



May 13, 2016

Mr. Steve Dalton, AIA
The Trump Old Post Office, LLC
1100 Pennsylvania Ave. NW
Washington, DC 20004

RE: Worker Classification Request from The Craftsmen Group
Project: Trump International Hotel at the Old Post Office
Lend Lease Project No.: 46.1264.00

Dear Mr. Dalton:

It has been brought to our attention of a possible discrepancy found between the way The Craftsmen Group (TCG) has classified workers and the way the workers feel they should be classified per work being performed. TCG is performing the historic window rehabilitation scope of work at the Trump International Hotel at the Old Post Office. There are several work activity groupings that involve different worker classifications. One of the work activity groupings is to rehabilitate the wood work. This work activity group is completed with an application of prime paint to the recently rehabilitated wood. TCG believes this purpose of this application of prime paint is to seal the wood from damage and not for finish purposes. With this belief they feel this work activity can be performed by a "skilled laborer". TCG came to the belief because under the wage determination – DC130002 MOD9 07/12/2013 under skilled laborer one of the footnote items is a carpenter tender. There is no definition of carpenter tender in the Department of Labor website referenced. On other websites noted within the wage determination website a carpenter tender can perform any activity that seals wood.

There has been a few inquiries from TCG's onsite staff about the belief that the above mentioned application of prime paint should be performed by a "painter" in lieu of a "skilled laborer". Their belief is that any application of paint is classified as a finished product performed by a "painter". Within the wage determination a painter is the only worker classification that is outlined to apply paint.

Please advise if TCG's belief that a "skilled labourer" can perform this activity of sealing rehabilitated wood with an application of prime paint or if this activity should be performed by a painter.

We have attached the following:

1. Occupational Outlook Handbook description of duties for Painters, Construction and Maintenance and Construction Laborers and Helpers.
2. TCG CP Audit Response 3.31.2016
3. O Net Online Construction Laborer definition
4. Wage Determination DC130002 MOD9 07/12/2013

Sincerely,

Lend Lease (US) Construction, Inc.

(b) (6)

Patrick D. Seay
Project Manager I

CC: File
 John Ball, Lend Lease
 Luke Crawford, Lend Lease
 Scott Weyman, Lend Lease
 Amber Donaldson, Lend Lease

What Construction and Maintenance Painters Do

Painters sometimes wear self-contained suits for protection.

Painters apply paint, stain, and coatings to walls and ceilings, buildings, bridges, and other structures.

Duties

Painters typically do the following:

- Cover floors, furniture, and trim with dropcloths, tarps, and masking tape, to protect surfaces
- Remove and replace pictures and outlet and switch covers
- Fill holes and cracks with putty or plaster
- Prepare surfaces by scraping, wire brushing, or sanding to a smooth finish
- Calculate the area to be painted and the amount of paint needed
- Apply primers or sealers so the paint will adhere
- Install scaffolding and set up ladders
- Apply paint or other finishes, using handbrushes, rollers, or sprayers

Applying paint to interior walls makes surfaces attractive and vibrant. In addition, paints and other sealers protect exterior surfaces from damage caused by weather, sunlight, and pollution.

Because there are several ways to apply paint, workers must be able to choose the proper tool for each job, such as the correct roller, power sprayer, or brush. Choosing the right tool typically depends on the surface to be covered and the characteristics of the material applied.

A few painters—mainly industrial—use special safety equipment. For example, painting in confined spaces, such as the inside of a large storage tank, requires workers to wear self-contained suits to avoid inhaling toxic fumes. On some projects they may operate abrasive blasters to remove old coatings, which may require the use of additional clothing and protective eyewear. When painting bridges, ships, tall buildings, or oil rigs, painters may work from scaffolding, bosun's chairs, and harnesses in order to reach work areas.

The following are examples of types of painters:

Construction painters apply paints, stains, and coatings to interior and exterior walls, new buildings, and other structural surfaces.

Maintenance painters remove old finishes and apply paints, stains, and coatings later in a structure's life. Some painters specialize in painting or coating industrial structures, such as bridges and oil rigs, to prevent corrosion. These workers are sometimes called *industrial painters*.

Artisan painters specialize in creating distinct finishes by using one of many decorative techniques. One such technique is adding glaze for increased depth and texture. Other common techniques include sponging, distressing, rag rolling, color blocking, and faux finishing.

What Construction Laborers and Helpers Do

Construction laborers and helpers assist craft workers.

