.50	Iron Worker
Cement Mason	20	49	9.60	22.65	Cement Mason
Traffic Control Service Driver	6	21	2.71	15.35	Traffic Control Service Driver
Carpenter	4	32	15.05	28.27	Carpenter
Oiler-Driver	2	29	12.59	26.83	Oiler-Driver
Group IV	2	29	12.59	26.83	Group IV
Group III	2	29	12.59	28.88	Group III
Group II	2	29	12.59	29.08	Group II
Group i	2	29	12.59	29.43	Group I
Operating Engineer	The second secon	The second secon	The second secon		Operating Engineer
	11	31	10.90	27.49	Group IV
	11	31	10.90	27.37	Group III
	11	31	10.90	27.38	Group II
	1.1	31	10.90	27.22	Group I
Truck Driver - Teamster	The second secon				Truck Driver - Teamster
Skilled	ē	28	12.01	23.77	Skilled
General	9	28	12.01	23.22	General
Laborer			A Comment of the Comm		Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title

27,425

29.03

16,43 9.045

32.38

21.975

32.25 10.28 + 39.59

31.95 27.01

15.05 23.85 30.01

23.85 23.85

31,31

31.31

23.85

26.55

23.85

Lineman

38.91 5.00 +37.5%

25.97 5.00 +37.5% 33.59 5.00 +37.5%

29.75

13.51

Operator

WARREN COUNTY

Basic Hourly Rate

Fringe Benefit Amount

30.41

10.82

29.93 29.93

12.62

12.62

46	26	26	26		33	10	13	14	51	2	2	2	2	2						14	41	41	2000 P	vertime :hedule	
13	19	19	19		15	32	26	رم د	4	23	23	23	23	23						ι.	16	16		Holiday Schedule	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group!	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title	
24.09	25.97	33.59	38.91		32.25	32.38	27.04	26.415	30.59	22.69	22.69	26.34	26.54	26.89	7.000	27.79	27.67	27.68	27.52		26.81	26.81	A Property of the Control of the Con	Basic Hourly Rate	
10.65	5.00+37.5%	5.00 +37.5%	5.00 +37.5%		10.28 + 39.5%	21.975	16.43	9.045	15.05	23.64	23.64	23.64	23.64	23,64	The second state of the se	10.90	10.90	10.90	10.90		12.47	12.47	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Fringe Benefit Amount	
45	26	26	26		33	10	39	14	51	ω	3	ယ	3	3	The second secon	14	14	14	14		4.4	44	A CONTROL OF THE CONT	Overtime Schedule	
35	19	19	19		15	32	12	رب ر	4	24	24	24	24	24	The second secon	ъ	5	ъ	5		18	18	A Common of the	Holiday Schedule	

WORTH COUNTY

WAYNE COUNTY

Painter	35	45	10.65	21.99	Painter
Groundman	39	40	5.76 + 29.3/4%	25.51	Groundman
Lineman Operator	39	40	5.76 + 29.3/4%	32.28	Lineman Operator
Line Construction Lineman	39	40	5.76 + 29.3/4%	44.73	Line Construction Lineman
Electrician - Outside				Constitution of the consti	Electrician - Outside
Electrician - Inside Wireman	15	33	10.28 + 39.5%	32.25	Electrician - Inside Wireman
Iron Worker	32	10	21.975	32.38	Iron Worker
Cement Mason	27	4	13.95	26.00	Cement Mason
Traffic Control Service Driver	(n	14	9,045	26,415	Traffic Control Service Driver
Carpenter	4	51	15.05	29.87	Carpenter
Oiler-Driver	24	3	23.64	22.69	Oiler-Driver
Group IV	24	3	23.64	22.69	Group IV
Group III	24	3	23.64	26.34	Group III
Group II	24	ω	23.64	26.54	Group II
Group I	24	3	23.64	26.89	Group!
Operating Engineer	The second secon				Operating Engineer
Group IV	5	14	10.90	27.79	Group IV
Group III	5	14	10.90	27.67	Group III
Group II	5	14	10.90	27.68	Group II
Group I	5	14	10.90	27.52	Group I
Truck Driver - Teamster					Truck Driver - Teamster
Skilled	18	44	12.47	26.81	Skilled
General	18	. 44	12.47	26.81	General
Laborer	The second secon				Laborer
Occupational Title	Holiday Schedule	Overtime Schedule	Fringe Benefit Amount	Basic Hourly Rate	Occupational Title
			1		

WEBSTER COUNTY

Basic Hourly Rate

21.10	23.54	33.76	36.53		24.15	27.50	22.65	16.35	28.27	26.83	26.83	28.88	29.08	29.43		27.49	27.37	27.38	27.22		23.77	23.22	Manager of the control of the contro	asic rly Rate
11.83	23.54 5.00+34.5%	33.76 5.00+34.5%	36.53 5.00+34.5%		24.15 11.80 + 10%	27.35	9.60	2.75	15.05	12.59	12.59	12.59	12.59	12.59		10,90	10.90	10.90	10.90		12.01	12.01	Total Control of the	Fringe Benefit Amount
20	16	16	16		8	43	49	21	32	29	29	29	29	29	A CONTROL OF THE PARTY OF THE P	31	31	31	31		28	28	A Comment of the Comm	Overtime Schedule
21	20	20	20		34	17	20	6	4	2	2	2	2	2	3 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	11	11	11	11		9	9	The second of th	Holiday Schedule
			<u> </u>	E					·	1.5		<u>,</u>		<u> </u>	မွ	.:	1	· ·	·	Teg Ta			ᇣ	
Painter	Groundman	Lineman Operator	Line Construction Lineman	Electrician - Outside	Electrician - Inside Wireman	Iron Worker	Cement Mason	Traffic Control Service Driver	Carpenter	Oiler-Driver	Group IV	Group III	Group II	Group l	Operating Engineer	Group IV	Group III	Group II	Group I	Truck Driver - Teamster	Skilled	General	Laborer	Occupational Title
22.93					31.00	27.50	31.08	25.685	28.63	29.79	29.79	31.79	31.79	32.19	The second secon	26.76	26.64	26.65	26.49		25.02	24.67		Basic Hourly Rate
11,48	23.54 5.00 + 34.5%	33.76 5.00 + 34.5%	36.53 5.00 + 34.5%		13.10	27.35	17.20	9.045	15.05	15.01	15.01	15.01	15.01	15.01	A Company of the Comp	10.90	10.90	10.90	10.90		12.36	12.36	The second secon	Fringe Benefit Amount
36	16	16	16		17	43	50	14	32	. 29	29	29	29	29	Professional Control of Control o	31	31	31	31	A Company of the Comp	28	28	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	Overtime Schedule
ω	20	20	20		30	17	20	t/s	4	2	2	2	2	2	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	11	11	11	11	A Company of the Comp	9	6	Comment of the commen	Holiday Schedule

GENERAL WAGE ORDER NO. 58

WRIGHT COUNTY

20	1,0	7 00 + 24 7%	37 56	Operator
				Lineman
20	16	5.00 + 34.5%	36.53	Lineman
				Line Construction
				Electrician - Outside
34	8	11.80 + 10%	24.15	Wireman
				Electrician - Inside
17	43	27.35	27.50	Iron Worker
20	49	9.60	22.65	Cement Mason
o o	21	2.75	16.35	Traffic Control Service Driver
4	32	15.05	28.27	Carpenter
2	29	12.59	26.83	Oiler-Driver
2	29	12.59	26.83	Group IV
2	29	12.59	28.88	Group III
2	29	12.59	29.08	Group II
2	29	12.59	29.43	Group I
				Operating Engineer
11	31	10.90	27,49	Group IV
11	31	10.90	27.37	Group III
11	31	10.90	27.38	Group II
11	31	10.90	27.22	Group I
The same of the sa				Truck Driver - Teamster
9	28	12.01	23.77	Skilled
9	28	12.01	23.22	General
				Laborer
Schedule	Schedule	Amount	Rate	The state of the s
Holiday	Overtime	Fringe	Basic	Occupational Title
			,	

