

This is an amendment to 11.1.2 NMAC, Sections 20 and 21, effective 1/1/2020.

11.1.2.20 PREVAILING WAGE AND FRINGE BENEFIT AND APPRENTICESHIP

CONTRIBUTION RATES: Pursuant to 11.1.2.13 NMAC, the director of the labor relations division of the department of workforce solutions hereby publishes the proposed 2020 prevailing wage and fringe benefit rates and apprenticeship contributions that will apply to all wage rate decisions issued from January 1, 2020 through December 31, 2020.

A. TYPE A: STREET, HIGHWAY, UTILITY AND LIGHT ENGINEERING			
Trade Classification	Base Rate	Fringe Rate	Apprenticeship
Bricklayer / block layer/ stonemason	[23.78] <u>24.46</u>	[9.08] <u>8.81</u>	
Carpenter / lather	[24.08] <u>24.63</u>	[10.84] <u>11.24</u>	
<u>Carpenter – Los Alamos County</u>	<u>27.80</u>	<u>13.19</u>	
Cement mason	17.42	[6.61] <u>6.81</u>	
Ironworker	[26.50] <u>27.00</u>	[16.20] <u>15.75</u>	
Painter [brush/roller/spray] - <u>Commercial</u>	17.00	[6.78] <u>6.88</u>	
Plumber / pipefitter	[29.45] <u>30.76</u>	[12.37] <u>11.62</u>	
Electricians - outside classifications: <u>Zone 1</u>			
Ground man	[22.81] <u>23.27</u>	[11.93] <u>12.67</u>	
Equipment operator	[32.73] <u>33.39</u>	[14.51] <u>15.35</u>	
Lineman / [wireman or tech] <u>technician</u>	[38.51] <u>39.28</u>	[16.02] <u>16.91</u>	
Cable splicer	[42.36] <u>43.21</u>	[17.01] <u>17.95</u>	
Electricians - outside classifications: <u>Zone 2</u>			
<u>Ground man</u>	<u>23.27</u>	<u>12.67</u>	
<u>Equipment operator</u>	<u>33.39</u>	<u>15.35</u>	
<u>Lineman/ technician</u>	<u>39.28</u>	<u>16.91</u>	
<u>Cable splicer</u>	<u>43.21</u>	<u>17.95</u>	
Electricians – outside classifications: <u>Los Alamos</u>			
<u>Ground man</u>	<u>23.94</u>	<u>12.85</u>	
<u>Equipment Operator</u>	<u>34.35</u>	<u>15.60</u>	
<u>Lineman/Technician</u>	<u>40.41</u>	<u>17.21</u>	
<u>Cable Splicer</u>	<u>44.45</u>	<u>18.28</u>	
Laborers			
Group I [Unskilled]	[11.81] <u>12.26</u>	[5.88] <u>6.22</u>	
Group II [Semi-Skilled]	[12.11] <u>12.56</u>	[5.88] <u>6.22</u>	
Group III [Skilled]	[12.51] <u>12.96</u>	[5.88] <u>6.22</u>	
Group IV [Specialty]	[12.76] <u>13.21</u>	[5.88] <u>6.22</u>	
Operators			
Group I	[18.60] <u>18.79</u>	[5.94] <u>6.34</u>	
Group II	[19.52] <u>19.72</u>	[5.94] <u>6.34</u>	
Group III	[19.62] <u>19.82</u>	[5.94] <u>6.34</u>	
Group IV	[19.73] <u>19.93</u>	[5.94] <u>6.34</u>	
Group V	[19.83] <u>20.03</u>	[5.94] <u>6.34</u>	
Group VI	[20.01] <u>20.21</u>	[5.94] <u>6.34</u>	
Group VII	[20.17] <u>20.37</u>	[5.94] <u>6.34</u>	
Group VIII	[20.46] <u>20.66</u>	[5.94] <u>6.34</u>	