Construction laborers and helpers perform many tasks that require physical labor on construction sites.

Duties

Construction laborers and helpers typically do the following:

- Clean and prepare construction sites by removing debris and possible hazards
- Load or unload building materials to be used in construction
- Build or take apart bracing, scaffolding, and temporary structures
- Dig trenches, backfill holes, or compact earth to prepare for construction
- Operate or tend equipment and machines used in construction
- Follow construction plans and instructions from supervisors or more experienced workers
- Assist craftworkers with their duties

Construction laborers and helpers work on almost all construction sites, performing a wide range of tasks varying in complexity from very easy to extremely difficult and hazardous. Although many of the tasks they perform require some training and experience, most tasks can be learned quickly.

Construction laborers, are also referred to as *construction craft laborers*, perform a wide variety of construction-related activities during all phases of construction. Many laborers spend their time preparing and cleaning up construction sites, using tools such as shovels and brooms. Other workers, for example, those on road crews, may specialize and learn to control traffic patterns and operate pavement breakers, jackhammers, earth tampers, or surveying equipment.

With special training, laborers may help transport and use explosives or run hydraulic boring machines to dig out tunnels. They may learn to use lasers to place pipes and to use computers to control robotic pipe cutters. They may become certified to remove asbestos, lead, or chemicals.

Helpers assist construction craftworkers, such as electricians and carpenters, with a variety of tasks. They may carry tools and materials or help set up equipment. For example, many helpers work with cement masons to move and set the forms that determine the shape of poured concrete. Many other helpers assist with taking apart equipment, cleaning up sites, and disposing of waste, as well as helping with any other needs of craftworkers.

Many construction trades have helpers who assist craftworkers. The following trades have associated helpers:

- [Brickmasons, blockmasons, and stonemasons](#), and [tile and marble setters](#)
- [Carpenters](#)
- [Electricians](#)
- [Painters](#), paperhangers, plasterers, and stucco masons
- Pipelayers, [plumbers, pipefitters, and steamfitters](#)
- [Roofers](#)

REF: <http://www.bls.gov/ooh/a-z-index.htm>

March 31, 2016

To: Lend Lease/OPO Trump Hotel
One Preserve Parkway, Suite 700
Rockville, MD 20852

Good afternoon,

We have concluded an investigation into alleged non-compliance of the Davis Bacon and Related Acts. Our staff are assigned a job title depending on their level of skill and given certain tasks to perform according to that skill. We currently have Common laborers, Skilled laborers, Painters, and Carpenters. From the DOL website you provided us with descriptions of painter and common laborer. The DOL website offered a link for more information and a much more detailed list of tasks for a Construction laborer, list attached. Also attached is a DOL OSHA Lead document that describes encapsulation, Part P.1. H.A.S. Construction workers are classified as lead hazard workers and therefore can encapsulate the old painted surfaces with new lead free paint.

Following is a brief description of what is expected from the laborer job classification employees.

Common Laborer-

Members of staff with limited skills arrive on the jobsite as a common laborer. In some circumstances the employee shows an ambition and skill set that enables us to move the employee to a higher level of task and higher wages. Some employees never get above a Common laborer and some are even dismissed from that position for lack of skills.

The tasks given to them include but are not limited to;

- Lead safe set up.
- Move and stack window sash during window removals.
- Load out work areas for window installations.
- Load and unload deliveries to and from site.
- Move tools and equipment through out the building to various floors.
- Move numbered windows to specific openings.

Architectural Millwork for Historic Buildings

Move baker scaffolds, include tear down, build and inspect.
Clean up.
Trash Removal

Assist craft workers; a limited number of employees that have shown an ambition to move to a higher level of task, may be directed to assist other workers if any time is free during the work day. Tasks include use of small machinery i.e. sander, help sand rough wood, help scrape old loose fillers, remove screws or bolts in existing woodwork, apply sealant/primer to protect bare or stripped existing panels from water or humidity.

Common laborers do not perform the work of painters, carpenters, nor skilled laborers.

Skilled Laborer-

All of the duties of a Common laborer plus,

Remove windows for transportation to shop.
Re-install windows.
Remove panels for transportation to shop.
Re-install panels.
Mix and apply wood fillers and epoxy.
Use of small tools, drills, sanders to repair existing panels.
Seal all surfaces.
Weather proof windows with caulk.
Clean historic stain grade paneling.