OVERTIME RATE NO. 1: Means eight (8) hours of work between the hours of 8:00 A.M. and 4:30 P.M., except for a thirty (30) minute lunch period shall constitute a regular work day. Forty (40) hours, within five (5) such work days- Monday through Friday, inclusive, shall constitute a regular work week. The starting and quitting time for each job shall be subject to variance by mutual agreement and where not agreed otherwise the regular starting time shall be 8:00 a.m. and the quitting time shall be 4:30 p.m. In order to meet job site or owner conditions, the above section may be modified to allow for a workday/workweek of four (4), ten-hour days (4-10's) provided that the following condition is met: The project must be for a minimum of four (4) consecutive days beginning on either a Monday or Tuesday, holidays inclusive. All work performed outside of the regularly scheduled working hours, Monday through Friday, and on Saturday shall be paid at one and one-half (1½) times the hourly rate. On all work performed on Sundays and recognized legal holidays or days that may be celebrated as such, shall be paid at double (2) the hourly rate. Shift work performed between the hours of 4:30 p.m. and 12:30 a.m. (second shift) shall be paid at eight (8) hours pay at the regular hourly rate plus ten (10%) percent for seven and one-half (7½) hours work. Shift work performed between the hours of 12:30 a.m. and 8:00 a.m. (third shift) shall be paid at eight (8) hours pay at the regular hourly rate plus fifteen (15%) percent for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 2: Means the regular work day for which employees shall be compensated at straight time hourly rate of pay shall, unless otherwise provided for, begin at 8:00 a.m. and end at 4:30 p.m. The regular work week shall consist of five (5) days, Monday through Friday, beginning at 8:00 a.m. and ending at 4:30 p.m., except as may be modified. The starting time may be either advanced or delayed one hour or two hours at the discretion of the Employer. The Employer may have the option to schedule his work week from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather, holiday or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours work week. All necessary overtime and work performed on Saturday, shall be paid at time and one-half (11/2) the hourly rate, plus an amount equal to one-half (1/2) of the hourly Total Indicated Fringe Benefits. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate, plus an amount equal to the hourly Total Indicated Fringe Benefits. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour. Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows. If shifts are established, work on the First Shift will begin between 6:00 a.m. and 9:00 a.m. and consist of eight (8) hours of work plus one-half hour unpaid lunch. Hours worked during the first shift will be paid at the straight time rate of pay. The second shift shall start eight hours after the start of the first shift and consist of eight (8) hours of work plus one-half hour unpaid lunch. Work on the second shift will begin between 2:00 p.m. and 5:00 p.m. and be paid the straight time rate plus \$2.50 per hour. The third shift shall start eight hours after the start of the second shift and consist of eight (8) hours plus one-half hour unpaid lunch. Work on the third shift will begin between 10:00 p.m. and 1:00 a.m. and be paid the straight time rate plus \$3.50 per hour. The additional amounts that are to be paid are only applicable when working shifts. Shifts that begin on Saturday morning through those shifts which end on Sunday morning will be paid at time and one-half these rates. Shifts that begin on Sunday morning through those shifts which end on Monday morning will be paid at double time these rates. The additional \$1.50 per hour for hours worked outside the normal workday at the request of the Missouri Highway and Transportation Commission does not apply to shift work.

OVERTIME RATE NO. 3: Means the regular work day for which employees shall be compensated at straight time hourly rate of pay shall, unless otherwise provided for, begin at 8:00 a.m. and end at 4:30 p.m. However, the project starting time may be advanced or delayed at the discretion of the Employer. At the discretion of the Employer, when working a five (5) day eight (8) hour schedule, Saturday may be used for a make-up day. If an employer is prohibited from working on a holiday, that employer may work the following Saturday at the straight time rate. However, the Employer may have the option to schedule his work from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be paid at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to circumstances beyond his control, he shall have the option to work Friday or Saturday at the straight time rate of pay to complete his forty (40) hours. If an employer is prohibited from working on a holiday, that employer may work the following Friday or Saturday at the straight time rate. Overtime will be at one and one-half (1 ½) times the regular rate. If workmen are required to work the recognized holidays or days observed as such, or Sundays, they shall receive double (2) the regular rate of pay for such work.

OVERTIME RATE NO. 4: Means a workday of eight (8) hours, beginning at 8:00 a.m., Monday through Friday shall constitute a forty (40) hour work week. All time over the eight (8) hour day as above defined and all hours worked on Saturday shall be paid at the rate of one and one-half (1 ½) the regular rate of wages. If workmen are required to work the recognized holidays or days observed as such, or on Sunday, they shall received double (2) the regular rate of pay for such work.

OVERTIME RATE NO. 5: Means eight (8) hours shall constitute the regular work day between time that may be advanced or delayed by two (2) hours on either side of 8:00 a.m. The Employer may establish a work week consisting of four (4) days, Monday through Thursday, each day consisting of ten (10) hours straight time. The (4) tens (10s) must run for a period of at least four (4) days, Monday through Thursday. All work on Friday on a four (4) tens (10) project will be paid at the rate of time and one-half (1½). All work performed on Saturday shall be paid at time and one-half (1½). All work performed on Sundays and recognized holidays must be paid at double (2) time. All work performed prior to or after the regular eight (8) hour work day, or ten (10) hour work day, as described above shall be paid at time and one-half (1½) the regular rate.

OVERTIME RATE NO. 6: Means a regular work day shall consist of eight (8) hours between 7:00 a.m. and 5:30 p.m., with at least a thirty (30) minute period to be taken for lunch. Five (5) days a week, Monday through Friday inclusive, shall constitute a work week. The Employer has the option for a workday/workweek of four (4) ten (10) hour days (4-10's) provided that the following conditions are met:

- The project must be for a minimum of four (4) consecutive days.
- Starting time may be within one (1) hour either side of 8:00 a.m.
- Work week must begin on either a Monday or Tuesday: If a holiday falls within that week it shall be a consecutive work day. (Alternate: If a holiday falls in the middle of a week, then the regular eight (8) hour schedule may be implemented).
- Any time worked in excess of any ten (10) hour work day (in a 4-10 hour work week) shall be at the appropriate overtime rate.

All work outside of the regular working hours as provided, Monday through Saturday, shall be paid at one & one-half (1½) times the employee's regular rate of pay. All work performed from 12:00 a.m. Sunday through 8:00 a.m. Monday and recognized holidays shall be paid at double (2) the straight time hourly rate of pay. Should employees work in excess of twelve (12) consecutive hours they shall be paid double time (2X) for all time after twelve (12) hours. Shift work between the hours of 4:30 p.m. and 12:30 a.m. (second shift) shall be paid at eight (8) hours pay at the regular hourly rate plus ten (10%) percent for seven and one-half (7½) hours work. Shift work performed between the hours of 12:30 a.m. and 8:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus fifteen (15%) percent for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 7: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period, with pay at the regular straight time hourly rate. The regular workday shall begin on the job site between the hours of 6:00 a.m. and 8:00 a.m. with the starting time to be determined by the Employer, unless project owner requires different starting time. This adjustable starting time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. The Employer may establish a four (4) ten (10) hour shift exclusive of the thirty (30) minute lunch period at the straight time wage rate. Forty (40) hours per week shall constitute a week's work Monday through Thursday. In the event a job is down due to weather conditions, safety or other conditions beyond the control of the Employer, then Friday may, at the option of the Employer, be worked as a makeup day at the straight time wage rate. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. Time and one-half (1½) shall be paid for all overtime hours worked during the week, Monday through Friday and for all work performed on Saturday. Double time shall be paid for all time worked on Sunday and recognized holidays. When the Missouri Highway and Transportation Commission requests on heavy highway work, work outside the normal working hours shall be paid at the regular hourly rate plus \$2.50 per hour.

OVERTIME RATE NO. 8: Means eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within five (5) days, Monday through Friday, shall constitute a work week. The regular starting time of a job may be moved not more than two (2) hours prior to 8:00 a.m. However, in no case shall more than eight (8) hours be worked per day without the applicable overtime rate being paid. When job conditions dictate, the Employer shall be allowed to establish a four (4) day, ten (10) hours per day work week. This work week is defined as Monday through Thursday or Tuesday through Friday. All hours worked in excess of ten (10) hours per day or forty (40) hours per week shall be paid at the applicable overtime rate. This language is not intended to change the normal five (5) day, eight (8) hour per day work week. All overtime work performed after the regularly scheduled working hours Monday through Friday and Saturday shall be paid for at time & one-half (1½) the regular straight time rate of pay. Sundays and recognized holidays shall be paid for at two (2) times the straight time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. An unpaid lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required before the established start time and after the completion of eight (8) hours of any shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 9: Means eight (8) hours shall constitute a regular day's work Monday through Friday between the hours of 7:00 a.m. and 6:00 p.m. If the employer elects to schedule work on a four (4) ten (10) hour day work week, ten (10) hour work days may be worked. These four (4) ten (10) hour day work weeks may be scheduled either Monday to Thursday with Friday as a make-up day or Tuesday to Friday with no make-up day. When a five (5) day eight (8) hour work week is used, all work performed over eight (8) hours per day shall be compensated at one and one-half (1½) times the basic hourly wage. Work performed on Saturday shall be compensated at double (2) times the basic hourly wage. When a four (4) day ten (10) hour work week is used, all work performed over ten (10) hours per day shall be compensated at time and one-time (1½) times the basic hourly wage. Work performed on Saturday shall be compensated at time and one-half (1½) times the basic hourly wage.