Group IX	[27.88] <u>28.16</u>	[5.94] <u>6.34</u>	
Group X	[31.10] <u>31.41</u>	[5.94] <u>6.34</u>	
Truck drivers			
Group I - IX	[16.15] <u>16.45</u>	[7.52] <u>7.87</u>	
[Group II]	[16.15]	[7.52]	
[Group III]	[16.15]	[7.52]	
[Group IV]	[16.15]	[7.52]	
[Group V]	[16.15]	[7.52]	
[Group VI]	[16.15]	[7.52]	
[Group VII]	[16.15]	[7.52]	
[Group VIII]	[16.21]	[7.52]	
[Group IX]	[18.15]	[7.52]	
B. TYPE B: GENERAL BUILDING			
Trade Classification	Base Rate	Fringe Rate	Apprenticeship
Asbestos workers/heat & frost insulators	[32.01] <u>32.26</u>	[11.11] <u>12.06</u>	.60
Asbestos workers/heat & frost insulators: Los Alamos County	<u>34.69</u>	<u>12.06</u>	<u>.60</u>
Boilermaker / blacksmith	<u>34.97</u>	[27.35] <u>28.85</u>	.60
Bricklayer / block layer / stonemason	[23.78] <u>24.46</u>	[8.34] <u>8.81</u>	.60
Carpenter / lather	[24.08] <u>24.63</u>	[10.34] <u>11.24</u>	.60
Carpenter – Los Alamos County	<u>27.80</u>	<u>13.19</u>	<u>.60</u>
Millwright / pile driver	<u>33.16</u>	<u>25.24</u>	<u>.60</u>
Cement mason	[20.71] <u>21.07</u>	[9.78] <u>10.33</u>	.60
Electricians - outside classifications: Zone 1			
Ground man	[22.81] <u>23.27</u>	[11.93] <u>12.67</u>	.60
Equipment operator	[32.73] <u>33.39</u>	[14.51] <u>15.35</u>	.60
Lineman/ technician	[38.51] <u>39.28</u>	[16.02] <u>16.91</u>	.60
Cable splicer	[42.36] <u>43.21</u>	[17.01] <u>17.95</u>	.60
Electricians - outside classifications : Zone 2			
Ground man	<u>23.27</u>	<u>12.67</u>	<u>.60</u>
Equipment operator	<u>33.39</u>	<u>15.35</u>	<u>.60</u>
Lineman / technician	<u>39.28</u>	<u>16.91</u>	<u>.60</u>
Cable splicer	<u>43.21</u>	<u>17.95</u>	<u>.60</u>
Electricians – outside classifications: Los Alamos			
Ground man	<u>23.94</u>	<u>12.85</u>	<u>.60</u>
Equipment operator	<u>34.35</u>	<u>15.60</u>	<u>.60</u>
Lineman / technician	<u>40.41</u>	<u>17.21</u>	<u>.60</u>
Cable splicer	<u>44.45</u>	<u>18.28</u>	<u>.60</u>
Electricians - inside classifications: Zone 1			
Wireman / low voltage technician	<u>32.70</u>	<u>11.18</u>	<u>.60</u>
Cable splicer	<u>35.97</u>	<u>11.28</u>	<u>.60</u>
Electricians - inside classifications: Zone 2			
Wireman / low voltage technician	<u>35.64</u>	<u>11.27</u>	<u>.60</u>
Cable splicer	<u>38.91</u>	<u>11.37</u>	<u>.60</u>
Electricians - inside classifications: Zone 3			
Wireman / low voltage technician	<u>37.61</u>	<u>11.33</u>	<u>.60</u>
Cable splicer	<u>40.88</u>	<u>11.43</u>	<u>.60</u>
Electricians - inside classifications: Zone 4			
Wireman / low voltage technician	<u>41.20</u>	<u>11.44</u>	<u>.60</u>

