

Requirement of Chapter 104, HRS Wages and Hours of Employees on Public Works Law

Chapter 104, HRS, applies to every public works construction project over \$2,000, regardless of the method of procurement or financing (purchase order, voucher, bid, contract, lease arrangement, warranty).

Rate of Wages for Laborers and Mechanics

Minimum prevailing wages (basic hourly rate plus fringe benefits), as determined by the Director of Labor and Industrial Relations and published in wage rate schedules, shall be paid to the various classes of laborers and mechanics working on the job site. [§104-2(a), (b), Hawaii Revised Statutes (HRS)]

If the Director of Labor determines that prevailing wages have increased during the performance of a public works contract, the rate of pay of laborers and mechanics shall be raised accordingly. [§104-2(a) and (b), HRS; §12-22-3(d) Hawaii Administrative Rules (HAR)]

Overtime

Laborers and mechanics working on a Saturday, Sunday, or a legal holiday of the State or more than eight hours a day on any other day shall be paid overtime compensation at one and one-half times the basic hourly rate plus the cost of fringe benefits for all hours worked. [§§104-1(5), 104-2(c), HRS]

Weekly Pay

Laborers and mechanics employed on the job site shall be paid their full wages at least once a week, without deduction or rebate, except for legal deductions, within five working days after the cutoff date. [§104-2(d), HRS]

Posting of Wage Rate Schedules

Wage rate schedules shall be posted by the contractor in a prominent and easily accessible place at the job site. A copy of the entire wage rate schedule shall be given to each laborer and mechanic employed under the contract, except when the employee is covered by a collective bargaining agreement. [§104-2(d), HRS]

Withholding of Accrued Payments

If necessary, the contracting agency may withhold accrued payments to the contractor to pay to laborers and mechanics employed by the contractor or subcontractor on the job site any difference between the wages required by the public works contract or specifications and the wages received. [§104-2(e), HRS]

Certified Weekly Payrolls and Payroll Records

A certified copy of all payrolls shall be submitted weekly to the contracting agency.

The contractor is responsible for the submission of certified copies of the payrolls of all subcontractors. The certification shall affirm that the payrolls are correct and complete, that the wage rates listed are not less than the applicable rates contained in the applicable wage rate schedule, and that the classifications for each laborer or mechanic conform with the work the laborer or mechanic performed. [§104-3(a), HRS]

Payroll records shall be maintained by the contractor and subcontractors for three years after completion of construction. The records shall contain:

the name and home address of each employee	weekly straight time and overtime earnings
the employee's correct classification	amount and type of deductions
rate of pay (basic hourly rate + fringe benefits)	actual wages paid
daily and weekly hours worked	date of payment

Records shall be made available for inspection by the contracting agency, the Department of Labor and Industrial Relations, and any of its authorized representatives, who may also interview employees during working hours on the job. [§104-3(b), HRS]

Termination of Work on Failure to Pay Wages

If the contracting agency finds that any laborer or mechanic employed on the job site by the contractor or any subcontractor has not been paid prevailing wages or overtime, the contracting agency may, by written notice to the contractor, terminate the contractor's or subcontractor's right to proceed with the work or with the part of the work in which the required wages or overtime compensation have not been paid. The contracting agency may complete this work by contract or otherwise, and the contractor or contractor's sureties shall be liable to the contracting agency for any excess costs incurred. [§104-4, HRS]

Apprentices and Trainees

In order to be paid apprentice or trainee rates, apprentices and trainees must be parties to an agreement either registered with or recognized as a USDOL nationally approved apprenticeship program by the Department of Labor and Industrial Relations, Workforce Development Division. [§12-22-6(1), HAR]

The number of apprentices or trainees on any public work in relation to the number of journey workers in the same craft classification as the apprentices or trainees employed by the same employer on the same public work may not exceed the ratio allowed under the apprenticeship or trainee standards registered with or recognized by the Department of Labor and Industrial Relations. A registered or recognized apprentice receiving the journey worker rate will not be considered a journey worker for the purpose of meeting the ratio requirement. [§12-22-6(2), HAR]

Enforcement

To ensure compliance with the law, DLIR and the contracting agency will conduct investigations of contractors and subcontractors. If a contractor or subcontractor violates the law, the penalties are:

- | | |
|-------------------------|---|
| First Violation: | Equal to 10% of back wages found due or \$25 per offense, whichever is greater. |
| Second Violation | Equal to amount of back wages found due or \$100 per each offense, whichever is greater. |
| Third Violation | Equal to two times the amount of back wages found due or \$200 for each offense, whichever is greater; and
Suspension from doing any new work on any public work of a governmental contracting agency for three years. |

A violation would be deemed a second violation if it occurs within two years of the **first notification of violation**, and a third violation if it occurs within two years of the **second notification of violation**.

Suspension. For a first or second violation, the department shall immediately suspend a contractor who fails to pay wages or penalties until all wages and penalties are paid in full. For a third violation, the department shall penalize and suspend the contractor as described above, **except that if the contractor continues to violate the law, then the department shall immediately suspend the contractor for a mandatory three years. The contractor shall remain suspended until all wages and penalties are paid in full.** [§§104-24, 104-25]

Any contractor who fails to make payroll records accessible or provide requested information within 10 days, or fails to keep or falsifies any required record, shall be assessed a penalty as provided in Section 104-22(b), HRS. [§104-3(c)]

If any contractor interferes with or delays any investigation, the contracting agency shall withhold further payments until the delay has ceased. Interference or delay includes failure to provide requested records or information within ten days, failure to allow employees to be interviewed during working hours on the job, and falsification of payroll records. The department shall assess a penalty of \$1,000 per project, and \$100 per day thereafter, for interference or delay. [§104-22(b)]

For additional information, contact any of the following DLIR offices:

Oahu (Enforcement Division).....	586-8777
Maui	243-5322
Hilo.....	974-6464
West Hawaii	322-4808
Kauai	274-3351