OVERTIME RATE NO. 10: Means eight (8) hours shall constitute a day's work between the hours of 7:00 a.m. to 5:00 p.m. from Monday to Friday, inclusive. The work week shall be forty (40) hours, Monday through Friday. Any work in excess of forty (40) hours in one week shall be paid at the applicable overtime rate. At the Employer's option the work week can consist of five (5) eight (8) hour days or four (4) ten (10) hour days. In case of bad weather, or equipment breakdown, Friday may be used as a make-up day if four tens are being worked. If five eights are being worked, Saturday may be used as a make-up day. If the Employer works five eight hour days all time over eight hours per day will be paid at the overtime rate. If the Employer works four ten hour days, all time over ten hours per day will be paid at the overtime rate. Time and one-half (1½) shall be paid for the first two (2) hours of overtime work on any regular work day and any work performed before regular starting time and after regular quitting time and for the first ten (10) hours on Saturday. All work in excess of ten (10) hours regular work day and ten (10) hours on Saturday and all work performed on Sunday and recognized holidays shall be double (2) time.

OVERTIME RATE NO. 11: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period, with pay at the straight time rate. The regular workday shall begin between the hours of 6:00 a.m. and 9:00 a.m. The Employer may have the option to schedule the work week from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather, holiday or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete the forty (40) hours for the work week. All overtime work performed on Monday through Saturday shall be paid at time and one-half (1½) the hourly rate plus an amount equal to one-half (1/2) the hourly Total Indicated Fringe Benefits. All work performed on Sundays and recognized holidays shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. When the Missouri Highway and Transportation Commission requests that work be done outside the normal working hours the normally applicable pay rate shall be increased by \$1.50 per hour. Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows. If shifts are established, work on the First Shift will begin between 6:00 a.m. and 9:00 a.m. and consist of eight (8) hours of work plus one-half hour unpaid lunch. Hours worked during the first shift will be paid at the straight time rate of pay. The second shift shall start eight hours after the start of the first shift and consist of eight (8) hours of work plus one-half hour unpaid lunch. Work on the second shift will begin between 2:00 p.m. and 5:00 p.m. and be paid the straight time rate plus \$2.50 per hour. The third shift shall start eight hours after the start of the second shift and consist of eight (8) hours plus one-half hour unpaid lunch. Work on the third shift will begin between 10:00 p.m. and 1:00 a.m. and be paid the straight time rate plus \$3.50 per hour. The additional amounts that are to be paid are only applicable when working shifts. Shifts that begin on Saturday morning through those shifts which end on Sunday morning will be paid at time and one-half these rates. Shifts that begin on Sunday morning through those shifts which end on Monday morning will be paid at double time these rates. The additional \$1.50 per hour for hours worked outside the normal workday at the request of the Missouri Highway and Transportation Commission does not apply to shift work.

OVERTIME RATE NO. 12: Means eight (8) hours shall constitute a day's work between the hours of 7:00 a.m. to 5:00 p.m. from Monday to Friday, inclusive. In the event the Contractor is unable to work forty (40) hours in this work week due to inclement weather, Saturday may be used as a Make-Up Day. All Make-Up hours worked on Saturday (up to 40 hours for the week) shall be paid at the straight time rate of pay. The Make-Up Day may not be used to Make-Up holidays. Any work in excess of eight (8) hours per day, or forty (40) hours in one week, Monday through Saturday, shall be paid at the time and one-half (1½) rate of regular hourly rate, except as provided elsewhere. All work performed on Sundays and holidays shall be paid at the rate of two (2) times the regular hourly rate. At the Employer's option the work week can consist of five (5) eight (8) hour days or four (4) ten (10) hour days. If the Employer uses the option of working four (4) ten (10) hour days, Friday and Saturday can be used as Make-Up Days due to weather related loss of time. When the Employer works the four (4) ten (10) hours per day, and over forty (40) hours per week. All work performed on Sundays and holidays shall be paid at two (2) times the regular hourly rate.

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

OVERTIME RATE NO. 14: Means a regular work week of forty (40) hours will start on Monday and end on Friday. The regular work day shall be either eight (8) or ten (10) hours. If a crew is prevented from working forty (40) hours Monday through Friday, or any part thereof by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. Employees who are part of a regular crew on a make-up day, notwithstanding the fact that they may not have been employed the entire week, shall work Saturday at the straight time rate. A work day is to begin between 6:00 a.m. and 9:00 a.m. However, the project starting time may be advanced or delayed if mutually agreed to by the interested parties. For all time worked on recognized holidays, or days observed as such, double (2) time shall be paid.

OVERTIME RATE NO. 15: Means eight (8) hours of work between the hours of eight (8:00) a.m. and four-thirty (4:30) p.m., shall constitute a work day. Forty (40) hours within five (5) days - Monday through Friday, inclusive - shall constitute a work week. The regular starting time in the morning may be moved not more than one hour prior to 8:00 a.m.; however, in no case shall more than eight (8) hours be worked per day without the applicable overtime rate being paid. When job conditions dictate and as required by the employer, the Employer shall be allowed to establish a four (4) day, ten (10) hour per day work week. This work week is defined as Monday through Thursday, with a Friday make-up day. The normal work day under a ten (10) hour four (4) day work week shall be from 8:00 a.m. to 6:30 p.m., with a one hour starting variance. The make-up day of Friday shall be instituted for specific reasons such as loss of production due to weather and Holidays. All hours worked in excess of ten (10) hours per day or forty (40) hours per week or hours worked outside the normal work week shall be paid at the applicable overtime rate. This language is not intended to change the normal five (5) days, eight (8) hours per day work week. All overtime work after a regular work day, (8) hours, Monday through Friday shall be paid at time and one-half (1½). All hours worked on Saturday shall be paid at time and one-half. (1½). All other overtime on Sunday and recognized holidays shall be paid for at double (2) the straight-time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 16: Eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within the five (5) days, Monday through Friday inclusive, shall constitute the work week. Starting time may be adjusted not to exceed two (2) hours. Work performed outside of the aforementioned will be paid at the applicable overtime rate. When starting time has been adjusted, all other provisions concerning the work day shall be adjusted accordingly. The overtime rate of pay shall be one and one-half (1½) times the regular rate of wages, other than on Sundays, holidays and from Midnight until 6:00 a.m., which will be paid at double (2) the straight time rate.

OVERTIME RATE NO. 17: Means eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute a work week. The Employer may at his discretion, vary the starting time by up to one (1) hour, either prior to or after the normal starting time. The Employer may work four (4) ten (10) hour days, either Monday through Thursday or Tuesday through Friday. Overtime will be paid for work outside of the established starting and quitting times. All overtime work between eight (8) hours and ten(10) hours on regular scheduled working days and the first ten (10) hours on Saturday, beginning at the regular starting time, will be paid at time and-half (1½). All other overtime on Saturday, Sunday and recognized holidays shall be paid for at double (2) the straight time rate of pay. If any of the recognized holidays fall on Friday, Saturday, Sunday, or Monday, creating a three-day weekend, then the entire three (3) days (either Friday, Saturday, and Sunday -if the holiday falls on Friday or Saturday; or Saturday, Sunday and Monday - if the holiday falls on Sunday or Monday) shall be paid for at double (2) the straight-time rate of pay. Shift work performed between the hours of 4:30 p.m. and 1:00 a.m. (second shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 17.3% for all hours worked. Shift work performed between the hours of 12:30 a.m. and 9:00 a.m. (third shift) shall receive eight (8) hours pay at the regular hourly rate of pay plus 31.4% for all hours worked. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the shift hourly rate.

OVERTIME RATE NO. 18: Means eight (8) hours shall constitute a day's work, with the starting time to be established between 6:00 a.m. and 8:00 a.m. from Monday to Friday. Time and one-half (1½) shall be paid for first two (2) hours of overtime Monday through Friday and the first eight (8) hours on Saturday. All other overtime hours from Monday through Saturday shall be paid at double (2) time rate. Double (2) time shall be paid for all time on Sunday and recognized holidays or the days observed in lieu of these holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$2.50 per hour.

OVERTIME RATE NO. 19: Minimum requirement per Fair Labor Standards Act means time & one-half (1½) shall be paid for all work in excess of forty (40) hours per work week.

OVERTIME RATE NO. 20: Means work between the hours of 7:00 a.m. and 6:00 p.m. daily, Monday through Saturday, as assigned by the Employer shall be considered regular hours. Weekend work shall be paid at the rate of one and one-half (1½) times the regular rate of pay. Weekend begins 12:01 a.m. Saturday. Overtime is time worked over forty (40) hours per pay period, and shall be paid at the rate of one and one-half (1½) times the regular rate of pay. Sunday and Holidays will be paid at the rate of two (2) times the regular rate of pay.