Skilled laborers do not perform duties of a painter or carpenter. The wooden panels are sanded, sealed and caulked, large flat areas are filled and sanded. The panels are cleaned and left for the painter to perform tasks:

The painter applies caulks, fillers, machine sands and hand sands work. Only a painter provides the finishes to the project.

Note: Employees that are moved to a higher level of task will be paid more. That does not necessarily mean they are working in a different classification. We pay them more so they can learn from the craft workers and possibly practice the particular craft. The extra wage will allow the employee 1-2 hrs. paid as a craft worker, whether the craft is practiced or not. This will enable the employee to enjoy the oldest and finest construction education, i.e. on the job training. 1-2 hrs. is, at best, the most spare time a Common laborer can enjoy.

We are a restoration company where the skills required are diverse and not apart of the typical carpenter's or painter's experience. Our in house and on the job training is how we have grown from a few men in 1989 to 45 today.

We are finishing up our audit within the next 5 business days of the employee classifications, so far we have found an employee mis-classified. We will report to you our findings as soon as possible and make any reimbursements should they apply.

Sincerely,



Christian Kelleher

Architectural Millwork for Historic Buildings



Summary Report for: 47-2061.00 - Construction Laborers

Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. May assist other craft workers.

Sample of reported job titles: Construction Laborer, Construction Worker, Curb and Gutter Laborer, Drain Layer, Drop Crew Laborer, Helper, Laborer, Post Framer, Skill Labor, Union Laborer

View report:

Summary

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Tasks



All 26 displayed

- + Control traffic passing near, in, or around work zones.
- + Clean or prepare construction sites to eliminate possible hazards.
- + Signal equipment operators to facilitate alignment, movement, or adjustment of machinery, equipment, or materials.
- + Read plans, instructions, or specifications to determine work activities.
- + Load, unload, or identify building materials, machinery, or tools, distributing them to the appropriate locations, according to project plans or specifications.
- + Measure, mark, or record openings or distances to layout areas where construction work will be performed.
- + Dig ditches or trenches, backfill excavations, or compact and level earth to grade specifications, using picks, shovels, pneumatic tampers, or rakes.
- + Mix, pour, or spread concrete, using portable cement mixers.
- + Tend pumps, compressors, or generators to provide power for tools, machinery, or equipment or to heat or move materials, such as asphalt.
- + Erect or dismantle scaffolding, shoring, braces, traffic barricades, ramps, or other temporary structures.
- + Provide assistance to craft workers, such as carpenters, plasterers, or masons.
- + Lubricate, clean, or repair machinery, equipment, or tools.
- + Position or dismantle forms for pouring concrete, using saws, hammers, nails, or bolts.
- + Smooth or finish freshly poured cement or concrete, using floats, trowels, screeds, or powered cement finishing tools.
- + Operate jackhammers or drills to break up concrete or pavement.
- + Install sewer, water, or storm drain pipes, using pipe-laying machinery or laser guidance equipment.
- + Operate or maintain air monitoring or other sampling devices in confined or hazardous environments.
- + Mix ingredients to create compounds for covering or cleaning surfaces.
- + Grind, scrape, sand, or polish surfaces such as concrete, marble, terrazzo, or wood flooring, using abrasive

tools or machines.

- ⊕ Position, join, align, or seal structural components, such as concrete wall sections or pipes.
- ⊕ Tend machines that pump concrete, grout, cement, sand, plaster, or stucco through spray guns for application to ceilings or walls.
- ⊕ Spray materials such as water, sand, steam, vinyl, paint, or stucco through hoses to clean, coat, or seal surfaces.
- ⊕ Apply caulking compounds by hand or caulking guns to protect against entry of water or air.
- ⊕ Mop, brush, or spread paints, cleaning solutions, or other compounds over surfaces to clean them or to provide protection.
- ⊕ Perform site activities required of green certified construction practices, such as implementing waste management procedures, identifying materials for reuse, or installing erosion or sedimentation control mechanisms. 🌱
- ⊕ Apply weather-stripping to reduce energy loss. 🌱

[Find occupations related to multiple tasks](#)

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Tools & Technology

 All 130 displayed

Tools used in this occupation:

- ⊕ **Adjustable forks** — Brick carrier forks; Forks
- ⊕ **Adjustable widemouth pliers**
- ⊕ **Adjustable wrenches**
- ⊕ **Air compressors**
- ⊕ **Air samplers or collectors** — Air monitoring equipment
- ⊕ **Asphalt finishers** — Asphalt mops
- ⊕ **Axes**
- ⊕ **Bandsaw wheel** — Bandsaws
- ⊕ **Belt conveyors**
- ⊕ **Bituminous material distributors** — Oil distributors
- ⊕ **Blades or tooth or other cutting edges** — Stump cutters
- ⊕ **Blow torch** — Liquid propane torches; Oxygen/acetylene torches; Torches
- ⊕ **Boring or sinking machinery** — Electric boring machines; Hydraulic boring machines
- ⊕ **Burners** — Kerosene burners; Smudge pots
- ⊕ **Calipers**
- ⊕ **Caulking guns**
- ⊕ **Cement pumping units** — Concrete pumpers
- ⊕ **Chip Spreaders**
- ⊕ **Cold chisels**
- ⊕ **Combination pliers** — Fencing pliers
- ⊕ **Compactors** — Walk-behind compacting equipment
- ⊕ **Concrete mixers or plants** — Concrete mixers
- ⊕ **Concrete spreaders** — Laser screeds; Screeds
- ⊕ **Coring equipment** — Coring machines
- ⊕ **Demolition equipment kits** — Demolition saws

- + **Digital camcorders or video cameras** — Remote pipe cameras
- + **Drain or pipe cleaning equipment** — Robotic pipe cleaners; Sewer rodding machines
- + **Drilling machines** — Drill presses
- + **Dump trucks**
- + **Explosive initiators** — Dynamite blasters
- + **Floats**
- + **Forklifts** — Masonry forklifts; Rough terrain forklifts
- + **Gas detectors** — Gas leak detection devices
- + **Gas generators** — Generators
- + **Gin pole and accessories** — Gin poles
- + **Graders** — Motor graders
- + **Grinders** — Hand grinders
- + **Hammer drills** — Rotary hammers
- + **Hammers**
- + **Hand sprayers** — Stucco spray guns
- + **Hand trucks or accessories** — Hand trucks
- + **Hazardous material protective apparel** — Protective suits
- + **Hoes** — Mortar hoes
- + **Hoists**
- + **Hole saws** — Hole cutters
- + **Hydraulic rock drills** — Wagon drills
- + **Hydraulic truck cranes** — Hydraulic booms
- + **Impact hammers**
- + **Impact wrenches**
- + **Instrument tripods** — Tripods
- + **Kettle exchangers** — Asphalt kettles
- + **Ladders**
- + **Laser measuring systems** — Laser guidance equipment for pipe placement; Laser measuring devices
- + **Leak testing equipment** — Smoke testers
- + **Level sensors or transmitters** — Transit levels
- + **Levels** — Carpenters' levels; Laser levels; Spirit levels; Water levels
- + **Lifting hooks** — Bale hooks
- + **Light trucks or sport utility vehicles** — Pickup trucks
- + **Manlift or personnel lift** — Bosun chairs; Manlifts; Swing chairs; Swing stages
- + **Measuring rods** — Surveying rods
- + **Measuring wheels for distance** — Measuring wheels
- + **Micrometers**
- + **Mowers** — Mowing equipment
- + **Mud pumps** — Mud jacks
- + **Paint sprayers**
- + **Paving breakers** — Pavement breakers
- + **Picks** — Mattocks
- + **Pipe or tube cutter** — Robotic pipe cutters

- + **Plasma arc welding machine** — Plasma cutters
- + **Plaster or mortar mixers** — Mortar mixers; Plaster mixers
- + **Plumb bobs**
- + **Pneumatic drill** — Air drills; Pneumatic drills
- + **Pneumatic hammer** — Jackhammers
- + **Pneumatic sanding machines** — Sandblasters
- + **Post hole digger** — Post hole augers
- + **Power buggies**
- + **Power chippers** — Chipping guns
- + **Power drills** — Electric drills; Hammer drills
- + **Power grinders** — Bench grinders; Disc grinders; Pedestal grinders
- + **Power nail guns** — Nail guns
- + **Power sanders** — Floor sanders
- + **Power saws** — Circular saws; Hydraulic track-guided wall saws; Reciprocating saws; Walk-behind saws ([see all 13 examples](#))
- + **Power screwguns** — Power screwdrivers
- + **Pressure or steam cleaners** — Pressure washers; Steam cleaning equipment; Steam jennies
- + **Pry bars** — Crowbars
- + **Pullers** — Wire stretchers
- + **Punches or nail sets or drifts** — Punches
- + **Rakes**
- + **Remote reading thermometers** — Temperature probes
- + **Respirators**
- + **Rollers** — Road rollers
- + **Rotary tiller mixers** — Paddle mixers
- + **Safety harnesses or belts** — Fall arrest systems
- + **Saws**
- + **Scaffolding**
- + **Scarifiers**
- + **Scissor lift or lift table** — Scissor lifts
- + **Screwdrivers**
- + **Shielded metal arc welding or stick welding machine** — Shielded arc welding tools
- + **Shoring equipment** — Hydraulic speed shoring equipment
- + **Shotcrete spraying equipment** — Guniting machines
- + **Shovels**
- + **Skid steer loaders**
- + **Slings**
- + **Sludge or sewage handling trucks** — Sewer cleaner vactors
- + **Snowplow attachments** — Snowplows
- + **Space heaters** — Salamanders
- + **Spades**
- + **Sprayers** — Weed sprayers
- + **Squares** — Carpenters' squares
- + **Staple guns** — Pneumatic staplers