WAGE RATE SCHEDULE BULLETIN NO. 458

Classification	Current			2004			2005			2006			Remarks See Pg 7-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
* ASBESTOS WORKER (Note: 2 Increases per year)	8/31/03			2/29/04			2/27/05			2/26/06			
	\$47.79	\$30.45	\$17.34	\$48.19	\$30.75	\$17.44	\$49.39	\$31.35	\$18.04	\$50.64	\$31.95	\$18.69	1
				8/29/04			9/4/05			9/3/06			
	-	-	-	\$48.79	\$31.05	\$17.74	\$49.94	\$31.65	\$18.29	\$51.24	\$32.25	\$18.99	1
ASPHALT PAVING GROUP:	9/15/03												
Asphalt Raker	\$44.285	\$31.205	\$13.08	-	-	-	-	-	-	-	-	-	2
Asphalt Spreader Operator	\$45.565	\$32.485	\$13.08	-	-	-	-	-	-	-	-	-	2
Laborer, Hand Roller	\$43.785	\$30.705	\$13.08	-	-	-	-	-	-	-	-	-	2
Roller Operator (5 tons and under)	\$44.015	\$30.935	\$13.08	-	-	-	-	-	-	-	-	-	2
Roller Operator (over 5 tons)	\$45.245	\$32.165	\$13.08	-	-	-	-	-	-	-	-	-	2
Screed Person	\$44.595	\$31.515	\$13.08	-	-	-	-	-	-	-	-	-	2
EQUIPMENT OPERATOR:													
Concrete saws and/or Grinder (self-propelled unit on streets, highways, airports and canals)	\$45.245	\$32.165	\$13.08	-	-	-	-	-	-	-	-	-	2
Grader, Soil Stabilizer, Cold Planer	\$46.075	\$32.995	\$13.08	-	-	-	-	-	-	-	-	-	2
Loader (2-1/2 cu. yds. and under)	\$45.245	\$32.165	\$13.08	-	-	-	-	-	-	-	-	-	2
Loader (over 2-1/2 cu. yds. to and including 5 cu. yds.)	\$45.565	\$32.485	\$13.08	-	-	-	-	-	-	-	-	-	2
TRUCK DRIVER:													
Assistant to Engineer	\$44.015	\$30.935	\$13.08	-	-	-	-	-	-	-	-	-	2
Oil Tanker (double)	\$45.565	\$32.485	\$13.08	-	-	-	-	-	-	-	-	-	2
Semi-Trailer, Semi-Dump, Asphalt Distributor, Oil Tanker	\$45.245	\$32.165	\$13.08	-	-	-	-	-	-	-	-	-	2
Slip-in or Pup	\$45.565	\$32.485	\$13.08	-	-	-	-	-	-	-	-	-	2
Single or Rock Cans Tandem Dump Truck (8 cu. yds. & under, water level)	\$44.285	\$31.205	\$13.08	-	-	-	-	-	-	-	-	-	2
Single or Rock Cans Tandem Dump Truck (over 8 cu. yds., water level)	\$44.595	\$31.515	\$13.08	-	-	-	-	-	-	-	-	-	2
Tractor Trailer (hauling equipment, assistant to engineer required)	\$45.675	\$32.595	\$13.08	-	-	-	-	-	-	-	-	-	2
Utility, Flatbed	\$44.015	\$30.935	\$13.08	-	-	-	-	-	-	-	-	-	2
* BOILERMAKER	2/16/04												
	\$44.25	\$26.95	\$17.30	-	-	-	-	-	-	-	-	-	
* CARPENTER: (Note: 2 Increases in 2004)	2/16/04			8/30/04			8/29/05			9/4/06			
Carpenter; Patent Scaffold Erector (Over 14 feet); Piledriver; Pneumatic Nailer	\$47.97	\$31.55	\$16.42	\$48.92	\$31.95	\$16.97	\$49.97	\$32.70	\$17.27	\$51.27	\$33.70	\$17.57	3
Millwright	\$48.22	\$31.80	\$16.42	\$49.17	\$32.20	\$16.97	\$50.22	\$32.95	\$17.27	\$51.52	\$33.95	\$17.57	3
Power Saw Operator (2 h.p. & above)	\$48.12	\$31.70	\$16.42	\$49.07	\$32.10	\$16.97	\$50.12	\$32.85	\$17.27	\$51.42	\$33.85	\$17.57	3
* CEMENT FINISHER: (Note: 2 increases in 2004)	2/16/04			8/30/04			8/29/05			9/4/06			
Cement Finisher; Curb Setter; Precast Panel Setter; Manhole Builder	\$44.27	\$26.80	\$17.47	\$45.47	\$27.25	\$18.22	\$46.57	\$27.70	\$18.87	\$47.72	\$28.10	\$19.62	3
Trowel Machine Operator	\$44.42	\$26.95	\$17.47	\$45.62	\$27.40	\$18.22	\$46.72	\$27.85	\$18.87	\$47.87	\$28.25	\$19.62	3

WAGE RATE SCHEDULE BULLETIN NO. 458

Classification	Current			2004			2005			2006			Remarks See Pg 7-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
CHLORINATOR	9/15/03												
	\$24.68	\$21.29	\$3.39	-	-	-	-	-	-	-	-	-	
DIVER:	9/15/03												
Diver (Aqua Lung)(Scuba)-Up to a depth of 30 feet	\$60.91	\$43.53	\$17.38	-	-	-	-	-	-	-	-	-	
Diver (Aqua Lung)(Scuba)-Over a depth of 30 feet	\$70.28	\$52.90	\$17.38	-	-	-	-	-	-	-	-	-	
Stand-by Diver (Aqua Lung)(Scuba)	\$51.53	\$34.15	\$17.38	-	-	-	-	-	-	-	-	-	
Diver (Other than Aqua Lung)	\$70.28	\$52.90	\$17.38	-	-	-	-	-	-	-	-	-	4
Stand-by Diver (Other than Aqua Lung)	\$51.53	\$34.15	\$17.38	-	-	-	-	-	-	-	-	-	4
Tender (Other than Aqua Lung)	\$48.50	\$31.12	\$17.38	-	-	-	-	-	-	-	-	-	
DRAPERY INSTALLER	9/15/03												
	\$14.80	\$13.60	\$1.20	-	-	-	-	-	-	-	-	-	
* DRYWALL INSTALLER (Note: 2 increases in 2004)	2/16/04			8/30/04			8/29/05			9/4/06			
	\$48.19	\$31.80	\$16.39	\$49.14	\$32.20	\$16.94	\$50.19	\$32.95	\$17.24	\$51.49	\$33.95	\$17.54	
ELECTRICIAN: (Note: 2 increases in 2004)	2/15/04			8/15/04			2/13/05						
Cable Splicer (inside/outside)	\$54.28	\$36.14	\$18.14	\$55.25	\$36.69	\$18.56	\$56.21	\$37.24	\$18.97	-	-	-	5
Ground Worker (outside)	\$39.27	\$24.64	\$14.63	\$39.99	\$25.01	\$14.98	\$40.74	\$25.39	\$15.35	-	-	-	5
Heavy Equipment Operator (outside)	\$45.70	\$29.57	\$16.13	\$46.53	\$30.02	\$16.51	\$47.36	\$30.47	\$16.89	-	-	-	5
Line Installer (outside); Wire Installer (inside)	\$49.98	\$32.85	\$17.13	\$50.88	\$33.35	\$17.53	\$51.78	\$33.85	\$17.93	-	-	-	5
Technician (inside/outside)	\$51.28	\$33.84	\$17.44	\$52.18	\$34.35	\$17.83	\$53.10	\$34.87	\$18.23	-	-	-	5
* ELEVATOR CONSTRUCTOR:	2/16/04												
Elevator Constructor Mechanic	\$49.965	\$39.20	\$10.765	-	-	-	-	-	-	-	-	-	
Elevator Constructor Helper	\$38.205	\$27.44	\$10.765	-	-	-	-	-	-	-	-	-	
EQUIPMENT OPERATOR:	9/15/03												
Corresponding equipment by group available on Internet.													
Group 1	\$46.22	\$28.84	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 2	\$46.33	\$28.95	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 3	\$46.50	\$29.12	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 4	\$46.77	\$29.39	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 5	\$47.08	\$29.70	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 6	\$47.73	\$30.35	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 7	\$48.05	\$30.67	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 8	\$48.16	\$30.78	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 9	\$48.27	\$30.89	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 9A	\$48.50	\$31.12	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 10	\$48.56	\$31.18	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 10A	\$48.71	\$31.33	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 11	\$48.86	\$31.48	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 12	\$49.22	\$31.84	\$17.38	-	-	-	-	-	-	-	-	-	6
Group 12A	\$49.58	\$32.20	\$17.38	-	-	-	-	-	-	-	-	-	6