OVERTIME RATE NO. 21: Means the regularly scheduled work week shall be five (5) consecutive days, Monday through Friday or Tuesday through Saturday. Eight (8) hours shall constitute a day's work. Starting time shall not be earlier than 7:00 a.m. or later than 10:00 a.m. Forty (40) hours shall constitute a week's work. Overtime at the rate of time and one-half (1½) will be paid for all work in excess of forty (40) hours in any one work week. On the Monday through Friday schedule, all work performed on Saturday will be time and one-half (1½) unless time has been lost during the week, in which case Saturday will be a make up day to the extent of the lost time. On the Tuesday through Saturday schedule, all work performed on Monday will be time and one-half (1½) unless time has been lost during the week, in which case Monday will be a make-up day to the extent of the lost time. Any work performed on Sunday will be double (2) time. If employees work on any of the recognized holidays, they shall be paid time and one-half (1½) their regular rate of pay for all hours worked.

OVERTIME RATE NO. 22: Means that when working a workday for an Eight Hour Schedule, a maximum of eight (8) hours shall constitute a day's work and shall be between the hours of six (6:00) a.m. and five (5:00) p.m. excepting work that has must be performed according to project owner's specifications; all work necessary previous to or after starting of major crew or machinery, to be performed at the regular rate. Notwithstanding the above, all work done over eight (8) consecutive hours in any one day, lunch excepted, shall be paid at the rate of one and one-half (1 ½) times the basic rate of pay. The Contractor may choose the option of working four (4) ten (10) hour days (Ten Hour Schedule), Monday through Saturday, at straight time. Overtime is to be at the rate of one and one-half (1 ½) times the basic hourly rate for all hours worked over ten (10) in a day or over forty (40) in a week. Forty (40) hours Monday through Saturday, shall constitute one (1) working week and shall be so recognized. All work done after forty (40) hours in any one week, when a crew has worked forty (40) hours at the basic rate of pay during the same week, shall be paid at the rate of one & one-half (1½) times the basic rate of pay. Saturday is to be worked as a make-up day at the straight time hourly rate of pay (up to forty (40) hours that week) provided, that Friday is worked as the first make-up day (weather permitting). The contractor may elect a starting time from 6:00 a.m. to 8:00 a.m. which shall be the regular starting time. Any work before the regular starting time or after the regular quitting time shall be at one and one-half (1½) times the regular rate of pay.

OVERTIME RATE NO. 23: Means a regular workday shall consist of eight (8) hours between 8:00 a.m. and 4:30 p.m. Forty (40) hours, within five (5) days -- Monday through Friday inclusive -- shall constitute the regular workweek. The Employer may alter the above stated hours by two (2) hours for an early starting and guitting time only, not to exceed eight (8) hours of work in any one day. When job conditions dictate and as required by the customer, the Employer shall be allowed to establish a four (4) day, ten (10) hour per day work week. This work week is defined as Monday through Thursday, with a Friday make-up day. The normal workday under a ten (10) hour four (4) day work week shall be from 7:00 a.m. to 6:00 p.m. with a one (1) hour starting variance. The make-up day of Friday shall be instituted for specific reasons such as loss of production due to weather and/or holidays. All hours worked in excess of ten (10) hours per day or forty (40) hours per week or hours worked outside the normal work week shall be paid at the applicable overtime rate. The first four (4) hours of overtime after the normal workday, each day Monday through Friday and the first ten (10) hours of overtime on Saturdays shall be paid for at one & one-half (1½) times the regular straight time rate of pay. All other work performed outside of the regularly scheduled working hours and outside of the first ten (10) hours worked on Saturdays shall be paid for at double (2) the regular straight time rate of pay. Sundays and the recognized holidays shall be paid for at double (2) the regular straight time rate of pay, if worked. When so elected by the contractor, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked: The first shift (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Workman on the "day shift" shall receive eight (8) hours' pay at the hourly rate for eight (8) hours' work. The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 12:30 a.m. Workmen on the "swing shift" shall received eight (8) hours' pay at the regular hourly rate plus 10% for seven and one-half (7 ½) hours' work. The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Workmen on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus 15 % for seven (7) hours' work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (11/2) times the "shift" hourly rate.

OVERTIME RATE NO. 24: Means eight (8) hours shall constitute a regular workday, between the hours of 6:00 a.m. and 5:30 p.m. except when the employer elects to work four 10-hour days as described below. The starting time of the workday can be adjusted from 6:30 a.m. to 9:00 a.m. The Employer may have the option to schedule his workweek from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling), or other conditions beyond the control of the Employer, he shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. However, should a holiday occur, Monday through Thursday, the Employer shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. Time and one-half (1½) shall be paid for work performed in excess of eight (8) hours on any regular workday or outside the hours limiting a regular workday, Monday through Friday. Time and one-half (1½) shall be paid for work performed on Sundays and recognized holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour.

OVERTIME RATE NO. 25: Means eight (8) hours shall constitute a regular day's work with the work week being Monday through Sunday between the hours of 6:00 a.m. and 6:00 p.m. If an Employer elects to schedule work on a four (4) day ten (10) hour per day work week, ten (10) hour workdays may be worked. Any work performed in excess of forty (40) hours per week or any work performed in excess of ten (10) hours on any workday will be compensated at one and one-half (1½) times the basic hourly wage. Saturday will be compensated at time and one-half (1½). Any work performed on Sundays and recognized holidays shall be compensated at two (2) times the basic hourly wage.

OVERTIME RATE NO. 26: Means eight (8) hours shall constitute a work day between the hours of 7:00 a.m. and 4:30 p.m. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute the work week. Work performed in the 9th and 10th hour, Monday through Friday, shall be paid at time and one-half (1 ½) the regular straight time rate of pay. Contractor has the option to pay two (2) hours per day at the time and one-half (1 ½) the regular straight time rate of pay between the hours of 6:00 a.m. and 5:30 p.m., Monday through Friday. Work performed outside the regularly scheduled working hours and on Saturdays, Sundays and recognized legal holidays, or days celebrated as such, shall be paid for at the rate of double (2) time.

OVERTIME RATE NO. 27: Means a regular work week shall consist of not more than forty (40) hours of work and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time & one-half (1½) for all work performed on Sundays and recognized holidays. Double (2) time shall be paid for time worked on Sundays or holidays when and only if any other craft employees of the same employer at work on that same job site are receiving double (2) time pay for that Sunday or holiday work. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer prevents work, in which event, the starting time may be delayed, but not later than 12:00 noon. Where one of the recognized holidays falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at time & one-half (1½).

OVERTIME RATE NO. 28: Means a regular work week shall consist of not more than forty (40) hours of work, Monday through Saturday, and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time & one-half (1½) for all work performed on Sundays and holidays. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the employer except when inclement weather or other conditions beyond the reasonable control of the Employer prevent work, in which event, the starting time may be delayed, but not later than 12:00 noon. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however no reimbursement for this eight (8) hours is to be paid to the worker(s) unless worked.

OVERTIME RATE NO. 29: Means a regular work week shall consist of not more than forty (40) hours work, Monday through Saturday, and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time and one-half (1½) for all work performed on Sundays and recognized holidays or days observed as such. Double (2) time shall be paid for work on Sunday or recognized holidays when and only if any other craft employees of the same employer at work at the same job site are receiving double (2) time pay for that Sunday or holiday. If a job can't work forty (40) hours Monday through Saturday because of inclement weather or other conditions beyond the control of the Employer, Friday and Saturday may be worked as make up days at straight time (if working 4-10's). Saturday may be worked as a make up day at straight time (if working 5-8's). Make up days shall not be utilized for days lost to holidays. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer, including requirements of the owner, prevent work. In such event the starting time may be delayed but not later than 12:00 noon. When the contractor elects to establish other working hours the rate of pay shall be the regular hourly rate plus \$0.50 per hour. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours shall be paid at time & one-half (1½).

