NOTICE OF PREVAILING WAGE RATES
AISD PROJECT NO.: _____

INFORMATION REGARDING PREVAILING WAGE RATES COMPLIANCE

1. Contractor and each subcontractor employed on the Project are responsible for complying with the Contract and the applicable provisions of Chapter 2258 of the Texas Government Code regarding the payment of prevailing wage rates.
2. **Contractor and each subcontractor employed on the Project are responsible for identifying any trade classifications and wage rates that are <u>not listed</u> on the prevailing wage rates and submit in writing upon execution of contract to the Executive Director of Construction Management Department at Austin Independent School District for approval and inclusion in the Project's prevailing wage rates.**
3. The Austin Independent School District shall assess, as a penalty, $60.00 for each worker employed on the Project for each calendar day or part of the day that the worker is paid less than the wage rates stipulated for the Project, and withhold additional funds as appropriate when confronted with wage and benefit violations.
4. The Austin Independent School District has the right to request random samples of Contractor and subcontractor payrolls without warning.
5. The Austin Independent School District has the right to conduct random interviews of workers across various trades at the Project site with no warning.
6. This Notice, including the attached prevailing wage rates for the Project as published by the United States Department of Labor in accordance with the Davis-Bacon Act, and its subsequent amendments, shall be posted on the Project site and shall remain in effect for the duration of the Contract.

PREVAILING WAGE RATES FOR THE PROJECT

The applicable prevailing wage rates for the Project are attached to this Notice.

The following shall be applicable to prevailing wage rates for the Project for apprentices and helpers:

- An apprentice may be charged at less than the journeyman wage stated in the applicable prevailing wage rates for the Project only if the apprentice is employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Department of Labor, or if the apprentice is employed within his/her first 90 days of probationary employment as an apprentice in such an apprenticeship program. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable prevailing wage rates.

- Helpers are not separately classified on the applicable prevailing wage rates for the Project. Thus, Contractors and subcontractors should assume that each worker will be classified under one of the existing job classifications on the attached. Contractors and subcontractors should not assume that any helper will be paid less than the journeyman wage for the most relevant job classification.

AVISO DE TARIFAS SALARIALES VIGENTES
NÚM. DEL PROYECTO DEL AISD _____

INFORMACIÓN SOBRE EL CUMPLIMIENTO CON LAS TARIFAS SALARIALES VIGENTES

1. El contratista y cada subcontratista trabajando en el Proyecto son responsables de cumplir con el Contrato y las estipulaciones aplicables del Capítulo 2258 del Código Gubernamental de Texas tocante al pago de las tarifas salariales vigentes.
2. El contratista y cada uno de los subcontratistas empleados en el Proyecto son responsables de identificar las clasificaciones de oficios y las tarifas salariales que no estén listadas y enviarlas por escrito al llevar a cabo el contrato, al Director Ejecutivo del Departamento de Administración de la Construcción del Distrito Escolar Independiente de Austin para su aprobación e inclusión en las tarifas salariales vigentes del proyecto.
3. El Distrito Escolar Independiente de Austin deberá imponer, como una multa, $60.00 por cada trabajador empleado en el Proyecto, por cada día o parte del día calendario donde al trabajador se le pague una cantidad menor que las tarifas salariales establecidas para el Proyecto, y se le retendrán fondos adicionales según corresponda cuando se encuentren violaciones de salarios y beneficios.
4. El Distrito Escolar Independiente de Austin tiene el derecho de solicitar al azar y sin previo aviso, muestras de nóminas de pago de Contratistas y subcontratistas.
5. El Distrito Escolar Independiente de Austin tiene el derecho de realizar al azar y sin previo aviso, entrevistas de trabajadores de varios oficios en el lugar del Proyecto.
6. Este Aviso, incluyendo las Tarifas Salariales Vigentes para el Proyecto según publicadas por el Departamento de Trabajo de los Estados Unidos bajo la Ley de Davis-Bacon, y sus enmiendas posteriores, deberán exhibirse en el lugar del Proyecto y permanecer vigentes el tiempo que dure el Contrato.

TARIFAS SALARIALES VIGENTES PARA EL PROYECTO

Las tarifas salariales vigentes pare el Proyecto se adjuntan a este Aviso.

Lo siguiente será aplicable a tarifas salariales prevalecientes del Proyecto para aprendices y ayudantes:

- Se puede cobrar por un aprendiz un salario más bajo que el salario de un empleado especialista, estipulado en las tarifas salariales prevalecientes para el proyecto, solo si se emplea a un aprendiz de acuerdo con un programa de aprendizaje fidedigno en el que esté inscrito individualmente y que el programa esté registrado en el Departamento de Trabajo de los EE. UU., Administración de Empleo y Capacitación, Oficina de Adiestramiento en aprendizaje, Empleador y Servicios Laborales, o en una Agencia reconocida por el Departamento del Trabajo, o bien si al aprendiz se le emplea dentro de sus primeros 90 días de empleo a prueba como aprendiz en esa clase de programa de aprendizaje. A todo aprendiz debe pagársele según una tarifa no menor que la especificada en el programa registrado para el nivel de progreso del aprendiz, expresado como porcentaje del salario por hora del empleado especialista, especificado en las tarifas salariales prevalecientes aplicables.