WAGE RATE SCHEDULE BULLETIN NO. 458

Classification	Current			2004			2005			2006			Remarks See Pg 7-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
FENCE ERECTOR (CHAIN-LINK TYPE)	9/15/03												
	\$13.64	\$12.56	\$1.08	-	-	-	-	-	-	-	-	-	
FLOOR LAYER (CARPET, LINOLEUM & SOFT TILE)	9/15/03												
	\$39.50	\$23.25	\$16.25	-	-	-	-	-	-	-	-	-	
GLAZIER	9/15/03												
	\$44.03	\$24.93	\$19.10	-	-	-	-	-	-	-	-	-	7
HELICOPTER WORK:	9/15/03												
Airborne Hoist Operator	\$50.08	\$32.70	\$17.38	-	-	-	-	-	-	-	-	-	
Co-Pilot	\$50.22	\$32.84	\$17.38	-	-	-	-	-	-	-	-	-	
Pilot	\$50.39	\$33.01	\$17.38	-	-	-	-	-	-	-	-	-	
IRONWORKER:	9/1/03			8/30/04									
Reinforcing, Structural	\$49.36	\$28.00	\$21.36	\$51.36	\$29.00	\$22.36	-	-	-	-	-	-	8
* LABORER:	9/1/03			8/30/04			8/29/05			9/4/06			
Gunit Operator	\$36.50	\$24.15	\$12.35	\$37.25	\$24.65	\$12.60	\$38.05	\$25.15	\$12.90	\$38.75	\$25.65	\$13.10	3
High Scaler (Working Suspended)	\$36.50	\$24.15	\$12.35	\$37.25	\$24.65	\$12.60	\$38.05	\$25.15	\$12.90	\$38.75	\$25.65	\$13.10	
Laborer I	\$36.00	\$23.65	\$12.35	\$36.75	\$24.15	\$12.60	\$37.55	\$24.65	\$12.90	\$38.25	\$25.15	\$13.10	3
Laborer II	\$34.05	\$21.70	\$12.35	\$34.55	\$21.95	\$12.60	\$35.15	\$22.25	\$12.90	\$35.65	\$22.55	\$13.10	3
Light Clean-up (Janitorial) Laborer	\$23.90	\$15.70	\$8.20	\$24.40	\$15.95	\$8.45	\$25.00	\$16.25	\$8.75	\$25.50	\$16.55	\$8.95	3
Powder Blaster	\$37.00	\$24.65	\$12.35	\$37.75	\$25.15	\$12.60	\$38.55	\$25.65	\$12.90	\$39.25	\$26.15	\$13.10	3
Window Washer (Outside) (On bosun's chair, cable-suspended scaffold or work platform)	\$35.50	\$23.15	\$12.35	\$36.25	\$23.65	\$12.60	\$37.05	\$24.15	\$12.90	\$37.75	\$24.65	\$13.10	
LANDSCAPER:	9/29/03			10/4/04									
Landscape & Irrigation Laborer A	\$23.48	\$18.01	\$5.47	\$24.03	\$18.36	\$5.67	-	-	-	-	-	-	
Landscape & Irrigation Laborer B	\$23.98	\$18.51	\$5.47	\$24.53	\$18.86	\$5.67	-	-	-	-	-	-	
Landscape & Irrigation Maintenance Laborer	\$20.28	\$14.81	\$5.47	\$20.78	\$15.11	\$5.67	-	-	-	-	-	-	
* LATHER (Note: 2 increases in 2004)	2/16/04			8/30/04			8/29/05			9/4/06			
	\$48.19	\$31.80	\$16.39	\$49.14	\$32.20	\$16.94	\$50.19	\$32.95	\$17.24	\$51.49	\$33.95	\$17.54	
* MASON; Bricklayer; (Note: 2 increases in 2004)	2/16/04			8/30/04			8/29/05			9/4/06			
Cement Blocklayer; Stone Mason; Precast Sill Setter	\$44.32	\$26.85	\$17.47	\$45.52	\$27.30	\$18.22	\$46.62	\$27.75	\$18.87	\$47.77	\$28.15	\$19.62	3
* PAINTER: (Note: 2 increases per year)	2/16/04			7/1/04			1/1/05						
Painter	\$46.40	\$26.55	\$19.85	\$46.90	\$26.55	\$20.35	\$47.40	\$26.55	\$20.85	-	-	-	9
Spray Painter; Sandblaster or Waterblaster	\$46.90	\$27.05	\$19.85	\$47.40	\$27.05	\$20.35	\$47.90	\$27.05	\$20.85	-	-	-	9
							7/1/05						
Painter	-	-	-	-	-	-	\$47.90	\$26.55	\$21.35	-	-	-	9
Spray Painter; Sandblaster or Waterblaster	-	-	-	-	-	-	\$48.40	\$27.05	\$21.35	-	-	-	9
* PLASTERER (Note: 2 increases in 2004)	2/16/04			8/30/04			8/29/05			9/4/06			
	\$45.11	\$27.64	\$17.47	\$46.31	\$28.09	\$18.22	\$47.41	\$28.54	\$18.87	\$48.56	\$28.94	\$19.62	3