OVERTIME RATE NO. 30: Means the regular workday shall consist of eight (8) consecutive hours, exclusive of a thirty (30) minute lunch period with pay at the straight time hourly rate. The regular workday shall begin on the job site between the hours of 6:00 a.m. and 9:00 a.m. with the starting time to be determined by the Employer. This adjustable start time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. The workweek shall begin Monday at the established starting time. The Employer may establish a four (4) ten (10) hour shift exclusive of a thirty (30) minute unpaid lunch period at the straight time wage rate. Forty (40) hours per week shall constitute a week's work. Monday through Thursday. In the event a job is down due to weather conditions. holiday, or other conditions beyond the control of the Employer, then Friday may, at the option of the Employer, be worked as a make-up day at the straight time wage rate. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. When an Employer works a project on a four (4) ten (10) hour day work schedule, the Employer will not bring in any other crew for a fifth workday on the project while not calling in the normal crew that had been scheduled for that project. Time and one-half (1½) shall be paid for work performed in excess of eight (8) hours on any regular workday or outside the hours limiting a regular workday, Monday through Friday. Time & one-half (1½) shall be paid for work performed on Saturdays. Double (2) time shall be paid for work performed on Sundays and recognized holidays. Projects that cannot be performed during regular workday: On Highway/Heavy Work or if required by owner, the contractor may perform work outside the normal work hours and employees shall be paid applicable straight time hourly wage rate plus a premium of two dollars and fifty cents (\$2.50) per hour for the first eight (8) hours worked. Any hours worked in excess of eight (8) hours shall be paid at the applicable overtime rate plus the two dollar and fifty cents (\$2.50) per hour premium. Shift Work: Shifts may be established when considered necessary by the Employer. Shift hours and rates will be as follows: First Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Second Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Third Shift, Eight (8) hours plus one-half (1/2) hour for lunch. Shifts shall be established for a minimum of three (3) consecutive workdays. The first shift will be paid at eight (8) hours straight time for eight (8) hours work. The second shift will be paid eight (8) hours straight time plus a two dollar and fifty cent (\$2.50) per hour premium for eight (8) hours work, and the third shift shall be paid eight (8) hours straight time plus a three dollar and fifty cent(\$3.50) per hour premium for eight (8) hours work. Overtime is computed after the premium has been added to the hourly wage rate. Nothing above prohibits the working of two (2) shifts at greater than eight (8) hours with the excess hours to be paid at overtime rate.

OVERTIME RATE NO. 31: Means a regular work week shall consist of not more than forty (40) hours of work and all work performed over and above ten (10) hours per day and forty (40) hours per week shall be paid at the rate of time & one-half (1½). A workday is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer, in which event, the starting time may be advanced or delayed. Workers shall receive time and one-half (1½) for all work performed on recognized holidays or days observed as such.

OVERTIME RATE NO. 32: Means the regular work week shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, ten (10) hours per day. All work over ten (10) hours in a day or forty (40) hours in a week shall be at the overtime rate of one and one-half (1½) times the regular hourly rate. The regular work day shall be either eight (8) or ten (10) hours. If a job can't work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working 4-10's). Saturday may be worked as a make-up day at straight time (if working 5-8's). Make-up days shall not be utilized for days lost due to Holidays. A workday is to begin at the option of the Employer but not later than 11:00 a.m. except when inclement weather, requirements of the owner or other conditions beyond the reasonable control of the Employer prevent work. Except as worked as a make-up day, time on Saturday shall be worked at one and one-half (1½) times the regular rate. Work performed on Sunday shall be paid at two (2) times the regular rate. Work performed on recognized holidays or days observed as such, shall also be paid at the double (2) time rate of pay.

OVERTIME RATE NO. 33: Means the work day shall consist of eight (8) hours worked between 7:00 a.m. and 4:30 p.m. Forty (40) hours will constitute the work week from Monday through Friday inclusive. Up to four (4) hours of overtime work per day performed before or after the assigned normal work day, (twelve (12) continuous hours, starting no earlier that 6:00 a.m.), Monday through Friday, shall be paid at a rate of one and one-half times (1.5x) that employee's hourly rate. Any additional overtime, Monday through Friday, shall be paid at a rate of double (2x) that employee's hourly rate. For hours worked on Saturday, Sunday and recognized holidays, or days that may be celebrated as such, and as designated by the federal government, double (2) time shall be paid. All shifts for work performed between the hours of 4:30 p.m. and 12:30 a.m. on a second shift shall receive eight (8) hours pay at the regular hourly rate of pay plus ten percent (10%) additional for seven and one-half (7½) hours work. The ten percent (10%) differential shall apply to the basic pay rate and the percentage fringe rates. All work performed between the hours of 12:30 a.m. and 8:00 a.m. on a third shift shall receive eight (8) hours pay for seven (7) hours work at the regular hourly rate plus fifteen percent (15%) differential shall apply for the basic pay rate and percentage fringe benefit rates. When a shift continues past the latest time at which a shift may operate, then the appropriate percentage overtime is paid.

OVERTIME RATE NO. 34: The Employer may choose, at his discretion, to work five eight hour days or four ten hour days with a Friday make-up day, Monday through Friday at straight time. Overtime shall be paid after eight (8) hours when working "five eights" and after ten hours when working "four tens". All work performed on Sundays and recognized holidays shall be paid for at the rate of double (2) time. All Saturday work shall be paid for at the rate of time and one-half (1½) the regular wage rate. All night work during the regular work week other than the above-mentioned days shall be paid for at the rate of time and one-half (1½) the regular wage scale until midnight and double (2) time after midnight except make-up time will be allowed under the following condition: In the event of inclement weather on exterior projects which prevents working the full regular eight (8) hour day, forty (40) hour work week schedule, a Saturday make-up day can be granted. Then said work on Saturday shall be paid at the straight time rate of pay up to a maximum total of forty (40) hours per week.

OVERTIME RATE NO. 35: Means the regular work day shall be eight (8) hours. Working hours are from six (6) hours before Noon (12:00) to six (6) hours after Noon (12:00). The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and 12:00 Noon on Monday and ending between 1:00 p.m. and 6:00 p.m. on Friday. Saturday will be paid at time and one-half (1½). Sundays and Holidays shall be paid at double (2) time. Saturday can be a make-up day if the weather has forced a day off, but only in the week of the day being lost. Any time before six (6) hours before Noon or six (6) hours after Noon will be paid at time and one-half (1½).

OVERTIME RATE NO. 36: Means the Employer may choose, at his discretion, to work five eight-hour days or four tenhour days with a Friday make-up day. Overtime shall be paid after eight hours when working "five eights" and after tenhours when working "four tens", and Saturdays at time and one-half (1½) the base rates. Any hours worked on Sunday and recognized Holidays shall be paid at 2 times the base rate.

OVERTIME RATE NO. 37: Means the regular work day shall be eight (8) hours. Working hours are from six (6) hours before Noon (12:00) to six hours after Noon (12:00). The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and Noon (12:00) on Monday and ending between 1:00 p.m. and 6:00 p.m. on Friday. Saturday work will be paid time and one-half (1½) the regular hourly rate of pay. Work performed on Sundays and recognized holidays shall be paid at double (2) time the regular hourly rate of pay. Saturdays can be a make-up day if weather has forced a day off. But only in the week of the day being lost. Any time worked before six (6) hours before Noon (12:00) or after six (6) hours after Noon (12:00) will be paid at the time and one-half (1½) the regular hourly rate of pay.

OVERTIME RATE NO. 38: Means a normal work week shall be Monday through Friday. Normal hours of work shall consist of eight and one-half (8½) consecutive hours per workday between 7:00 a.m. and 5:00 p.m., which includes one-half (1/2) hour for lunch. A 4-10 hour day work week Monday through Thursday or Tuesday through Friday may be worked at the contractor's request. Days must be consecutive. Time and one-half (1½) shall be paid for the first two (2) hours of overtime on any regular work day, Monday through Friday, and any work performed before regular starting time and after regular quitting time. Saturday work shall be paid at one and one-half (1½) times the regular rate of pay for the first ten (10) hours. All other overtime will remain as double (2) time, including Sundays and recognized holidays.

OVERTIME RATE NO. 39: Means eight (8) hours shall constitute the regular work day and forty (40) hours a work week, Monday through Friday. The Employer shall establish the starting time between 7:00 A.M. and 9:00 A.M. Time and one-half (1½) shall be paid for work performed on a regular work day before the regular starting time and after the regular quitting time. Double (2) time shall be paid for work performed on Sunday and holidays. At the discretion of the Employer, Saturday can be used for a make-up day. The Employer when working on highway and road work may have the option to schedule the work week for his paving crew only from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling) he shall have the option to work Friday at the straight time rate of pay to complete his or her forty (40) hours.

OVERTIME RATE NO. 40: Eight (8) hours shall constitute a regular days' work between the hours of 8:00 a.m. and 5:00 p.m. with an hours' intermission for lunch; and forty (40) hours shall constitute a regular work week from Monday through Friday. A four (4) ten (10) hour day work schedule may be worked Monday through Thursday (Tuesday through Friday in the event a holiday is celebrated on a Monday) or a Tuesday through Friday (Monday through Thursday in the event a holiday is celebrated). If the parties work the four ten hour week the following shall apply:

- (a) Ten (10) consecutive hours shall constitute a day's work between the hours of 7:00 a.m. and 5:30 p.m. One-half (1/2) hour shall be set aside for an unpaid lunch period.
- (b) Friday may be used as a make-up day when the scheduled work week was interrupted and time lost of seven (7) hours or more was incurred.

Time and one half (1½) will be paid for all time worked in excess of the regular working day and Saturdays; double (2) time will be paid for all work done on Sundays and legal holidays.