<u>Cable splicer</u>	<u>44.47</u>	<u>11.53</u>	<u>.60</u>
<u>Electricians - inside classifications: Los Alamos</u>			
<u>Wireman / low voltage technician</u>	<u>37.61</u>	<u>13.21</u>	<u>.60</u>
<u>Cable splicer</u>	<u>40.88</u>	<u>13.47</u>	<u>.60</u>
Elevator constructor	[42.44] <u>43.80</u>	[33.51] <u>35.25</u>	<u>.60</u>
Elevator constructor helper	[33.93] <u>35.04</u>	[33.51] <u>35.25</u>	<u>.60</u>
Glazier			
<u>Journeyman / Fabricator</u>	<u>20.25</u>	<u>5.35</u>	<u>.60</u>
<u>Delivery driver</u>	<u>9.00</u>	<u>5.35</u>	<u>.60</u>
Ironworker	[26.50] <u>27.00</u>	[15.56] <u>15.75</u>	<u>.60</u>
Painter (brush/roller/spray)	<u>17.00</u>	[6.38] <u>6.88</u>	<u>.60</u>
Paper hanger	<u>17.00</u>	[6.38] <u>6.88</u>	<u>.60</u>
<u>Drywall – Light commercial & residential</u>			
<u>Ames tool operator</u>	<u>25.08</u>	<u>7.10</u>	<u>.60</u>
<u>Hand finisher/machine texture</u>	<u>24.08</u>	<u>7.10</u>	<u>.60</u>
Plasterer	[22.42] <u>23.17</u>	[8.16] <u>8.99</u>	<u>.60</u>
Plumber / pipefitter	[29.45] <u>30.76</u>	[11.52] <u>11.62</u>	<u>.60</u>
Roofer	[24.49] <u>25.23</u>	[7.80] <u>7.97</u>	<u>.60</u>
Sheet metal worker	[30.28]	[16.60]	[.60]
<u>Zone 1</u>	<u>31.03</u>	<u>17.26</u>	<u>.60</u>
<u>Zone 2 – Industrial</u>	<u>32.03</u>	<u>17.26</u>	<u>.60</u>
<u>Zone 3 – Los Alamos</u>	<u>33.03</u>	<u>7.70</u>	<u>.60</u>
Soft floor layer	[20.74] <u>19.94</u>	[9.78] <u>7.70</u>	<u>.60</u>
Sprinkler fitter	<u>30.90</u>	[20.47] <u>22.29</u>	<u>.60</u>
Tile setter	[23.52] <u>24.46</u>	[8.10] <u>8.81</u>	<u>.60</u>
Tile setter helper / finisher	[15.85] <u>16.53</u>	[8.34] <u>8.81</u>	<u>.60</u>
Laborers			
<u>Group I – Unskilled and Semi-Skilled</u>	[16.09] <u>17.50</u>	[5.93] <u>6.27</u>	<u>.60</u>
<u>Group II – Skilled</u>	[17.25] <u>18.50</u>	[5.93] <u>6.27</u>	<u>.60</u>
<u>Group III - Specialty</u>	[18.25] <u>20.75</u>	[5.93] <u>6.27</u>	<u>.60</u>
[Group IV]	[20.25]	[5.93]	[.60]
<u>Masonry Laborers</u>			
<u>Group I – Unskilled and Semi-Skilled</u>	<u>18.00</u>	<u>6.27</u>	<u>.60</u>
<u>Group II - Skilled</u>	<u>19.75</u>	<u>6.27</u>	<u>.60</u>
<u>Group III - Specialty</u>	<u>20.25</u>	<u>6.27</u>	<u>.60</u>
<u>Reinforcing iron workers and post tension</u>	<u>24.00</u>	<u>6.27</u>	<u>.60</u>
Operators			
<u>Group I</u>	[20.63] <u>20.95</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group II</u>	[22.74] <u>23.11</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group III</u>	[23.19] <u>23.57</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group IV</u>	[23.62] <u>24.01</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group V</u>	[23.80] <u>24.20</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group VI</u>	[24.01] <u>24.41</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group VII</u>	[24.12] <u>24.52</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group VIII</u>	[27.08] <u>27.56</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group IX</u>	[29.41] <u>29.95</u>	[6.87] <u>7.27</u>	<u>.60</u>
<u>Group X</u>	[32.73] <u>33.35</u>	[6.87] <u>7.27</u>	<u>.60</u>
Truck drivers			
<u>Group I - VII</u>	[14.76] <u>16.45</u>	[6.25] <u>7.87</u>	<u>.60</u>