WAGE RATE SCHEDULE BULLETIN NO. 458

Classification	Current			2004			2005			2006			Remarks See Pg 7-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
* PLUMBER: (Note: 2 Increases per year)	2/16/04			7/4/04			1/2/05			1/1/06			
Plumber; Pipefitter; Refrigeration Fitter; Heating & Air Conditioning Fitter; Sprinkler Fitter; Steamfitter	\$47.70	\$30.65	\$17.05	\$48.40	\$31.00	\$17.40	\$49.10	\$31.35	\$17.75	\$50.50	\$32.05	\$18.45	10
							7/3/05			7/2/06			
Plumber; Pipefitter; Refrigeration Fitter; Heating & Air Conditioning Fitter; Sprinkler Fitter; Steamfitter	-	-	-	-	-	-	\$49.80	\$31.70	\$18.10	\$51.20	\$32.40	\$18.80	10
* ROOFER: (Note: 2 Increases in 2005, 2006)	11/2/03			10/31/04			5/1/05			4/30/06			
Shingle, Tile, Built-up Roofing	\$41.83	\$28.85	\$12.98	\$42.48	\$29.25	\$13.23	\$42.83	\$29.60	\$13.23	\$43.51	\$30.10	\$13.41	
Coal Tar Pitch	\$70.68	\$57.70	\$12.98	\$71.73	\$58.50	\$13.23	\$72.43	\$59.20	\$13.23	\$73.61	\$60.20	\$13.41	
							10/30/05			10/29/06			
Shingle, Tile, Built-up Roofing	-	-	-	-	-	-	\$43.26	\$29.85	\$13.41	\$44.21	\$30.60	\$13.61	
Coal Tar Pitch	-	-	-	-	-	-	\$73.11	\$59.70	\$13.41	\$74.81	\$61.20	\$13.61	
SANDBLASTER OR WATERBLASTER:													
Use wages of craft to which sand or water blasting is incidental.													
SEWER LINE TELE-REPAIRER	9/15/03												
	\$31.01	\$24.13	\$6.88	-	-	-	-	-	-	-	-	-	
* SHEETMETAL WORKER (Note: 2 Increases in 2005, 2006)	9/15/03			8/29/04			2/27/05			2/26/06			
	\$48.08	\$31.62	\$16.46	\$48.44	\$31.92	\$16.52	\$48.90	\$31.97	\$16.93	\$50.03	\$32.37	\$17.66	11
							8/28/05			8/27/06			
	-	-	-	-	-	-	\$49.36	\$32.37	\$16.99	\$50.70	\$32.87	\$17.83	11
TAPER	1/1/04						1/1/05						
	\$47.05	\$34.00	\$13.05	-	-	-	\$48.55	\$35.00	\$13.55	-	-	-	
TERMITE TREATER	9/15/03												
	\$11.04	\$9.74	\$1.30	-	-	-	-	-	-	-	-	-	
* TERRAZZO: (Note: 2 Increases in 2004)	2/16/04			8/30/04			8/29/05			9/4/06			
Terrazzo Setter	\$44.57	\$27.10	\$17.47	\$45.77	\$27.55	\$18.22	\$46.87	\$28.00	\$18.87	\$48.02	\$28.40	\$19.62	3
Terrazzo Base Grinder	\$42.76	\$25.29	\$17.47	\$43.96	\$25.74	\$18.22	\$45.06	\$26.19	\$18.87	\$46.21	\$26.59	\$19.62	3
Certified Terrazzo Floor Grinder and Tender	\$41.21	\$23.74	\$17.47	\$42.41	\$24.19	\$18.22	\$43.51	\$24.64	\$18.87	\$44.66	\$25.04	\$19.62	3
Terrazzo Floor Grinder	\$39.71	\$22.24	\$17.47	\$40.91	\$22.69	\$18.22	\$42.01	\$23.14	\$18.87	\$43.16	\$23.54	\$19.62	3
* TILE SETTER: (Note: 2 Increases In 2004)	2/16/04			8/30/04			8/29/05			9/4/06			
Ceramic Hard Tile; Marble Setter	\$44.57	\$27.10	\$17.47	\$45.77	\$27.55	\$18.22	\$46.87	\$28.00	\$18.87	\$48.02	\$28.40	\$19.62	3
Pointer-Caulker-Weatherproofer	\$44.57	\$27.10	\$17.47	\$45.77	\$27.55	\$18.22	\$46.87	\$28.00	\$18.87	\$48.02	\$28.40	\$19.62	3
Certified Ceramic Tile & Marble Helpers	\$41.21	\$23.74	\$17.47	\$42.41	\$24.19	\$18.22	\$43.51	\$24.64	\$18.87	\$44.66	\$25.04	\$19.62	3

WAGE RATE SCHEDULE BULLETIN NO. 458

Classification	Current			2004			2005			2006			Remarks See Pg 7-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
TRUCK DRIVER:	9/15/03												
Concrete Mixer	\$23.02	\$18.02	\$5.00	-	-	-	-	-	-	-	-	-	
	1/1/03												
Concrete Mixer/Booster	\$34.02	\$26.33	\$7.69	-	-	-	-	-	-	-	-	-	
	9/15/03												
Dump Truck, 8 cu. yds. & under (water level); Water Truck (up to & including 2,000 gallons)	\$46.77	\$29.39	\$17.38	-	-	-	-	-	-	-	-	-	
Flatbed, Utility, etc.	\$46.50	\$29.12	\$17.38	-	-	-	-	-	-	-	-	-	
End Dump, Unlicensed (Euclid, Mack, Caterpillar, or similar); Tractor Trailer (hauling equipment) (helper required when hydraulic ramp is not being used)	\$48.16	\$30.78	\$17.38	-	-	-	-	-	-	-	-	-	
Semi-Trailer, Rock Cans, or Semi-Dump	\$47.73	\$30.35	\$17.38	-	-	-	-	-	-	-	-	-	
Slip-in or Pup	\$48.05	\$30.67	\$17.38	-	-	-	-	-	-	-	-	-	
Tandem Dump Truck, over 8 cu. yds. (water level); Water Truck (over 2,000 gallons)	\$47.08	\$29.70	\$17.38	-	-	-	-	-	-	-	-	-	
* UNDERGROUND LABORER:	9/1/03			8/30/04			8/29/05			9/4/06			
Worker in a raise, shaft, or tunnel.													
Group 1	\$36.60	\$24.25	\$12.35	\$37.35	\$24.75	\$12.60	\$38.15	\$25.25	\$12.90	\$38.85	\$25.75	\$13.10	
Group 2	\$38.10	\$25.75	\$12.35	\$38.85	\$26.25	\$12.60	\$39.65	\$26.75	\$12.90	\$40.35	\$27.25	\$13.10	
Group 3	\$38.60	\$26.25	\$12.35	\$39.35	\$26.75	\$12.60	\$40.15	\$27.25	\$12.90	\$40.85	\$27.75	\$13.10	
Group 4	\$39.60	\$27.25	\$12.35	\$40.35	\$27.75	\$12.60	\$41.15	\$28.25	\$12.90	\$41.85	\$28.75	\$13.10	
Group 5	\$39.85	\$27.50	\$12.35	\$40.60	\$28.00	\$12.60	\$41.40	\$28.50	\$12.90	\$42.10	\$29.00	\$13.10	
Group 6	\$39.95	\$27.60	\$12.35	\$40.70	\$28.10	\$12.60	\$41.50	\$28.60	\$12.90	\$42.20	\$29.10	\$13.10	
Group 7	\$40.20	\$27.85	\$12.35	\$40.95	\$28.35	\$12.60	\$41.75	\$28.85	\$12.90	\$42.45	\$29.35	\$13.10	
Group 8	\$40.65	\$28.30	\$12.35	\$41.40	\$28.80	\$12.60	\$42.20	\$29.30	\$12.90	\$42.90	\$29.80	\$13.10	
WATER FRONT CONSTRUCTION (DREDGING):	9/15/03												
CLAMSHELL OR DIPPER DREDGES:													
Clamshell or Dipper Operator	\$49.22	\$31.84	\$17.38	-	-	-	-	-	-	-	-	-	12
Mechanic; Welder; Watch Engineer	\$48.56	\$31.18	\$17.38	-	-	-	-	-	-	-	-	-	
Deckmate; Bargemate	\$48.16	\$30.78	\$17.38	-	-	-	-	-	-	-	-	-	
Fire Person; Oiler; Deckhand; Barge Worker	\$46.50	\$29.12	\$17.38	-	-	-	-	-	-	-	-	-	
HYDRAULIC SUCTION DREDGES:													
Lever Operator	\$48.86	\$31.48	\$17.38	-	-	-	-	-	-	-	-	-	
Mechanic; Welder	\$48.71	\$31.33	\$17.38	-	-	-	-	-	-	-	-	-	
Watch Engineer (steam or electric)	\$48.56	\$31.18	\$17.38	-	-	-	-	-	-	-	-	-	
Dozer Operator	\$48.50	\$31.12	\$17.38	-	-	-	-	-	-	-	-	-	
Deckmate	\$48.16	\$30.78	\$17.38	-	-	-	-	-	-	-	-	-	
Winch Operator (stem winch on dredge)	\$48.05	\$30.67	\$17.38	-	-	-	-	-	-	-	-	-	
Fire Person; Oiler; Deckhand (can operate anchor scow under direction of deckmate); Levee Operator	\$46.50	\$29.12	\$17.38	-	-	-	-	-	-	-	-	-	