OVERTIME RATE NO. 41: Means eight (8) hours shall constitute a regular workday, between the hours of 6:30 a.m. and 5:30 p.m. except when the Employer elects to work four (4) ten (10) hour days as described below. The starting time of the workday can be adjusted from 6:30 a.m. to 9:00 a.m. The Employer may have the option to schedule his workweek from Monday through Thursday at Ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate. If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling), or other conditions beyond the control of the Employer, the Employer shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. However, should a holiday occur, Monday through Thursday, the Employer shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. Time and one-half (1 ½) shall be paid for work performed in excess of eight (8) hours on any regular workday or outside the hours limiting a regular workday. Straight time is not to exceed ten (10) hours a day or forty (40) hours per week. When an Employer works a project on a four (4) ten (10) hour day work schedule, the Employer will not bring in any other crew for a fifth workday on the project while not calling in the normal crew that had been scheduled for that project. Time and one-half (11/2) shall be paid for work performed on Saturdays. Double (2) time shall be paid for work performed on Sundays and recognized holidays. Overtime shall be computed at one-half (1/2) intervals. Projects that cannot be performed during regular workday. On Highway/Heavy work, or if required by owner, the contractor may perform work outside the normal work hours and employees shall be paid applicable straight time hourly wage rate plus a premium of one dollar and fifty cents (\$1.50) per hour for the first eight (8) hours worked. Any hours worked in excess of eight (8) hours shall be paid at the applicable overtime rate plus the one dollar and fifty cent (\$1.50) per hour premium. The overtime rate shall be computed after the \$1.50 premium has been added to the hourly wage rate. However, if a contractor employs any other craft on a project being worked outside the normal workday, and is paying the other craft a higher premium, then the Laborers employed by such contractor on such project outside the normal work hours shall be paid the higher premium.

OVERTIME RATE NO. 42: Means eight (8) hours shall constitute the regular workday except when the Employer elects to work four, 10-Hour days as explained in this Section with starting time to be between the hours of 6:00 a.m. and 9:00 a.m. as determined by the Employer. This adjustable starting time can, at the Employer's option, be staggered to permit starting portions of the work force at various times within the prescribed hours. Overtime is to be paid after eight (8) hours at the rate of time and one-half (1½). The Employer may have the option to schedule his workweek from Monday through Thursday at ten (10) hours per day at the straight time rate of pay with all hours in excess of ten (10) hours in any one day to be at the applicable overtime rate of time and one-half (1½). If the Employer elects to work from Monday through Thursday and is stopped due to inclement weather (rain, snow, sleet falling) he shall have the option to work Friday at the straight time rate of pay to complete his forty (40) hours. However, should a holiday occur, Monday through Thursday, the Employer shall have the option to work Friday at the straight time rate of pay, unless work is halted due to inclement weather (rain, snow, sleet falling). The work week is to begin on Monday. Time and one-half (1½) shall be paid for Saturday work. Double (2) time shall be paid for Sunday work and work performed on recognized holidays. When the Missouri Highway and Transportation Commission requests, on heavy highway work, or conditions require that work be performed outside the regular workday the rate of pay shall be the regular hourly pay plus \$1.50 per hour.

OVERTIME RATE NO. 43: Means eight (8) hours constitute a normal day's work Monday through Friday. Any time worked over eight (8) hours will normally be paid at time and one-half (1½) except for exclusions stated in some following additional sentences. The Employer, at his discretion, may start the work day between 6:00 a.m. and 9:00 a.m. Any schedule chosen shall be started at the beginning of the work week (Monday) and used for at least five days. Work may be scheduled on a four (4) days a week (Monday through Thursday) at ten (10) hours a day schedule. If such a schedule is employed, then Friday may be used as a make-up day when time is lost due to inclement weather. Time and one-half (1½) shall be paid for any work in excess of eight (8) hours in any regular work day Monday through Friday unless working 4-10's, then time and one-half (1½) after ten (10) hours. All work performed on Saturday will be time and one-half (1½). Double (2) time shall be paid for all work on Sundays and recognized holidays.

OVERTIME RATE NO. 44: Means a regular workweek shall be forty (40) hours and will start on Monday and end on Friday. The Employer shall have the option of working five 8-hour days or four 10-hour days Monday through Friday. If an Employer elects to work five 8-hour days during any workweek, hours worked more than eight (8) per day or 40 per week shall be paid at time and one-half the hourly rate Monday through Friday. If an Employer elects to work four 10-hour days in a week, work performed more than ten (10) hours per day or 40 hours per week shall be paid at time and one-half the hourly rate Monday through Friday. When working a five 8-hour day schedule and an Employer is prevented from working forty (40) hours Monday through Friday, or any part thereof, by reason of inclement weather, Saturday or any part thereof may be worked as a make-up day at the straight time rate. If an Employer is working a four 10-hour day schedule and loses a day due to inclement weather, he may work 10 hours Friday at straight time. All hours worked over the 40 hours Monday through Friday will be paid at 1½ overtime rate. A workday shift is to begin at the option of the Employer, between 6:00 a.m. and not later than 9:00 a.m. However, the project starting time may be advanced or delayed if required. If workmen are required to work the enumerated holidays or days observed as such or Sundays, they shall receive double (2) the regular rate of pay for such work. Overtime shall be computed at one-half (1/2) hour intervals. Shift: The Contractor may elect to work one, two or three shifts on any work. When operating on more than one shift, the shifts shall be known as the day shift, swing shift, and graveyard shift as such terms are recognized in the industry. When two shifts are worked on any operation, the shifts will consist of eight (8) or ten (10) hours exclusive of lunchtime. When three shifts are worked the first day or day shift will consist of eight (8) hours exclusive of lunchtime. The second or swing shift shall consist of seven and one-half (7½) hours' work for eight hours pay, exclusive lunch time, and the third or the graveyard shift consist of seven (7) hours' work for eight (8) hours' pay, exclusive of lunch time. All time in excess of normal shifts shall be considered overtime. Multiple shift (the two or three shift) operation will not be construed on the entire project if at anytime it is deemed advisable and necessary for the Employer to multiply shift a specific operation. However, no shift shall be started between midnight and six a.m. except the graveyard shift on a three-shift operation, or except in an unusual or emergency situation. If an Employer starts a shift between midnight and six a.m. except the graveyard shift on a three-shift operation, he shall reimburse all employees for the entire shift at double time rate. Completion of the second shift on a two-shift operation or completion of the graveyard shift on a three operation that carries over into Saturday morning shall be at the straight time rate. Overtime shall be computed at one-half (1/2) hour intervals.

OVERTIME RATE NO. 45: Means the normal work week shall consist of five (5) eight (8) hour days for a total of forty (40) hours, starting on Monday at 8:00 a.m. and ending on Friday at 4:30 p.m. The starting time can be flexible between 6:00 a.m. and 8:00 a.m., and ending at 2:30 p.m. or 4:30 p.m. respectively. All work before the designated starting time and after the quitting time shall be paid for at the rate of time and one-half (1½). An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Any work started after 12:00 midnight Sunday, will be classified as time and one-half (1½) up to the legal starting time on Monday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and Holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

OVERTIME RATE NO. 46: Means eight (8) hours per day shall constitute a standard work day between the hours of 7:00 a.m. and 5:00 p.m. The standard work week shall be forty (40) hours between 7:00 a.m. on Monday and ending 5:00 p.m. on Friday. An overtime rate of time and one-half (1½) the base hourly rate shall be paid on all hours in excess of eight (8) hours in a day Monday through Friday. Saturdays shall be considered overtime and work done on Saturday shall be paid at time and one-half (1½) the prevailing scale. Sundays and holidays shall be considered overtime and work done on these days shall be paid at double (2) the prevailing scale.

OVERTIME RATE NO. 47: Means eight (8) hours shall constitute a normal day's work as follows: 7:00 – 8:00 a.m. to 12:00 noon and from 12:30 p.m. to 3:30 – 4:30 p.m. Monday through Friday. The lunch break may be of sixty (60) minutes duration and quitting time delayed accordingly. Employees working before or after these specified hours shall be paid at the rate of time and one-half (1 ½) the regular rate of pay. Sunday and Holiday work shall be double (2) time. Employees failing to work a regular forty (40) hour week due to inclement weather may work on Saturday at the regular rate of pay. During periods of intemperate summer weather, the working day may begin at 6:00 a.m. and straight time shall be paid for eight (8) hours of work

OVERTIME RATE NO. 48: Means the regular workday starting time of 8:00 a.m. (and resulting quitting time of 4:30 p.m.) may be moved forward to 6:00 a.m. or delayed one hour to 9:00 a.m. All work performed in excess of the regular work day and on Saturday shall be compensated at one and one-half (1½) times the regular pay. In the event time is lost during the work week due to weather conditions, the Employer may schedule work on the following Saturday at straight time. All work accomplished on Sunday and holidays shall be compensated for at double the regular rate of wages. The work week shall be Monday through Friday, except for midweek holidays.