[Group II]	[15.00]	[6.25]	[.60]
[Group III]	[15.50]	[6.25]	[.60]
[Group IV]	[15.51]	[6.25]	[.60]
[Group V]	[15.60]	[6.25]	[.60]
[Group VI]	[15.75]	[6.25]	[.60]
[Group VII]	[15.90]	[6.25]	[.60]
Group VIII	[16.11] 16.51	[6.25] 7.87	.60
Group IX	[16.32] 18.45	[6.25] 7.87	.60
C. TYPE C: RESIDENTIAL			
Trade classification	Base rate	Fringe rate	Apprenticeship
Asbestos workers/heat & frost insulators	[32.01] 32.26	[11.11] 12.06	.60
<u>Asbestos workers/heat & frost insulators – Los Alamos County</u>	34.69	12.06	.60
Boilermaker	21.77	3.98	.60
Bricklayer / block layer / stonemason	[213.78] 24.46	[8.34] 8.81	.60
Carpenter / lather	[24.08] 24.63	[10.34] 11.24	.60
<u>Carpenter – Los Alamos County</u>	27.80	13.19	.60
Cement mason	17.96	[9.23] 9.73	.60
Electricians - outside classifications: Zone 1			
Ground man	[22.81] 23.27	[11.93] 12.67	.60
Equipment operator	[32.73] 33.39	[14.51] 15.35	.60
Lineman / technician	[38.51] 39.28	[16.02] 16.91	.60
Cable splicer	[42.36] 42.21	[17.01] 17.95	.60
Electricians - outside classifications: Zone 2			
Ground man	23.27	12.67	.60
Equipment operator	33.39	15.35	.60
Lineman / technician	39.28	16.91	.60
Cable splicer	42.21	17.95	.60
Electricians – outside classifications: Los Alamos			
Ground man	23.94	12.85	.60
Equipment operator	34.35	15.60	.60
Lineman / technician	40.41	17.21	.60
Cable splicer	44.45	18.28	.60
Electricians - inside classifications: Zone 1			
Wireman / [technician] low voltage technician	[31.55] 32.70	[10.75] 11.18	.60
Cable splicer	[34.71] 35.97	[10.84] 11.28	.60
[low voltage installer technician]	[28.95]	[7.52]	[.60]
Electricians - inside classifications: Zone 2			
Wireman / low voltage technician	35.64	11.27	.60
Cable splicer	38.91	11.37	.60
Electricians - inside classifications: Zone 3			
Wireman / low voltage technician	37.61	11.33	.60
Cable splicer	40.88	11.43	.60
Electricians - inside classifications: Zone 4			
Wireman / low voltage technician	41.20	11.44	.60
Cable splicer	44.47	11.53	.60
Electricians - inside classifications: Los Alamos			
Wireman / low voltage technician	37.61	13.21	.60
Cable splicer	40.88	13.47	.60
Elevator constructor	[42.41] 43.80	[33.51] 35.25	.60