WATER FRONT CONSTRUCTION (DREDGING): Continued on Page 6

WAGE RATE SCHEDULE BULLETIN NO. 458

Classification	Current			2004			2005			2006			Remarks See Pg 7-8
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
WATER FRONT CONSTRUCTION (DREDGING): Con't.	9/15/03												
DERRICKS:													
Operator: Derrick, Piledriver, Crane	\$49.22	\$31.84	\$17.38	-	-	-	-	-	-	-	-	-	
Deckmate; Saurman Type Dragline (up to & including 5 yds.) (Assistant to Engineer required; see Equipment Operator Group 3)	\$48.16	\$30.78	\$17.38	-	-	-	-	-	-	-	-	-	
Saurman Type Dragline (over 5 cu. yds.) (Assistant to Engineer required; see Equipment Operator Group 3)	\$48.56	\$31.18	\$17.38	-	-	-	-	-	-	-	-	-	
Fire Person; Oiler; Deckhand	\$46.50	\$29.12	\$17.38	-	-	-	-	-	-	-	-	-	
BOAT OPERATORS:													
Master Boat Operator	\$48.86	\$31.48	\$17.38	-	-	-	-	-	-	-	-	-	
Boat Operator	\$48.71	\$31.33	\$17.38	-	-	-	-	-	-	-	-	-	
Boat Deckhand	\$46.50	\$29.12	\$17.38	-	-	-	-	-	-	-	-	-	
WELDER:													
Use wages of craft to which welding is incidental.													
WATER WELL DRILLER:	9/15/03												
Water Well Driller	\$24.35	\$22.10	\$2.25	-	-	-	-	-	-	-	-	-	
Water Well Driller Helper	\$18.31	\$16.16	\$2.15	-	-	-	-	-	-	-	-	-	

Comments: Overtime must be paid at one and one-half times the basic hourly rate plus the hourly cost of required fringe benefits.

* Indicates a wage, fringe benefit, or title change from the previous bulletin.

REMARKS

1. Asbestos Worker: Six percent per hour shall be added to the hourly wage for hazardous pay while working from a boatswain chair, staging or free standing scaffolding erected from the ground up or mezzanine floor subject to a free fall and skyclimber suspended from a permanent structure and when working above 40 feet.
2. Asphalt Paving: \$.75 per hour shall be added to the hourly wage while working to scale the quarry face.
3. Carpenter, Cement Finisher, Laborer (excluding High Scaler, Window Washer), Mason, Plasterer, Terrazzo, Tile Setter: \$.50 per hour shall be added to the regular straight-time rate for height pay for each hour while working from a bosun's chair and/or from a cable-suspended scaffold or work platform which is free swinging (not attached to building) for each hour worked on said rig.
4. Diver:
 - A. On any dive exceeding 50 feet, the diver shall in addition be paid the following amount of "depth money":

50 feet to 100 feet	\$1.50 per foot in excess of 50 feet
100 feet to 150 feet	\$100.00 plus \$2.00 per foot in excess of 100 feet
150 feet to 200 feet	\$200.00 plus \$3.00 per foot in excess of 150 feet
 - B. When it is necessary for a Diver to enter any pipe, tunnel or other enclosure, the said Diver shall in addition to the hourly rate, receive a premium in accordance with the following schedule for distance traveled from the entrance of the pipe, tunnel or other enclosure:
 - 1). When able to stand erect, but in which there is no vertical ascent:

5 feet to 50 feet	\$5.00 per day
50 feet to 100 feet	\$7.50 per day
100 feet to 150 feet	\$12.50 per day
Greater than 150 feet	The premium shall be increased an additional \$7.50 for each succeeding 50 feet.
 - 2). When unable to stand erect and in which there is no vertical ascent:

5 feet to 50 feet	\$5.00 per day
50 feet to 100 feet	\$7.50 per day
100 feet to 150 feet	\$12.50 per day
150 feet to 200 feet	\$36.75 per day
200 feet to 300 feet	\$1.00 per foot
300 feet to 450 feet	\$1.50 per foot
450 feet to 600 feet	\$2.50 per foot
5. Electrician:
 - A. One and one-half times the straight-time rate while working in a tunnel under construction; under water with aqualung equipment; in a completed tunnel which has only one entrance or exit providing access to safety and where no other personnel are working; or in an underground structure having no access to safety or where no other personnel are working.
 - B. Double the straight-time rate shall be paid for the following types of hazardous work:
 - 1). While working from trusses, stacks, towers, tanks, bosun's chairs, swinging or rolling scaffolds, supporting structures, and open platforms, over 70 feet from the ground where the employee is subject to a free fall; provided, however, that when work is performed on stacks, towers or permanent platforms where the employees are on a firm footing within an enclosure, a hazardous condition does not exist regardless of height;
 - 2). While working outside of a railing or enclosure, or temporary platforms extending outside of a building, or from scaffolding or ladder within an enclosure where an employee's footing is within one foot of the top of such railing, and the employee is subject to a free fall of over 70 feet;
 - 3). Working on buildings while leaning over the railing or edge of the building, and is subject to a free fall of 70 feet; or
 - 4). Two hours' minimum hazardous pay per day shall be paid while climbing to a stack, tower or permanent platform which exceeds 70 feet from the ground but where the employee is on a firm footing within an enclosure.
 - C. Five percent per hour shall be added to the hourly wage for height pay while working above 9,000 feet elevation.

REMARKS

6. Equipment Operator:

- A. Operators and Assistants to Engineer (climbing a boom) of cranes (under 50 tons) with booms of eighty feet or more (including jib) or of cranes (under 50 tons) with leads of one hundred feet or more, shall receive additional premium according to the following schedule:

	Per Hour
Booms of 80 feet up to, or leads of 100 feet up to, but not including 130 feet	\$0.50
Booms and/or leads of 130 feet up to, but not including 180 feet	\$0.75
Booms and/or leads of 180 feet up to and including 250 feet	\$1.15
Booms and/or leads over 250 feet	\$1.50

Operators and Assistants to Engineer (climbing a boom) of cranes (50 tons and over) with booms of 180 feet or more (including jib) shall receive additional premium according to the following schedule:

	Per Hour
Booms of 180 feet up to and including 250 feet	\$1.25
Booms over 250 feet	\$1.75

Note: The boom shall be measured from the center of the heel pin to the center of the boom or jib point sheave.

- B. \$1.25 per hour shall be added to the hourly wage while operating a rig suspended by ropes or cables or to perform work on a Yo-Yo Cat.
 C. In a raise or shaft, a premium of \$.40 per hour will be paid in addition to the regular straight time wage.

A raise is defined to be an underground excavation (lined or unlined) whose length exceeds its width and the inclination of the grade from the excavation is greater than 20 degrees from the horizontal.

A shaft is defined to be an excavation (lined or unlined) made from the surface of the earth, generally vertical in nature, but may decline up to 75 degrees from the vertical, and whose depth is greater than 15 feet and its largest horizontal dimension. Includes an underground silo.

- D. In a tunnel, a premium of \$.30 per hour will be paid in addition to the regular straight time wages.


A tunnel is defined to be an underground excavation (lined or unlined) whose length exceeds its width and the inclination of the grade from the excavation is no greater than 20 degrees from the horizontal.