- ⊕ **Stonemason hammer** — Brick hammers
- ⊕ **Tampers** — Earth tampers
- ⊕ **Tape measures**
- ⊕ **Theodolites**
- ⊕ **Threading taps** — Tappers
- ⊕ **Tongs** — Brick tongs
- ⊕ **Track loaders** — Crawler shovels
- ⊕ **Trenching machines** — Trenchers
- ⊕ **Trowels** — Tuck pointers
- ⊕ **Two way radios**
- ⊕ **Vacuum cleaners** — Ride-on vacuum cleaners; Sidewalk sweepers; Suction sweepers
- ⊕ **Vibratory plates** — Vibratory plate compactors
- ⊕ **Water samplers**
- ⊕ **Water trucks** — Jet trucks for cleaning sewer lines; Water spraying equipment; Water tank trucks
- ⊕ **Welding masks** — Welding hoods
- ⊕ **Wheel loaders** — Loaders
- ⊕ **Winches**
- ⊕ **Wire and cable pulling device** — Cable pullers

Technology used in this occupation:

- ⊕ **Operating system software** — Microsoft Windows

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Knowledge

 All 8 displayed

- ⊕ **Building and Construction** — Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures such as highways and roads.
- ⊕ **Mechanical** — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.
- ⊕ **Administration and Management** — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- ⊕ **Public Safety and Security** — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.
- ⊕ **Mathematics** — Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- ⊕ **Customer and Personal Service** — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- ⊕ **Education and Training** — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- ⊕ **English Language** — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

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Skills

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- + **Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- + **Coordination** — Adjusting actions in relation to others' actions.
- + **Operation Monitoring** — Watching gauges, dials, or other indicators to make sure a machine is working properly.
- + **Reading Comprehension** — Understanding written sentences and paragraphs in work related documents.
- + **Social Perceptiveness** — Being aware of others' reactions and understanding why they react as they do.
- + **Speaking** — Talking to others to convey information effectively.

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Abilities

+ - All 23 displayed

- + **Manual Dexterity** — The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.
- + **Arm-Hand Steadiness** — The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.
- + **Multilimb Coordination** — The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting, standing, or lying down. It does not involve performing the activities while the whole body is in motion.
- + **Static Strength** — The ability to exert maximum muscle force to lift, push, pull, or carry objects.
- + **Control Precision** — The ability to quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions.
- + **Oral Comprehension** — The ability to listen to and understand information and ideas presented through spoken words and sentences.
- + **Near Vision** — The ability to see details at close range (within a few feet of the observer).
- + **Far Vision** — The ability to see details at a distance.
- + **Stamina** — The ability to exert yourself physically over long periods of time without getting winded or out of breath.
- + **Trunk Strength** — The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing.
- + **Deductive Reasoning** — The ability to apply general rules to specific problems to produce answers that make sense.
- + **Depth Perception** — The ability to judge which of several objects is closer or farther away from you, or to judge the distance between you and an object.
- + **Dynamic Strength** — The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue.
- + **Extent Flexibility** — The ability to bend, stretch, twist, or reach with your body, arms, and/or legs.
- + **Finger Dexterity** — The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.
- + **Inductive Reasoning** — The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
- + **Information Ordering** — The ability to arrange things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
- + **Oral Expression** — The ability to communicate information and ideas in speaking so others will understand.
- + **Problem Sensitivity** — The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- + **Selective Attention** — The ability to concentrate on a task over a period of time without being distracted.
- + **Speech Clarity** — The ability to speak clearly so others can understand you.