Elevator constructor helper	[33.93] <u>35.04</u>	[33.51] <u>35.25</u>	.60
Glazier	[20.25]	[5.05]	[.60]
<u>Glazier / Fabricator</u>	<u>20.25</u>	<u>5.35</u>	<u>.60</u>
<u>Driver</u>	<u>9.00</u>	<u>5.35</u>	<u>.60</u>
Ironworker	[26.50] <u>27.00</u>	[15.56] <u>15.75</u>	.60
Painter [brush/roller/spray] - Residential	12.00	[6.38] <u>6.88</u>	.60
Drywall [finisher/taper] - Light commercial & residential	[24.08]	[10.34]	[.60]
<u>Ames tool operator</u>	<u>21.87</u>	<u>7.10</u>	<u>.60</u>
<u>Hand finisher/machine texture</u>	<u>20.87</u>	<u>7.10</u>	<u>.60</u>
Paper hanger	13.00	[6.38] <u>6.88</u>	.60
Plasterer	[18.65] <u>19.75</u>	[7.03] <u>7.92</u>	.60
Plumber / pipefitter	[29.45] <u>30.76</u>	[7.80] <u>11.62</u>	.60
Roofer	[24.49] <u>25.23</u>	[7.80] <u>7.97</u>	.60
Sheet metal worker	[30.28]	[16.60]	[.60]
<u>Zone 1</u>	<u>31.03</u>	<u>17.26</u>	<u>.60</u>
<u>Zone 2 – Industrial</u>	<u>32.03</u>	<u>17.26</u>	<u>.60</u>
<u>Zone 3 – Los Alamos</u>	<u>33.03</u>	<u>7.70</u>	<u>.60</u>
Soft floor layer	[24.08] <u>19.94</u>	[10.34] <u>7.70</u>	.60
Sprinkler fitter	30.90	[20.47] <u>22.29</u>	.60
Tile setter	[23.78] <u>24.46</u>	[8.34] <u>8.81</u>	.60
Tile setter help / finisher	[15.85] <u>16.53</u>	[8.34] <u>8.81</u>	.60
Laborers			
Group I – Unskilled and Semi-Skilled	[14.55] <u>15.75</u>	5.93	.60
Group II – Skilled	[15.75] <u>16.75</u>	5.93	.60
Group III – Specialty	[16.75] <u>17.75</u>	5.93	.60
[Group IV]	[17.75]	[5.93]	[.60]
Operators			
Group I	[12.18] <u>12.33</u>	[5.25] <u>6.60</u>	.60
Group V	[13.43] <u>13.62</u>	[5.25] <u>6.60</u>	.60
Group VII	[16.48] <u>16.74</u>	[5.25] <u>6.60</u>	.60
Group VIII	[18.00] <u>18.30</u>	[5.25] <u>6.60</u>	.60
Truck drivers			
Group I - IX	[14.88] <u>20.75</u>	[0.00] <u>6.27</u>	.60
[Group II]	15.00	0.00	.60
[Group III]	15.08	0.00	.60
[Group IV]	15.20	0.00	.60
[Group V]	15.25	0.00	.60
[Group VI]	15.35	0.00	.60
[Group VII]	15.45	0.00	.60
[Group VIII]	15.59	0.00	.60
[Group IX]	15.74	0.00	.60
D. TYPE H: HEAVY ENGINEERING			
Trade Classification	<u>Base Rate</u>	<u>Fringe Rate</u>	<u>Apprenticeship</u>
Asbestos workers/heat & frost insulators	[32.01] <u>32.26</u>	[11.11] <u>12.06</u>	.60
Asbestos workers/heat & frost insulators: Los Alamos County	<u>34.69</u>	<u>12.06</u>	<u>.60</u>
Boilermaker	34.97	27.35	.60
Bricklayer / block layer / stonemason	[23.78] <u>25.54</u>	[8.34] <u>8.81</u>	.60

Carpenter / lather	[24.08] <u>24.63</u>	[10.34] <u>11.24</u>	.60
<u>Carpenter – Los Alamos County</u>	<u>27.80</u>	<u>13.19</u>	<u>.60</u>
Millwright / pile driver	[39.72] <u>33.16</u>	[16.68] <u>25.24</u>	.60
Cement mason	21.00	9.38	.60
<u>Electricians - outside classifications: Zone 1</u>			
Ground man	[22.81] <u>23.27</u>	[11.93] <u>12.67</u>	.60
Equipment operator	[32.73] <u>33.39</u>	[14.51] <u>15.35</u>	.60
Lineman/ technician	[38.51] <u>39.28</u>	[16.02] <u>16.91</u>	.60
Cable splicer	[42.36] <u>43.21</u>	[17.01] <u>17.95</u>	.60
<u>Electricians - outside classifications: Zone 2</u>			
Ground man	<u>23.94</u>	<u>12.85</u>	<u>.60</u>
Equipment operator	<u>34.35</u>	<u>15.60</u>	<u>.60</u>
Lineman/ technician	<u>40.41</u>	<u>17.21</u>	<u>.60</u>
Cable splicer	<u>44.45</u>	<u>18.28</u>	<u>.60</u>
<u>Electricians – outside classifications: Los Alamos</u>			
Ground man	<u>23.94</u>	<u>12.85</u>	<u>.60</u>
Equipment operator	<u>34.35</u>	<u>15.60</u>	<u>.60</u>
Lineman / technician	<u>40.41</u>	<u>17.21</u>	<u>.60</u>
Cable splicer	<u>44.45</u>	<u>18.28</u>	<u>.60</u>
<u>Electricians – inside classifications: Zone 1</u>			
Wireman / low voltage technician	[31.55] <u>32.70</u>	[10.75] <u>11.18</u>	.60
Cable splicer	[34.71] <u>35.97</u>	[10.84] <u>11.28</u>	.60
<u>Electricians - inside classifications: Zone 2</u>			
Wireman / low voltage technician	<u>35.64</u>	<u>11.27</u>	.60
Cable splicer	<u>38.91</u>	<u>11.37</u>	.60
<u>Electricians - inside classifications: Zone 3</u>			
Wireman / low voltage technician	<u>37.61</u>	<u>11.33</u>	<u>.60</u>
Cable splicer	<u>40.88</u>	<u>11.43</u>	<u>.60</u>
<u>Electricians - inside classifications: Zone 4</u>			
Wireman / low voltage technician	<u>41.20</u>	<u>11.44</u>	<u>.60</u>
Cable splicer	<u>44.47</u>	<u>11.53</u>	<u>.60</u>
<u>Electricians - inside classifications: Los Alamos</u>			
Wireman / low voltage technician	<u>37.61</u>	<u>13.21</u>	<u>.60</u>
Cable splicer	<u>40.88</u>	<u>13.47</u>	<u>.60</u>
Glazier	[20.25]	[5.05]	[.60]
Glazier / Fabricator	<u>20.25</u>	<u>5.35</u>	<u>.60</u>
Delivery driver	<u>9.00</u>	<u>5.35</u>	<u>.60</u>
Ironworker	[26.50] <u>27.00</u>	[15.56] <u>15.75</u>	.60
Painter [brush/roller/spray] - Industrial	21.25	[8.82] <u>9.17</u>	.60
<u>Paperhanger</u>	<u>18.75</u>	<u>9.17</u>	<u>.60</u>
<u>Drywall - Industrial</u>			
Ames tool operator	<u>25.93</u>	<u>7.10</u>	<u>.60</u>
Hand finisher/machine texture	<u>24.93</u>	<u>7.10</u>	<u>.60</u>
Plumber / pipefitter	[32.40] <u>30.76</u>	[12.45] <u>11.62</u>	.60
Roofer	[24.49] <u>25.23</u>	[7.80] <u>7.97</u>	.60
Sheet metal worker	[30.28] <u>31.03</u>	[16.60] <u>17.26</u>	.60
Operators			
Group I	[20.35] <u>20.55</u>	<u>6.34</u>	.60
Group II	[20.54] <u>20.75</u>	<u>6.34</u>	.60