7. Glazier: \$.50 per hour shall be added to the hourly wage for height pay for exterior glazing work performed from a scaffold or rigging 25 feet or more above the ground level.
8. Ironworker: \$.50 per hour shall be added to the hourly wage while working in tunnels or coffer dams. \$1.00 per hour shall be added to the hourly wage while working under or covered with water (submerged), or on the summits of Mauna Kea, Mauna Loa or Haleakala.
9. Painter: \$.50 per hour shall be added to the hourly wage for painting on surfaces over 40 feet in height while using staging or scaffolding.
10. Plumber: One and one-half times the straight-time rate for height pay while working from OSHA approved trusses, stacks, towers, tanks, bosun's chair, swinging or rolling scaffolding, supporting structures or on open platforms where the employee is subject to a direct fall of 40 feet or more. Provided, however, that when said work is performed where the employee is on a firm footing within an enclosure, a hazardous condition does not exist regardless of height. \$1.00 per hour shall be added to the straight-time rate while working with flame cutting or any type of welding equipment on any galvanized material or product for at least an hour.
11. Sheetmetal Worker:
- A. For overtime purposes: ((Basic hourly rate less \$2.77) multiplied by 1.5) + \$2.77 + Fringe total.
 Effective 2/27/05: ((Basic hourly rate less \$2.82) multiplied by 1.5) + \$2.82 + Fringe total.
- B. Add \$.06 to the total fringe benefit hourly rate per Hawaii Revised Statutes, Section 104-2 (b)(2).
12. Clamshell or Dipper Operator: \$.50 per hour shall be added to the straight-time rate while working with boom (including jib) over 130 feet.

Frequently Asked Questions About Chapter 104

is available on the Internet in PDF Format
at
<http://www.dlir.state.hi.us/>

Scroll down to the Wage Standards Division
and click on the red button next to
Frequently Asked Questions About Chapter 104, HRS
Wages and Hours of Employees on Public Works Law (eH104-2)

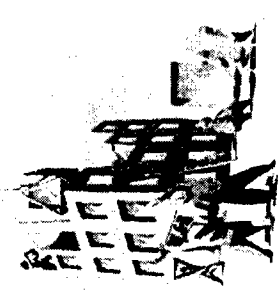


**Frequently Asked Questions About
Chapter 104**

**Wages and Hours of
Employees on Public Works Law**

A Guide for

- Contractors
- Government Contracting Agencies
- Workers



DLIR-104-104-1 (10/01)

Wage Rate Schedule
on the Internet in PDF Format
at
<http://www.loihi.state.hi.us/>
Click on Wage Rate Schedule

