

Employee Trade Wage Scales

Wage Scale (General Labor)

	OJT Hours	2022
0 - 1 Year		\$18.38
1 Year	2,080	\$19.58
1.5 Year	3,120	\$20.78
2 Year	4,160	\$21.97
2.5 Year	5,200	\$23.17
3-5 Year	6,240-10,400	\$24.00-\$25.00

Prerequisites (General Labor)

0 - 1 Year	Unskilled no prerequisites required <u>EXCEPT VALID DRIVERS LICENSE</u>
1 Year	To reach 1 Year or 2080 hours whichever comes first apprentice must know how to use the following: Tamper, shovel, drive vehicle, small tools, and equipment i.e., hand tools, grinder, target saw, drills etc. Paperwork incidental to work will start to be learned in year 1
1.5 Year	Once the 3,120 hours are met or 1.5 years whichever happens first apprentice should understand everything under Yr. 1 and be making progress and asking questions. By 1.5 years apprentice shall start understanding the work and starting to grasp daily tasks.
2 Year	At year 2- or 4,160-hours apprentice shall be taking initiative with their Foreman and be able to use mostly all tools relevant to their division. By their 2 nd year apprentice should be looking at a particular trade (Division) classification to enter in.
2.5 Year	At 2.5 years or 5,200 hours whichever comes first, apprentice can be entrusted by Foreman to do daily tasks and take orders and fulfill orders in a timely fashion. By 2.5 years apprentice should be showing signs of independence and being able to direct younger leveled apprentices.
3-5 Year	Labor apprentices between 3&5 years will start acting as assistants to their foreman and start the learning the paperwork process. Unless a specific trade (Division) classification is chosen this will be the max pay to a laborer unless on a prevailing wage jobsite.

Wage Scale (Operator)

	OJT Hours	2022
0 - 1 Year		\$20.00
1 Year	2,080	\$21.00
1.5 Year	3,120	\$22.00
2 Year	4,160	\$23.00
2.5 Year	5,200	\$24.00
3 Year	6,240	\$25.00
3.5 Year	7,280	\$26.00
4 Year	8,320	\$27.00
4.5 Year	9,360	\$29.50
5 Year	10,400	\$32.00

Prerequisites (Operator)

0 - 1 Year	Entry level operator must have minimum 2,080 hours of on-the-job training in construction i.e., Labor/Helper. Operator must also first pass their "Operator Competency Exam with an 85% or better. 0 – 1 Year Operator will not be able to
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	excavate around utilities until Year 2 and can only operate under supervision/direction.
1 Year	Operator at this stage should be familiar with both an excavator (CAT308 or Smaller), backhoe and trencher. At year 1-2 operator should start possessing the skills needed to excavate trenches, bell-holes and around obstacles safely and efficiently. Paperwork incidental to work will start to be learned in year 1
2 Year	At this stage an operator will need to know how to safely excavate around utilities and will require an Operator Competency Exam Refresher. Between years 2-3 operator will need to start excavating in congested areas, tight areas, larger excavators and be able to safely rig and set various equipment into holes.
3 Year	At Year 3 an operator shall be proficient in their skills and be able to excavate a trench, bell hole, around utilities, traffic, other trades, structures, various terrain, various equipment/brands, backfilling, grading etc. by the end of year 3 entering year 4 operator must be able to excavate a 4' deep by 18" wide trench by 1,000 feet in 5 hours.
4 Year	Entering year 4 operator shall have all the above skills and start to acquire new skills going into year 5. These skills would include but are not limited to Excavating deep trenches (Safely), pulling/moving trench boxes, can operate all brands, make, models, sizes, years etc. Operator at this stage can excavate in all soils, rock etc. as well as determine for the jobsite what is needed to gain better production based on knowledge of equipment.
5 years	Once an operator has entered year 5, they must have all the prerequisites listed 1 – 5 in order to be considered as an "Official Operator".

Apprentice Wage Scale (Pipe Layer)

	OJT Hours	2022
0 - 1 Year		\$19.17
1 Year	2,080	\$22.50
1.5 Year	3,120	\$25.00
2 Year	4,160	\$27

Prerequisites (Pipelayer)

0 - 1 Year	To become a pipelayer you must have a minimum 1 Year (2,080 hrs.) as a general labor. At this stage you will start learning alongside the foreman helping and assisting in whatever is necessary. Paperwork incidental to work will start to be learned in year 1
1 Year	Once pipelayer has invested 1 year (2,080 hrs.) they should start assisting foreman in joining pipe. By this stage the pipelayer can start putting various pipe together (Supervised) under foreman's direction. Entry plan reading along with foreman to start understanding what goes where and why.
1.5 Year	Once 1.5 years are reached or 3,120 hours whichever comes first pipelayer should already know and understand what he/she is doing. Pipelayer must understand various methods to joining pipe and start thinking ahead of foreman by gathering, prepping etc. materials needed for the day/week. At this stage pipelayer should also know how to read plans and start to learn how to shoot grades.
2 Year	Once a pipelayer enters year 2 they shall know what it takes to read the plans and layout the job with very little to no help from foreman/superintendent. Pipelayer will be expected to know how to shoot grades as well as a small understanding of reading stakes.