Group III	[20.73] 20.94	6.34	.60
Group IV	[20.87] 21.08	6.34	.60
Group V	[20.98] 21.19	[5.94] 6.34	.60
Group VI	[21.16] 21.37	[5.94] 6.34	.60
Group VII	[21.18] 21.39	[5.94] 6.34	.60
Group VIII	[23.06] 23.29	[5.94] 6.34	.60
Group IX	[28.67] 28.96	[5.94] 6.34	.60
Group X	[31.87] 32.19	[5.94] 6.34	.60
Laborers			
Group I - <u>Unskilled</u>	[16.86] 17.06	[5.63] 6.22	.60
Group II - <u>Semi-Skilled</u>	[17.61] 17.81	[5.63] 6.22	.60
Group III - <u>Skilled</u>	[19.12] 19.32	[5.63] 6.22	.60
Group IV - <u>Specialty</u>	[19.52] 19.72	[5.63] 6.22	.60
Laborers - Underground			
<u>Group I</u>	18.97	6.22	.60
<u>Group II</u>	19.34	6.22	.60
<u>Group III</u>	19.69	6.22	.60
Truck drivers			
Group I - VII	[16.15] 16.45	[17.52] 7.87	.60
[Group II]	[16.15]	[17.52]	[-.60]
[Group III]	[16.15]	[17.52]	[-.60]
[Group IV]	[16.15]	[17.52]	[-.60]
[Group V]	[16.15]	[17.52]	[-.60]
[Group VI]	[16.15]	[17.52]	[-.60]
[Group VII]	[16.15]	[17.52]	[-.60]
Group VIII	[16.21] 16.51	[17.52] 7.87	.60
Group IX	[18.15] 18.45	[17.52] 7.87	.60

[11.1.2.20 NMAC - N, 02-29-2016; Rp, 1/1/2017; A, 1/1/2018, A, 1/1/2019; A, 1/1/2020]

11.1.2.21 [2019] 2020 Subsistence, zone, and incentive pay rates. All contractors are required to pay subsistence, zone, and incentive pay according to the particular trade.

A. Asbestos workers or heat and frost insulators:

(1) For travel more than 80 miles from Albuquerque City Hall or El Paso City Hall, \$70 per day if overnight travel is required.

(2) For travel more than 80 miles from Albuquerque City Hall or El Paso City Hall, \$40 per day if overnight travel is not required.