- Los ayudantes no se clasifican por separado en las tarifas salariales prevalecientes aplicables al proyecto. Por lo tanto, los contratistas y subcontratistas deben presuponer que cada trabajador estará clasificado dentro de una de las clasificaciones de empleo existentes en el adjunto. Los contratistas y subcontratistas no deben presuponer que a cualquier ayudante se le pagará menos que el salario de empleado especialista para la clasificación de empleo más relevante.

"General Decision Number: TX20190271 10/04/2019

Superseded General Decision Number: TX20180323

State: Texas

Construction Type: Building

County: Travis County in Texas.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least $10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate,if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the

Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/04/2019
1	01/18/2019
2	02/08/2019
3	07/19/2019
4	10/04/2019

ASBE0087-014 01/01/2018

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR (Duct, Pipe and Mechanical System Insulation)	$ 22.72	10.02

BOIL0074-003 01/01/2017

	Rates	Fringes
BOILERMAKER	$ 28.00	22.35

CARP1266-002 04/01/2017

	Rates	Fringes
CARPENTER (Excludes Acoustical Ceiling Installation, Drywall Hanging, Form Work, and Metal Stud Installation)	$ 21.96	7.90

ELEC0520-005 05/27/2019

	Rates	Fringes
ELECTRICIAN		
Excludes Installation of Sound and Communication Systems	$ 28.03	11%+5.73
Low Voltage Wiring Only	$ 28.03	11%+5.73

ELEV0133-002 01/01/2019

	Rates	Fringes
ELEVATOR MECHANIC	$ 40.96	33.705

Footnote:

A. 6% under 5 years based on regular hourly rate for all hours worked. 8% over 5 years based on regular hourly rate for all hours worked.

B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and Veterans Day.

ENGI0450-002 04/01/2014

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
Cranes	$ 34.85	9.85

---

* IRON0084-011 06/01/2019

	Rates	Fringes
IRONWORKER, ORNAMENTAL	$ 24.42	7.12

---

* PLUM0286-010 06/03/2019

	Rates	Fringes
PIPEFITTER (Including HVAC Pipe Installation)	$ 30.35	27.04

---

* SFTX0669-002 04/01/2019

	Rates	Fringes
SPRINKLER FITTER (Fire Sprinklers)	$ 29.53	21.27

---

* SHEE0067-007 06/01/2019

	Rates	Fringes
SHEET METAL WORKER		
Excludes HVAC Duct Installation	$ 26.81	15.79
HVAC Duct Installation Onlly	$ 26.81	15.79
HVAC Duct Installation Only	$ 25.76	15.10

SUTX2014-049 07/21/2014

	Rates	Fringes
BRICKLAYER	$ 20.07	0.00
CARPENTER (Acoustical Ceiling Installation Only)	$ 14.00	0.00
CARPENTER (Form Work Only)	$ 15.62	0.05
CEMENT MASON/CONCRETE FINISHER	$ 15.71	0.00

DRYWALL FINISHER/TAPER	$ 17.06	4.43
DRYWALL HANGER AND METAL STUD INSTALLER	$ 17.47	3.45
ELECTRICAL INSTALLER (Sound and Communication Systems) (Excludes Wiring)	$ 18.00	2.30
FLOOR LAYER: Carpet	$ 21.88	0.00
GLAZIER	$ 12.83	0.00
HVAC MECHANIC (HVAC Unit Installation Only)	$ 23.78	6.89
IRONWORKER, REINFORCING	$ 12.27	0.00
IRONWORKER, STRUCTURAL	$ 20.73	5.24
LABORER: Common or General	$ 11.44	0.00
LABORER: Mason Tender - Brick	$ 12.22	0.00
LABORER: Mason Tender - Cement/Concrete	$ 11.85	0.00
LABORER: Pipelayer	$ 12.45	0.00
LABORER: Roof Tearoff	$ 11.28	0.00
OPERATOR: Backhoe/Excavator/Trackhoe	$ 19.43	3.49
OPERATOR: Bobcat/Skid Steer/Skid Loader	$ 13.00	0.00
OPERATOR: Bulldozer	$ 14.00	0.00

OPERATOR: Drill	$ 14.50	0.00
OPERATOR: Forklift	$ 16.64	6.26
OPERATOR: Grader/Blade	$ 19.30	0.00
OPERATOR: Loader	$ 14.00	0.00
OPERATOR: Mechanic	$ 18.75	5.12
OPERATOR: Paver (Asphalt, Aggregate, and Concrete)	$ 16.03	0.00
OPERATOR: Roller	$ 11.25	0.00
PAINTER (Brush, Roller and Spray), Excludes Drywall Finishing/Taping	$ 18.76	6.35
PLUMBER, Excludes HVAC Pipe Installation	$ 23.57	6.37
ROOFER	$ 12.00	0.00
TILE FINISHER	$ 11.32	0.00
TILE SETTER	$ 16.35	0.00
TRUCK DRIVER: Dump Truck	$ 12.39	1.18
TRUCK DRIVER: Flatbed Truck	$ 19.65	8.57
TRUCK DRIVER: Semi-Trailer Truck	$ 12.50	0.00
TRUCK DRIVER: Water Truck	$ 12.00	4.11

WATERPROOFER.....$ 16.30 0.06

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

==========

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage

determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

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

these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

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

Union Average Rate Identifiers

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

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

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

* an existing published wage determination
* a survey underlying a wage determination
* a Wage and Hour Division letter setting forth a position on a wage determination matter

* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

==========

END OF GENERAL DECISION"