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Wage Scale (Welder)

	OJT Hours	2022
0 - 1 Year		\$21.00
1 Year	2,080	\$23.00
1.5 Year	3,120	\$25.00
2 Year	4,160	\$27.00
2.5 Year	5,200	\$29.00
3 Year	6,240	\$31.00
3.5 Year	7,280	\$33.00
4 Year	8,320	\$35.00
4.5 Year	9,360	\$37.00
5 Year	10,400	\$39.00

Prerequisites (Welder)

1 Year	To become a 1-year welder you must first have a minimum of 3,100 on-the-job training as labor, operator, pipelayer etc. Welder will need to first test and pass their plastic butt fusion, electrofusion tests to enter year 1. Between year 1 -2 welder will work alongside foreman/welder learning. Paperwork incidental to work will start to be learned in year 1
2 Year	By year 2 welder should already be learning how to install plastic pipe (Supervised) and know what fittings etc. they will need to do small projects. Between 2–3-year welder must start learning plans and practicing they oxy/acetylene welding.
3 Year	Once welder has received all the necessary hours and has the prerequisites 1-3, they can schedule and must pass their oxy/acetylene welding. Welder will also need to start learning and thinking ahead of the welder/foreman on jobs and slowly start planning jobs (Supervised) with little or no help from foreman/superintendent.
4 Year	To be considered for 4-year pay welder must first have their oxy/acetylene welding certificate and all the prerequisites 1-4. Once considered a 4-year welder will need to be running their own jobs with a helper and start planning/practicing their arc welding.
5 Year	For a welder to receive welder 5-year pay they will need to have over 10,400 hours, a plastic, arc, oxy/acetylene certifications. They will also need to possess the expertise to read plans and plan out their jobs as a foreman would do.

Wage Scale (Foreman)

	OJT Hours	2022
0 - 1 Year		\$24.00
1 Year	2,080	\$25.00
1.5 Year	3,120	\$26.00
2 Year	4,160	\$27.00
2.5 Year	5,200	\$28.00
3 Year	6,240	\$30.00
3.5 Year	7,280	\$32.00
4 Year	8,320	\$33.00
4.5 Year	9,360	\$35.00
5 Year	10,400	\$37.00

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Prerequisites (Foreman)

1 Year	To enter a foreman position, you must first have over 10,400 hours (5 Years) on-the-job training. Out of the 10,400 hours foreman must have at least 4,160 hours (2 Years) as a pipelayer, welder, operator etc. In the first-year foreman will assist the job foreman/superintendent and start learning the paperwork and planning for the crews.
2 Year	Foreman (Trainee) will begin to run jobsites with supervision varying days of the week along with the associated paperwork.
3 Year	By the third year it will be required for foreman to begin running jobsites alone, days, and even weeks on in. This will be a necessary requirement and must continue for the next 6,240 on the job training hours until year five.
4 Year	Continue running day to day operations on the jobsite, pre-planning, plan reading, shooting grades, reading cut stakes, incidental paperwork etc.
5 Year	By the end of the 2,080 hours of year 5 Foreman (Trainee) will be classified as an official Foreman assuming all prerequisites are met, and General Superintendent and Operations Manager have signed off on the training completion.

Wage Scale (Superintendent)

	OJT Hours	2022
0 - 1 Year		\$35.00
1 Year	2,080	\$35.50
1.5 Year	3,120	\$36.00
2 Year	4,160	\$36.50
2.5 Year	5,200	\$37.00
3 Year	6,240	\$37.50
3.5 Year	7,280	\$37.75
4 Year	8,320	\$38.00
4.5 Year	9,360	\$38.50
5 Year	10,400	\$39.00

Prerequisites (Superintendent)

1 Year	For the Superintendent position, you must first have over 14,560 hours (7 Years) on-the-job training. Out of the 14,560 hours Superintendent must have at least 4,160 hours (2 Years) as a pipelayer, welder, operator etc. Also, Superintendents must have or completed the Foreman position/prerequisites for the 5 years. In the first-year superintendent will assist the job superintendent and start learning the paperwork and planning for the crews.
2 Year	Superintendent (Trainee) will begin to run jobsites with supervision varying days of the week along with the associated paperwork.
3 Year	By the third year it will be required of Superintendent (Trainee) to begin running jobsites alone, days, and even weeks on in. This will be a necessary requirement and must continue for the next 6,240 on the job training hours until year five.
4 Year	Continue running day to day operations on the jobsite, pre-planning, plan reading, shooting grades, reading cut stakes, incidental paperwork, crew schedules, etc.
5 Year	By the end of the 2,080 hours of year 5 Superintendent (Trainee) will be classified as an official Superintendent assuming all prerequisites are met, and General Superintendent and Operations Manager have signed off on the training completion.