B. Boilermakers:

(1) From city hall of the dispatch city or the employee's home address, whichever is closer to the job location, \$55.00 per day for travel between 70 and 120 miles.

(2) For employers based outside of Albuquerque, employees traveling more than 50 miles from the employer's main office, \$30 per day.

C. Bricklayers:

(1) Between 70 and 120 miles, \$55. per day

(2) 121 or more miles, \$70 per day

[C-] **D.** Cement Masons:

(1) For employees who travel to Santa Fe from Albuquerque or vice versa, \$20 per day.

(2) In all other work performed more than 50 miles from the employer's main office, \$50 per day.

(3) Mutually agreed-upon lodging or transportation paid for by the employer will substitute for subsistence pay.

[D] **E.** Drywall Finishers and Tapers:

(1) \$40 per day (\$5 per hour for eight hours work) for over sixty miles over the most typically traveled route, or other mutually agreed upon suitable lodging or transportation.

(2) Special provision for Santa Fe and Albuquerque: Employees who travel to Santa Fe from Albuquerque or Albuquerque to Santa Fe will be paid \$15 per day or other mutually agreed upon lodging or transportation.

[E] F. Electricians (inside classifications):

(1) For Albuquerque only:

(a) Zone 1 is classified as being within 40 miles from the main post office.

(b) Zone 2 shall extend up to 10 miles beyond zone 1. Work performed within zone 2 shall be compensated nine percent above the journeyman rate for zone 1.

(c) Zone 3 shall extend up to 20 miles beyond zone 1. Work performed within zone 3 shall be compensated fifteen percent above the journeyman rate for zone 1.

(d) Zone 4 shall extend 20 miles or more beyond zone 1. Work performed within zone 4 shall be compensated twenty six percent above the journeyman rate for zone 1.

(2) For Los Alamos County only: work performed within the county shall be compensated fifteen percent above the zone 1 journeyman rate. In addition to base and zone rates of pay, workers shall be compensated for personal or sick time (PTO)

(3) For all other counties:

(a) Zone 1 is:

(i) within six miles from the main post office for Raton, Tucumcari, and Farmington.

(ii) within eight miles from the main post office for Las Vegas.

(iii) within ten miles from the main post office for Santa Fe and Gallup.

(iv) within twelve miles from the main post office for Belen, Carrizozo, Clovis, Los Lunas, Portales, Roswell, Ruidoso, Artesia, Carlsbad, Hobbs, and Lovington.

(v) within fourteen miles from the main post office for Espanola.

(b) Zone 2 shall extend up to 20 miles beyond zone 1. Work performed within zone 2 shall be compensated nine percent above the journeyman rate for zone 1.

(c) Zone 3 shall extend up to 30 miles from zone 1. Work performed within zone 3 shall be compensated fifteen percent above the journeyman rate for zone 1.

(d) Zone 4 shall extend beyond 30 miles from zone 1. Work performed within zone 4 shall be compensated twenty six percent above the journeyman rate for zone 1.

[F] G. Electricians (outside classification): \$50 per diem to be paid for work 30 miles outside of Santa Fe and 60 miles outside of Albuquerque.

[G] H. Glaziers:

(1) When out-of-town travel is required, the employer shall pay the employee for suitable lodging with no more than two people per room and \$20.00 per night for food.

(2) Employees required to use a personal vehicle for travel to a jobsite beyond a 30 mile radius of the main post office in town where the employer's shop is located shall be compensated at the current Internal Revenue Service (IRS) rate for actual mileage incurred beyond the 30 mile radius, plus their regular rate of pay for travel time.

[H] I. Ironworkers:

(1) Travel more than 50 miles from the interchange of Interstate 40 and Interstate 25 or from the employee's home should be paid at \$6.00 per hour.

(2) If travel is within Santa Fe county, travel should be paid at \$3.00 per hour above scale.

[I] J. Laborers:

(1) Type A

(a) Work travel between 50 and 85 miles from the employer's primary address should be compensated at \$3.50 per hour.

(b) Work travel 86 miles or greater from the employer's primary address should be compensated at \$5.00 per hour.

(2) Types B and C - work travel over 50 miles from the employer's primary address should be compensated at \$5.00 per hour.

(3) Type H – no zone subsistence pay.