WAGE RATE SCHEDULE BULLETIN NO. 408

Classification	2004				2005				2006				Remarks
	Prevailing Wage Rate	Prevailing Hourly Rate	Prevailing Monthly Rate	Prevailing Daily Rate	Prevailing Wage Rate	Prevailing Hourly Rate	Prevailing Monthly Rate	Prevailing Daily Rate	Prevailing Wage Rate	Prevailing Hourly Rate	Prevailing Monthly Rate	Prevailing Daily Rate	
GENERAL LABOR GROUP													
General Laborer (18 to 24 years)	\$47.75	\$3.98	\$117.34	\$47.75	\$48.00	\$4.00	\$118.00	\$48.00	\$48.25	\$4.02	\$118.50	\$48.25	1
General Laborer (25 to 34 years)	\$48.00	\$4.00	\$118.00	\$48.00	\$48.25	\$4.02	\$118.50	\$48.25	\$48.50	\$4.04	\$119.00	\$48.50	1
General Laborer (35 to 44 years)	\$48.25	\$4.02	\$118.50	\$48.25	\$48.50	\$4.04	\$119.00	\$48.50	\$48.75	\$4.06	\$119.50	\$48.75	1
General Laborer (45 to 54 years)	\$48.50	\$4.04	\$119.00	\$48.50	\$48.75	\$4.06	\$119.50	\$48.75	\$49.00	\$4.08	\$120.00	\$49.00	1
General Laborer (55 to 64 years)	\$48.75	\$4.06	\$119.50	\$48.75	\$49.00	\$4.08	\$120.00	\$49.00	\$49.25	\$4.10	\$120.50	\$49.25	1
General Laborer (65 to 74 years)	\$49.00	\$4.08	\$120.00	\$49.00	\$49.25	\$4.10	\$120.50	\$49.25	\$49.50	\$4.12	\$121.00	\$49.50	1
General Laborer (75 to 84 years)	\$49.25	\$4.10	\$120.50	\$49.25	\$49.50	\$4.12	\$121.00	\$49.50	\$49.75	\$4.14	\$121.50	\$49.75	1
General Laborer (85 to 94 years)	\$49.50	\$4.12	\$121.00	\$49.50	\$49.75	\$4.14	\$121.50	\$49.75	\$50.00	\$4.16	\$122.00	\$50.00	1
General Laborer (95 to 104 years)	\$49.75	\$4.14	\$121.50	\$49.75	\$50.00	\$4.16	\$122.00	\$50.00	\$50.25	\$4.18	\$122.50	\$50.25	1
General Laborer (105 to 114 years)	\$50.00	\$4.16	\$122.00	\$50.00	\$50.25	\$4.18	\$122.50	\$50.25	\$50.50	\$4.20	\$123.00	\$50.50	1
General Laborer (115 to 124 years)	\$50.25	\$4.18	\$122.50	\$50.25	\$50.50	\$4.20	\$123.00	\$50.50	\$50.75	\$4.22	\$123.50	\$50.75	1
General Laborer (125 to 134 years)	\$50.50	\$4.20	\$123.00	\$50.50	\$50.75	\$4.22	\$123.50	\$50.75	\$51.00	\$4.24	\$124.00	\$51.00	1
General Laborer (135 to 144 years)	\$50.75	\$4.22	\$123.50	\$50.75	\$51.00	\$4.24	\$124.00	\$51.00	\$51.25	\$4.26	\$124.50	\$51.25	1
General Laborer (145 to 154 years)	\$51.00	\$4.24	\$124.00	\$51.00	\$51.25	\$4.26	\$124.50	\$51.25	\$51.50	\$4.28	\$125.00	\$51.50	1
General Laborer (155 to 164 years)	\$51.25	\$4.26	\$124.50	\$51.25	\$51.50	\$4.28	\$125.00	\$51.50	\$51.75	\$4.30	\$125.50	\$51.75	1
General Laborer (165 to 174 years)	\$51.50	\$4.28	\$125.00	\$51.50	\$51.75	\$4.30	\$125.50	\$51.75	\$52.00	\$4.32	\$126.00	\$52.00	1
General Laborer (175 to 184 years)	\$51.75	\$4.30	\$125.50	\$51.75	\$52.00	\$4.32	\$126.00	\$52.00	\$52.25	\$4.34	\$126.50	\$52.25	1
General Laborer (185 to 194 years)	\$52.00	\$4.32	\$126.00	\$52.00	\$52.25	\$4.34	\$126.50	\$52.25	\$52.50	\$4.36	\$127.00	\$52.50	1
General Laborer (195 to 204 years)	\$52.25	\$4.34	\$126.50	\$52.25	\$52.50	\$4.36	\$127.00	\$52.50	\$52.75	\$4.38	\$127.50	\$52.75	1
General Laborer (205 to 214 years)	\$52.50	\$4.36	\$127.00	\$52.50	\$52.75	\$4.38	\$127.50	\$52.75	\$53.00	\$4.40	\$128.00	\$53.00	1
General Laborer (215 to 224 years)	\$52.75	\$4.38	\$127.50	\$52.75	\$53.00	\$4.40	\$128.00	\$53.00	\$53.25	\$4.42	\$128.50	\$53.25	1
General Laborer (225 to 234 years)	\$53.00	\$4.40	\$128.00	\$53.00	\$53.25	\$4.42	\$128.50	\$53.25	\$53.50	\$4.44	\$129.00	\$53.50	1
General Laborer (235 to 244 years)	\$53.25	\$4.42	\$128.50	\$53.25	\$53.50	\$4.44	\$129.00	\$53.50	\$53.75	\$4.46	\$129.50	\$53.75	1
General Laborer (245 to 254 years)	\$53.50	\$4.44	\$129.00	\$53.50	\$53.75	\$4.46	\$129.50	\$53.75	\$54.00	\$4.48	\$130.00	\$54.00	1
General Laborer (255 to 264 years)	\$53.75	\$4.46	\$129.50	\$53.75	\$54.00	\$4.48	\$130.00	\$54.00	\$54.25	\$4.50	\$130.50	\$54.25	1
General Laborer (265 to 274 years)	\$54.00	\$4.48	\$130.00	\$54.00	\$54.25	\$4.50	\$130.50	\$54.25	\$54.50	\$4.52	\$131.00	\$54.50	1
General Laborer (275 to 284 years)	\$54.25	\$4.50	\$130.50	\$54.25	\$54.50	\$4.52	\$131.00	\$54.50	\$54.75	\$4.54	\$131.50	\$54.75	1
General Laborer (285 to 294 years)	\$54.50	\$4.52	\$131.00	\$54.50	\$54.75	\$4.54	\$131.50	\$54.75	\$55.00	\$4.56	\$132.00	\$55.00	1
General Laborer (295 to 304 years)	\$54.75	\$4.54	\$131.50	\$54.75	\$55.00	\$4.56	\$132.00	\$55.00	\$55.25	\$4.58	\$132.50	\$55.25	1
General Laborer (305 to 314 years)	\$55.00	\$4.56	\$132.00	\$55.00	\$55.25	\$4.58	\$132.50	\$55.25	\$55.50	\$4.60	\$133.00	\$55.50	1
General Laborer (315 to 324 years)	\$55.25	\$4.58	\$132.50	\$55.25	\$55.50	\$4.60	\$133.00	\$55.50	\$55.75	\$4.62	\$133.50	\$55.75	1
General Laborer (325 to 334 years)	\$55.50	\$4.60	\$133.00	\$55.50	\$55.75	\$4.62	\$133.50	\$55.75	\$56.00	\$4.64	\$134.00	\$56.00	1
General Laborer (335 to 344 years)	\$55.75	\$4.62	\$133.50	\$55.75	\$56.00	\$4.64	\$134.00	\$56.00	\$56.25	\$4.66	\$134.50	\$56.25	1
General Laborer (345 to 354 years)	\$56.00	\$4.64	\$134.00	\$56.00	\$56.25	\$4.66	\$134.50	\$56.25	\$56.50	\$4.68	\$135.00	\$56.50	1
General Laborer (355 to 364 years)	\$56.25	\$4.66	\$134.50	\$56.25	\$56.50	\$4.68	\$135.00	\$56.50	\$56.75	\$4.70	\$135.50	\$56.75	1
General Laborer (365 to 374 years)	\$56.50	\$4.68	\$135.00	\$56.50	\$56.75	\$4.70	\$135.50	\$56.75	\$57.00	\$4.72	\$136.00	\$57.00	1
General Laborer (375 to 384 years)	\$56.75	\$4.70	\$135.50	\$56.75	\$57.00	\$4.72	\$136.00	\$57.00	\$57.25	\$4.74	\$136.50	\$57.25	1
General Laborer (385 to 394 years)	\$57.00	\$4.72	\$136.00	\$57.00	\$57.25	\$4.74	\$136.50	\$57.25	\$57.50	\$4.76	\$137.00	\$57.50	1
General Laborer (395 to 404 years)	\$57.25	\$4.74	\$136.50	\$57.25	\$57.50	\$4.76	\$137.00	\$57.50	\$57.75	\$4.78	\$137.50	\$57.75	1
General Laborer (405 to 414 years)	\$57.50	\$4.76	\$137.00	\$57.50	\$57.75	\$4.78	\$137.50	\$57.75	\$58.00	\$4.80	\$138.00	\$58.00	1
General Laborer (415 to 424 years)	\$57.75	\$4.78	\$137.50	\$57.75	\$58.00	\$4.80	\$138.00	\$58.00	\$58.25	\$4.82	\$138.50	\$58.25	1
General Laborer (425 to 434 years)	\$58.00	\$4.80	\$138.00	\$58.00	\$58.25	\$4.82	\$138.50	\$58.25	\$58.50	\$4.84	\$139.00	\$58.50	1
General Laborer (435 to 444 years)	\$58.25	\$4.82	\$138.50	\$58.25	\$58.50	\$4.84	\$139.00	\$58.50	\$58.75	\$4.86	\$139.50	\$58.75	1
General Laborer (445 to 454 years)	\$58.50	\$4.84	\$139.00	\$58.50	\$58.75	\$4.86	\$139.50	\$58.75	\$59.00	\$4.88	\$140.00	\$59.00	1