OVERTIME RATE NO. 49: Means eight (8) hours shall constitute a day's work beginning at 8:00 a.m. and ending at 4:30 p.m. Forty (40) hours shall constitute a week's work, Sunday through Saturday. In the event time is lost due to weather or conditions beyond the control of the Employer, the Employer may schedule work on Saturday at straight time. All work over eight (8) hours in one day, forty (40) hours in one week, or on Saturday (except as herein provided) shall be classified as overtime and be paid at the rate of time and one-half (1½). All work on Sunday or recognized holidays shall be classified as overtime and be paid at the rate of double (2) time. When the four (4) day ten-hour work week is in effect, the standard work day shall be consecutive ten (10) hour periods. Forty (40) hours per week shall constitute a week's work Sunday through Saturday inclusive. In the event the job is down for reasons beyond the contractors control, then Friday and/or Saturday may, at the option of the Employer be worked as a make-up day, straight time not to exceed ten (10) hours per day or forty (40) hours per week.

OVERTIME RATE NO. 50: Means Monday through Sunday shall constitute the work week. Regular starting time shall be 8:00 a.m., with one half hour for lunch between three and one-half (31/2) and five (5) hours after starting time. The starting time may be advanced by two (2) hours or delayed one (1) hour by the employer from the regular starting time. All work performed before the advanced starting time and during the half hour lunch shall be paid at the overtime rate of time and onehalf (1½). Work performed outside these hours shall be paid at the overtime rate of time and one-half (1½), except as provided otherwise below. All work performed on Sundays or recognized holidays shall be paid at the double (2) time rate. When the start time is delayed past 9:00 a.m., the employee's pay shall start at 9:00 a.m. and all time, after the normal quitting time (5:30 p.m.), shall be paid at the overtime rate. Eight (8) hours shall constitute the work day. All work performed prior to or after the regular eight (8) hour work day, as described above, and all work performed on Saturday shall be paid at time and one-half (1½) the regular rate. In the event that a scheduled eight (8) hour work day is missed (not including recognized holidays) because of inclement weather, then that missed work day may be made up at straight time on the following Saturday. It is recognized that not all employees working on a Saturday make-up day will have worked the same number of hours during the regular work week. It is further recognized that any work after forty (40) hours must be paid at time and onehalf (1½). The employer may establish a 4-10's schedule on projects (4 days with 10 hours per day at straight time). In order to use the 4-10's schedule, the employer must schedule the 4-10's for a minimum of one (1) week. If using a 4-10's schedule, a Friday make-up day is allowed.

OVERTIME RATE NO. 51: Means the regular work week shall start on Monday and end on Friday, except where the Employer elects to work Monday through Thursday, ten (10) hours per day. All work over (ten) hours in a day or forty (40) hours in a week shall be at the overtime rate of one and one-half (1½) times the regular hourly rate. The regular work day shall be either eight (8) or ten (10) hours. If a job can't work forty (40) hours Monday through Friday because of inclement weather or other conditions beyond the control of the Employer, Friday or Saturday may be worked as a make-up day at straight time (if working 4-10's). Saturday may be worked as a make-up day at straight time (if working 5-8's). An Employer, who is working a four (4) ten (10) hour day work schedule may use Friday as a make-up day when a work day is lost due to a holiday. A workday is to begin at the option of the Employer but not later than 11:00 a.m. except when inclement weather, requirements of the owner or other conditions beyond the reasonable control of the Employer prevent work. Except as worked as a make-up day, time on Saturday shall be worked at one and one-half (1½) times the regular rate. Work performed on recognized holidays or days observed as such, shall also be paid at the double (2) time rate of pay.

OVERTIME RATE NO. 52: Means there is a flexible starting time where there shall be no restrictions on starting or stopping times per day. Except as specified, eight (8) hours a day shall constitute a standard workday and forty (40) hours per week shall constitute a week's work, which shall begin on Sunday and end on Saturday. All time worked outside of the eight-hour (8) standard workday, and on Saturday shall be classified as overtime and paid at the rate of time and one-half (1½) (except as herein provided). All time worked on Sunday and recognized holidays shall be classified as overtime and paid at the rate of double (2) time. The Employer has the option of working either five (5) eight-hour days or four (4) tenhour days to constitute a normal forty-hour (40) week. When the four (4) ten-hour day work week schedule is in effect, the standard work day shall be consecutive ten (10) hour periods, exclusive of the thirty (30) minute lunch period. Forty (40) hours per week shall constitute a week's work, Monday through Thursday, inclusive. In the event the job is down for any reason beyond the Employer's control, then Friday and/or Saturday may, at the option of the Employer, be worked as a make-up day, straight time not to extend ten (10) hours or forty (40) hours per week. Starting time will be designated by the Employer. If an employee absents himself from work during a regularly scheduled work week, consisting of four (4) ten (10) hour days, he shall be required to work Friday and/or Saturday at straight time for the ten (10) hours of such days, as appropriate. When the five-day, eight (8) hour work week is in effect, forty hours per week shall constitute a week's work, Monday through Friday, inclusive. In the event the job is down for any reason beyond the Employer's control, the Saturday may, at the option of the Employer, be worked as a make-up day, straight time not to exceed eight (8) hours or forty (40) hours per week. If an employee absents himself from work during a regular scheduled work week consisting of five (5) eight (8) hour days, he shall be required to work Friday and/or Saturday at straight time for the first eight (8) hours of such days, as appropriate. The Employer shall have the option of changing the regular workday or work week on any job when conditions as stipulated by the owner or the operating authority require accommodations by the Employer. Starting time may be adjusted to fit circumstances of the Employer.

HOLIDAY RATE NO. 1: Means double (2) time shall be paid for all time worked on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day or days observed in lieu of these holidays.

HOLIDAY RATE NO. 2: The following days are recognized as holidays: New Year's Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be preformed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. If workmen are required to work the above enumerated holidays or days observed as such, they shall receive time and one-half (1 ½) the regular rate of pay for such work. Where one of the holidays specified falls or is observed during the workweek, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1 ½). Workmen shall receive time and one-half (1 ½) for all work performed on Sundays. Double (2) time shall be paid for work on Sunday or recognized holidays when and only if any other Craft employees of the same employer at work on that same job site are receiving double (2) time that Sunday or holiday.

HOLIDAY RATE NO. 3: Means any hours worked on Sundays and recognized holidays shall be paid at the rate of double (2) times the base rate. The recognized holidays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. In the event any of the above holidays fall on Saturday, then that holiday shall be observed on Friday. In the event any of the above holidays fall on Sunday, then that holiday shall be observed on Monday.

HOLIDAY RATE NO. 4: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the worker unless worked. If workers are required to work the above recognized holidays or days observed as such, they shall receive double (2) the regular rate of pay for such work.

HOLIDAY RATE NO. 5: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid the workmen unless worked. An Employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive double (2) the regular rate of pay for such work.

HOLIDAY RATE NO. 6: The following days shall be observed as legal holidays: New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day, Employee's birthday and two personal days. The observance of one personal day to be limited to the time between December 1 and March 1 of the following year. If any of these holidays fall on Sunday, the following Monday will be observed as the holiday and if any of these holidays fall on Saturday, the preceding Friday will be observed as the holiday. If employees work on any of these holidays they shall be paid time and one-half (1½) their regular rate of pay for all hours worked.

HOLIDAY RATE NO. 7: Means double (2) time for work performed on New Year's Day, Memorial Day, Independence Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day and Christmas Day. Any holiday which occurs on a Sunday shall be observed the following Monday. No work shall be performed on LABOR DAY except to save life and property.

HOLIDAY RATE NO. 8: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid at the double (2) time rate of pay. If any of these holidays fall on Saturday, it will be recognized on the preceding Friday; if any of these holidays fall on a Sunday, it will be recognized on the following Monday. No work shall be performed on Labor Day except in case of emergency.

HOLIDAY RATE NO. 9: Means the following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be observed on the following Monday. If a holiday falls on Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however no reimbursement for this eight (8) hours is to be paid to the working person(s) unless the holiday is worked. The working people shall receive time and one-half (1½) for all work performed on Sundays and holidays.