(4) If an employer provides the employee transportation and mutually agreeable, suitable lodging in areas where overnight stays are necessary, subsistence rates do not apply.

[F] **K.** Millwrights:

- (1) Work travel between 76 and 150 miles should be compensated at \$50.00 per day.
- (2) Work travel 151 miles or greater should be compensated at \$75.00 per day.

[K] **L.** Operating Engineers:

- (1) Type A ~~and C~~ operators should be compensated for zone and subsistence as follows:

(a) Work travel between 50 and 85 miles from the interchange of Interstate 25 and Interstate 40 in Albuquerque, or from the Farmington City Hall in Farmington, should be compensated at \$2.50 per hour.

(b) Work travel 86 miles or more from the interchange of Interstate 25 and Interstate 40 in Albuquerque or from the Farmington City Hall in Farmington, should be compensated at \$4.00 per hour.

- (2) Type B and C operators:

(a) Base points for operators are 30 miles and beyond:

(i) Bernalillo county courthouse in Albuquerque;

(ii) State capital building in Santa Fe;

(iii) City hall in Farmington.

(b) Zone and subsistence for Albuquerque and Santa Fe are as follows:

(i) work travel between 30 and 50 miles from the base point compensated at \$20 per day;

(ii) work travel between 51 and 100 miles from the base point compensated at \$45 per day;

(iii) work travel over 100 miles from the base point that involves an overnight stay compensated at \$75 per day.

(c) Zone and subsistence for Los Alamos county, \$50 per day.

(d) If an employer provides the employee transportation and mutually agreeable, suitable lodging in areas where overnight stays are necessary, subsistence rates do not apply.

- (3) Type ~~B and~~ H operators are not eligible for zone and subsistence pay.

[L] **M.** Painters:

(1) Work travel between 30 and 75 miles from the main post office in town where an employee resides shall be compensated at \$1.00 per hour.

(2) Work travel 76 miles or more from the main post office in the town when an employee resides shall be compensated at \$2.50 per hour.

(3) When the employee is required to stay overnight, the employer should provide and pay for suitable lodging.

[M] **N.** Paper hangers:

(1) Work travel between 30 and 75 miles from the main post office in town where an employee resides shall be compensated at \$1.00 per hour.

(2) Work travel 76 miles or more from the main post office in the town where an employee resides shall be compensated at \$2.50 per hour.

(3) When the employee is required to stay overnight, the employer should provide and pay for suitable lodging.

[N] **O.** Plasterers:

(1) Employees who travel from Albuquerque to Santa Fe should be compensated at \$15.00 per day.

(2) Except for employees who travel from Santa Fe to Albuquerque, work travel 60 miles or more from the employer's office over the most typically traveled route should be compensated at \$5.00 per hour and capped at \$40.00 per day.

[O] **P.** Plumbers and pipefitters:

(1) Work travel for Type H workers only 90 or more miles from an employee's primary residence, and involving an overnight stay, should be compensated at \$50.00 per day.

(2) No zone or subsistence pay is required should the employer elect to cover the room cost.

[P] **Q.** Roofers - work travel requiring an overnight stay should be compensated at \$35 per day for food. Employer should provide and pay for a suitable hotel. When employees are assigned to jobs located 60 or more miles from the employer's place of business, transportation to and from the job site must be provided.

[Q] **R.** Sheet metal workers:

(1) Work travel 90 miles or more from the main post office in the municipality of the employer's primary place of business, and where an overnight stay is required, should be paid at \$45.00 per day.

(2) No zone or subsistence pay is required where an employer pays for lodging at a suitable location with no more than two employees per room.

[R] S. Sprinkler fitters:

(1) Work travel between 60 and 80 miles from the employee's primary residence should be compensated at \$19.00 per day.

(2) Work travel between 81 and 100 miles from the employee's primary residence should be compensated at \$29.00 per day.

(3) Work travel of 101 miles or more from the employee's primary residence should be compensated at \$105.00 per day, plus \$.54 per mile when driving directly from home to the job site, and directly from job site to home or next job site, as assigned by the employer.

(4) No zone or subsistence pay shall be paid when the employer provides daily transportation and the employee elects to travel back and forth from home.

[11.1.2.21 NMAC - N, 1/1/2019; A, 1/1/2020]