General Laborer (455 to 464 years)	\$58.75	\$4.86	\$139.50	\$58.75	\$59.00	\$4.88	\$140.00	\$59.00	\$59.25	\$4.90	\$140.50	\$59.25	1
General Laborer (465 to 474 years)	\$59.00	\$4.88	\$140.00	\$59.00	\$59.25	\$4.90	\$140.50	\$59.25	\$59.50	\$4.92	\$141.00	\$59.50	1
General Laborer (475 to 484 years)	\$59.25	\$4.90	\$140.50	\$59.25	\$59.50	\$4.92	\$141.00	\$59.50	\$59.75	\$4.94	\$141.50	\$59.75	1
General Laborer (485 to 494 years)	\$59.50	\$4.92	\$141.00	\$59.50	\$59.75	\$4.94	\$141.50	\$59.75	\$60.00	\$4.96	\$142.00	\$60.00	1
General Laborer (495 to 504 years)	\$59.75	\$4.94	\$141.50	\$59.75	\$60.00	\$4.96	\$142.00	\$60.00	\$60.25	\$4.98	\$142.50	\$60.25	1
General Laborer (505 to 514 years)	\$60.00	\$4.96	\$142.00	\$60.00	\$60.25	\$4.98	\$142.50	\$60.25	\$60.50	\$4.99	\$143.00	\$60.50	1
General Laborer (515 to 524 years)	\$60.25	\$4.98	\$142.50	\$60.25	\$60.50	\$4.99	\$143.00	\$60.50	\$60.75	\$5.00	\$143.50	\$60.75	1
General Laborer (525 to 534 years)	\$60.50	\$5.00	\$143.00	\$60.50	\$60.75	\$5.00	\$143.50	\$60.75	\$61.00	\$5.01	\$144.00	\$61.00	1
General Laborer (535 to 544 years)	\$60.75	\$5.01	\$143.50	\$60.75	\$61.00	\$5.01	\$144.00	\$61.00	\$61.25	\$5.02	\$144.50	\$61.25	1
General Laborer (545 to 554 years)	\$61.00	\$5.02	\$144.00	\$61.00	\$61.25	\$5.02	\$144.50	\$61.25	\$61.50	\$5.03	\$145.00	\$61.50	1
General Laborer (555 to 564 years)	\$61.25	\$5.03	\$144.50	\$61.25	\$61.50	\$5.03	\$145.00	\$61.50	\$61.75	\$5.04	\$145.50	\$61.75	1
General Laborer (565 to 574 years)	\$61.50	\$5.04	\$145.00	\$61.50	\$61.75	\$5.04	\$145.50	\$61.75	\$62.00	\$5.05	\$146.00	\$62.00	1
General Laborer (575 to 584 years)	\$61.75	\$5.05	\$145.50	\$61.75	\$62.00	\$5.05	\$146.00	\$62.00	\$62.25	\$5.06	\$146.50	\$62.25	1
General Laborer (585 to 594 years)	\$62.00	\$5.06	\$146.00	\$62.00	\$62.25	\$5.06	\$146.50	\$62.25	\$62.50	\$5.07	\$147.00	\$62.50	1
General Laborer (595 to 604 years)	\$62.25	\$5.07	\$146.50	\$62.25	\$62.50	\$5.07	\$147.00	\$62.50	\$62.75	\$5.08	\$147.50	\$62.75	1
General Laborer (605 to 614 years)	\$62.50	\$5.08	\$147.00	\$62.50	\$62.75	\$5.08	\$147.50	\$62.75	\$63.00	\$5.09	\$148.00	\$63.00	1
General Laborer (615 to 624 years)	\$62.75	\$5.09	\$147.50	\$62.75	\$63.00	\$5.09	\$148.00	\$63.00	\$63.25	\$5.10	\$148.50	\$63.25	1
General Laborer (625 to 634 years)	\$63.00	\$5.10	\$148.00	\$63.00	\$63.25	\$5.10	\$148.50	\$63.25	\$63.50	\$5.11	\$149.00	\$63.50	1
General Laborer (635 to 644 years)	\$63.25	\$5.11	\$148.50	\$63.25	\$63.50	\$5.11	\$149.00	\$63.50	\$63.75	\$5.12	\$149.50	\$63.75	1
General Laborer (645 to 654 years)	\$63.50	\$5.12	\$149.00	\$63.50	\$63.75	\$5.12	\$149.50	\$63.75	\$64.00	\$5.13	\$150.00	\$64.00	1
General Laborer (655 to 664 years)	\$63.75	\$5.13	\$149.50	\$63.75	\$64.00	\$5.13	\$150.00	\$64.00	\$64.25	\$5.14	\$150.50	\$64.25	1
General Laborer (665 to 674 years)	\$64.00	\$5.14	\$150.00	\$64.00	\$64.25	\$5.14	\$150.50	\$64.25	\$64.50	\$5.15	\$151.00	\$64.50	1
General Laborer (675 to 684 years)	\$64.25	\$5.15	\$150.50	\$64.25	\$64.50	\$5.15	\$151.00	\$64.50	\$64.75	\$5.16	\$151.50	\$64.75	1
General Laborer (685 to 694 years)	\$64.50	\$5.16	\$151.00	\$64.50	\$64.75	\$5.16	\$151.50	\$64.75	\$65.00	\$5.17	\$152.00	\$65.00	1
General Laborer (695 to 704 years)	\$64.75	\$5.17	\$151.50	\$64.75	\$65.00	\$5.17	\$152.00	\$65.00	\$65.25	\$5.18	\$152.50	\$65.25	1
General Laborer (705 to 714 years)	\$65.00	\$5.18	\$152.00	\$65.00	\$65.25	\$5.18	\$152.50	\$65.25	\$65.50	\$5.19	\$153.00	\$65.50	1
General Laborer (715 to 724 years)	\$65.25	\$5.19	\$152.50	\$65.25	\$65.50	\$5.19	\$153.00	\$65.50	\$65.75	\$5.20	\$153.50	\$65.75	1
General Laborer (725 to 734 years)	\$65.50	\$5.20	\$153.00	\$65.50	\$65.75	\$5.20	\$153.50	\$65.75	\$66.00	\$5.21	\$154.00	\$66.00	1
General Laborer (735 to 744 years)	\$65.75	\$5.21	\$153.50	\$65.75	\$66.00	\$5.21	\$154.00	\$66.00	\$66.25	\$5.22	\$154.50	\$66.25	1
General Laborer (745 to 754 years)	\$66.00	\$5.22	\$154.00	\$66.00	\$66.25	\$5.22	\$154.50	\$66.25	\$66.50	\$5.23	\$155.00	\$66.50	1
General Laborer (755 to 764 years)	\$66.25	\$5.23	\$154.50	\$66.25	\$66.50	\$5.23	\$155.00	\$66.50	\$66.75	\$5.24	\$155.50	\$66.75	1
General Laborer (765 to 774 years)	\$66.50	\$5.24	\$155.00	\$66.50	\$66.75	\$5.24	\$155.50	\$66.75	\$67.00	\$5.25	\$156.00	\$67.00	1
General Laborer (775 to 784 years)	\$66.75	\$5.25	\$155.50	\$66.75	\$67.00	\$5.25	\$156.00	\$67.00	\$67.25	\$5.26	\$156.50	\$67.25	1
General Laborer (785 to 794 years)	\$67.00	\$5.26	\$156.00	\$67.00	\$67.25	\$5.26	\$156.50	\$67.25	\$67.50	\$5.27	\$157.00	\$67.50	1
General Laborer (795 to 804 years)	\$67.25	\$5.27	\$156.50	\$67.25	\$67.50	\$5.27	\$157.00	\$67.50	\$67.75	\$5.28	\$157.50	\$67.75	1
General Laborer (805 to 814 years)	\$67.50	\$5.28	\$157.00	\$67.50	\$67.75	\$5.28	\$157.50	\$67.75	\$68.00	</			

State of Hawaii
DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS
Research and Statistics Office
830 Punchbowl Street
Honolulu, Hawaii 96813

State of Hawaii
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
830 Punchbowl Street
Honolulu, Hawaii 96813

February 16, 2004

BULLETIN NO. 458

This schedule of wage rates contained herein is recognized by the Director of Labor and Industrial Relations to be prevailing on public construction work for the purposes of Chapter 104, Hawaii Revised Statutes.

As required by law, future wage rates for laborers and mechanics are incorporated into this bulletin based on available information and are subject to change. For addenda or additional wage rate schedules, please consult the internet at www.loihi.state.hi.us/OMI/WRS/WRS.HTM.

The Apprentice Schedule is available on the Internet or upon request from the Research and Statistics Office. Pursuant to Section 12-22-6 (1), Hawaii Administrative Rules, the Apprentice Schedule is applicable only to apprentices who are parties to apprenticeship agreements registered with or recognized by the Department of Labor and Industrial Relations.

Questions on the schedule should be referred to the Research and Statistics Office at (808) 586-9017.

The next regular schedule will be issued on or about September 15, 2004.



NELSON B. BEFITEL