HOLIDAY RATE NO. 10: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day and Christmas Day, or days observed as such, and Sundays shall be paid at the rate of time and one-half (1½). Double (2) time shall be paid for work on Sundays or recognized holidays when and only if other craft employees of the same employer at work on that same job site are receiving double (2) time pay for that Sunday or holiday work. No work shall be performed on Labor Day, except in case of jeopardy of life or property. This rule is applied to protect Labor Day. When one of the above holidays falls on a Saturday, the preceding Friday shall be observed; when the holiday falls on a Sunday, the following Monday shall be observed. Where one of the specified holidays falls or is observed during the workweek, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 11: The following days are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid to the workman unless worked. An employer working a four (4) day, ten (10) hour schedule may use Friday as a make up day when an observed holiday occurs during the work week. Employees have the option to work that make up day. If workmen are required to work the above enumerated holidays, or days observed as such, they shall receive time & one-half (1½) the regular rate of pay for such work.

HOLIDAY RATE NO. 12: All work done on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay. When a holiday occurs on Saturday it shall not be observed on either the previous Friday or the following Monday. Such days shall be regular workdays. If such a holiday occurs on Sunday it shall be observed on the following Monday.

HOLIDAY RATE NO. 13: All work done on New Year's Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. Should any of these days fall on Sunday, then the following day shall be observed as the holiday. Under no circumstances shall employees be permitted to work on Labor Day.

HOLIDAY RATE NO. 14: There shall be seven (7) recognized holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day. No work on any pretense shall be performed on Christmas Day or Independence Day. Any work performed on the other holidays shall be paid for at two (2) times the regular rate of pay.

HOLIDAY RATE NO. 15: All work performed on New Year's Day, Memorial Day (Decoration Day), Independence Day (Fourth of July), Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Labor Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. When a holiday falls on Sunday, the following Monday shall be observed as the holiday. When a holiday falls on Saturday, the preceding Friday will be observed as the holiday.

HOLIDAY RATE NO. 16: All work done on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day (November 11), Thanksgiving Day, and Christmas Day shall be compensated at the double (2) time rate of pay. When any of these holidays falls on a Sunday, the following Monday shall be observed. No work shall be performed on the days set forth except in cases of emergencies to protect life or property.

HOLIDAY RATE NO. 17: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, the preceding Friday shall be observed. When a holiday falls on a Sunday, the following Monday shall be observed. No work shall be performed on Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 18: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or observed as such, shall be paid at the double time rate of pay. When a Holiday falls on a Sunday, Monday shall be observed. No work shall be performed on Labor Day, except in case of jeopardy to life or property. This is applied to protect Labor Day.

HOLIDAY RATE NO. 19: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. When one of the foregoing holidays falls on Sunday, it shall be celebrated on the following Monday.

HOLIDAY RATE NO. 20: Work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. If the holiday falls on Saturday, it will be observed on Friday; if the holiday falls on Sunday, it will be observed on Monday, and shall be paid for at double (2) the regular straight time rate of pay.

HOLIDAY RATE NO. 21: Means the following days are recognized Holidays: Memorial Day, Fourth of July, Thanksgiving Day, Christmas Day and New Year's Day. No work shall be done on Labor Day. When falling on a Sunday and the following Monday is observed as part of the holiday, then that Monday shall be considered as a holiday. Sunday and Holidays will be paid at the rate of two (2) times the regular rate of pay.

HOLIDAY RATE NO. 22: Means that Employees working on the following legal holidays, namely New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, to be celebrated on either its national holiday or on the day after Thanksgiving whichever is agreed upon, Thanksgiving Day and Christmas Day shall be paid at the rate of double (2) time.

HOLIDAY RATE NO. 23: All work performed on Sundays and the following recognized holidays, or the days observed as such, of New Year's Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, shall be paid at double (2) the hourly rate plus an amount equal to the hourly Total Indicated Fringe Benefits. Whenever any such holidays fall on a Sunday, the following Monday shall be observed as a holiday.

HOLIDAY RATE NO. 24: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This rule is applied to protect Labor Day. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward a forty (40) hour week; however, no reimbursement for this eight (8) hours is to be paid to the workman unless worked. If workmen are required to work the recognized holidays or days observed as such, or Sundays, they shall receive double (2) the regular rate of pay for such work. The above shall apply to the four 10's Monday through Friday work week. The ten (10) hours shall be applied to the forty (40) hour work week.

HOLIDAY RATE NO. 25: The following days shall be observed as legal holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day. No work shall be performed on the Fourth of July, Labor Day or Christmas Day. Any work performed on the above holidays shall be paid for at two (2) times the regular straight time rate of pay. When any of the above holidays fall on Sunday, the following Monday shall be observed as such holiday. If a holiday falls on Saturday, it shall not be considered to be observed on the previous Friday or following Monday. Such days shall be regular workdays.

HOLIDAY RATE NO. 26: The following days are recognized as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, Christmas Day and any additional holidays which may be mutually agreed upon. Whenever any such holiday falls on a Sunday, the following Monday shall be recognized and observed as the holiday. Work performed on Sundays and holidays shall be paid at the double time rate of pay. No work shall be performed on Labor Day.

HOLIDAY RATE NO. 27: Means that work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day, shall be paid at the rate of double (2) time the regular rate of pay. If a holiday falls on Sunday, it shall be observed on the preceding Friday. When a holiday falls during the normal work week, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid the workman unless worked.

HOLIDAY RATE NO. 28: Means work done on Sundays and holidays shall be paid for at the double (2) time rate. Holidays recognized shall be as follows: New Years Day, Memorial Day, Fourth of July, Labor Day, Veterans' Day (Veterans' Day shall be celebrated the day after Thanksgiving), Thanksgiving Day and Christmas Day. If a holiday falls on Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than a Sunday, it shall be celebrated on that date. The contractor may shut down the job the day before or after a holiday.

HOLIDAY RATE NO. 29: All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, Friday shall be observed. When a holiday falls on a Sunday, Monday shall be observed. No work shall be performed on the Fourth of July or Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

HOLIDAY RATE NO. 30: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Sunday, shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Saturday shall be observed on the previous Friday, and paid for at double (2) the straight time rate of pay. If any of the above listed holidays fall on Friday, Saturday, Sunday, or Monday, creating a three-day weekend, then the entire three (3) days (either Friday, Saturday and Sunday –if the holiday falls on Friday or Saturday; or Saturday, Sunday and Monday – if the holiday falls on Sunday or Monday) shall be paid for at double (2) the straight-time rate of pay.

HOLIDAY RATE NO. 31: All work done on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, or days observed as such, shall be paid at the double (2) time rate of pay. The Friday following Thanksgiving will be worked at the Employer's option. If worked, it will be at the regular hourly rate of pay. Saturday holidays will be celebrated on Saturday. Sunday holidays will be celebrated on Monday following the holiday. Work performed on any of these Mondays will be paid at double (2) the rate of pay.

HOLIDAY RATE NO. 32: All work performed on recognized holidays shall be paid at the double (2) time rate of pay. No work shall be performed on Labor Day except to save life or property. The following holidays shall be observed: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, to be observed November 11 (or a mutually agreed date of the Friday after Thanksgiving if agreed by other crafts working on project), Thanksgiving Day and Christmas Day. Any holiday which occurs on a Sunday shall be observed the following Monday.

HOLIDAY RATE NO. 33: All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid at double (2) times the regular hourly wage rate. When the holiday falls on Sunday, the following Monday shall be observed as the holiday. If any holiday occurs during the work week (Monday through Friday), any work performed over thirty-two (32) hours during that week would be considered overtime and would be paid at one and one-half (1½) times the basic rate of pay. This last sentence is not applicable if a project is on a normal hour four (4) day - ten (10) hour work week.

HOLIDAY RATE NO. 34: All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double (2) the straight-time rate of pay. Any one of the above-listed holidays falling on Sunday shall be observed on the following Monday and paid for at double (2) the straight-time rate of pay. Any of the above listed holidays falling on Saturday shall be observed on the previous Friday and paid at double (2) the straight-time rate of pay. Employees working on the Saturday will receive the standard pay for Saturday work.

HOLIDAY RATE NO. 35: All work performed on holidays shall be considered overtime and work performed on these days shall be paid at double (2) time prevailing scale. The holidays of understanding are: New Year's Day, Decoration Day, Independence Day, Veteran's Day, Thanksgiving Day and Christmas Day. Should any of these days fall on Sunday, then the following day shall be observed as the holiday. Under no circumstances shall employees be permitted to work on Labor Day (the first Monday in September).

HOLIDAY RATE NO. 36: All work done on New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid at the rate of double time. When one of the above holidays falls on Sunday, the following Monday shall be observed.

HOLIDAY RATE NO. 37: All work performed on Sunday and recognized holidays shall be paid at double (2) time. The following days shall be recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If any of the above holidays fall on a Sunday, the following Monday shall be observed as the holiday. If any of the above holidays fall on a Saturday, the preceding Friday shall be observed as the holiday.

HOLIDAY RATE NO. 38: All work performed on New Year's Day, Decoration Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day shall be paid at the double time rate of pay. When any of these holidays falls on Sunday, the Monday following shall be observed as such holiday.

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