- ⊕ **Speech Recognition** — The ability to identify and understand the speech of another person.
- ⊕ **Written Comprehension** — The ability to read and understand information and ideas presented in writing.

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Work Activities

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- ⊕ **Communicating with Supervisors, Peers, or Subordinates** — Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- ⊕ **Performing General Physical Activities** — Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- ⊕ **Handling and Moving Objects** — Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.
- ⊕ **Inspecting Equipment, Structures, or Material** — Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- ⊕ **Getting Information** — Observing, receiving, and otherwise obtaining information from all relevant sources.
- ⊕ **Operating Vehicles, Mechanized Devices, or Equipment** — Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft.
- ⊕ **Monitor Processes, Materials, or Surroundings** — Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.
- ⊕ **Making Decisions and Solving Problems** — Analyzing information and evaluating results to choose the best solution and solve problems.
- ⊕ **Controlling Machines and Processes** — Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).
- ⊕ **Identifying Objects, Actions, and Events** — Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.
- ⊕ **Repairing and Maintaining Mechanical Equipment** — Servicing, repairing, adjusting, and testing machines, devices, moving parts, and equipment that operate primarily on the basis of mechanical (not electronic) principles.
- ⊕ **Judging the Qualities of Things, Services, or People** — Assessing the value, importance, or quality of things or people.
- ⊕ **Organizing, Planning, and Prioritizing Work** — Developing specific goals and plans to prioritize, organize, and accomplish your work.
- ⊕ **Updating and Using Relevant Knowledge** — Keeping up-to-date technically and applying new knowledge to your job.
- ⊕ **Processing Information** — Compiling, coding, categorizing, calculating, tabulating, auditing, or verifying information or data.
- ⊕ **Thinking Creatively** — Developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions.
- ⊕ **Evaluating Information to Determine Compliance with Standards** — Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

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Detailed Work Activities

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- ⊕ Direct vehicle traffic.
- ⊕ Prepare explosives for detonation.
- ⊕ Install masonry materials.

- + Mix substances or compounds needed for work activities.
- + Pour materials into or on designated areas.
- + Mark reference points on construction materials.
- + Review blueprints or specifications to determine work requirements.
- + Clean equipment or facilities.
- + Smooth surfaces with abrasive materials or tools.
- + Clean work sites.
- + Measure work site dimensions.
- + Operate pumps or compressors.
- + Remove worn, damaged or outdated materials from work areas.
- + Apply sealants or other protective coatings.
- + Assemble temporary equipment or structures.
- + Spread concrete or other aggregate mixtures.
- + Prepare hazardous waste for processing or disposal.
- + Install insulation in equipment or structures.
- + Operate heavy-duty construction or installation equipment.
- + Position structural components.
- + Install plumbing or piping.
- + Compact materials to create level bases.
- + Move construction or extraction materials to locations where they are needed.
- + Protect structures or surfaces near work areas to avoid damage.
- + Clean surfaces in preparation for work activities.
- + Maintain construction tools or equipment.
- + Signal equipment operators to indicate proper equipment positioning.
- + Dig holes or trenches.
- + Finish concrete surfaces.
- + Assist skilled construction or extraction personnel.
- + Position construction forms or molds.
- + Apply paint to surfaces.
- + Load or unload materials used in construction or extraction.
- + Install green structural components, equipment or systems.
- + Test air quality at work sites.
- + Dismantle equipment or temporary structures.
- + Break up rock, asphalt, or concrete.

[Find occupations related to multiple detailed work activities](#)

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Work Context



All 34 displayed

- + **Contact With Others** — 76% responded “Constant contact with others.”
- + **Wear Common Protective or Safety Equipment such as Safety Shoes, Glasses, Gloves, Hearing Protection, Hard Hats, or Life Jackets** — 74% responded “Every day.”
- + **Face-to-Face Discussions** — 63% responded “Every day.”

- + **Spend Time Standing** — 50% responded “Continually or almost continually.”
- + **Outdoors, Exposed to Weather** — 66% responded “Every day.”
- + **Spend Time Using Your Hands to Handle, Control, or Feel Objects, Tools, or Controls** — 65% responded “Continually or almost continually.”
- + **Exposed to Contaminants** — 55% responded “Every day.”
- + **Exposed to Hazardous Equipment** — 66% responded “Every day.”
- + **Sounds, Noise Levels Are Distracting or Uncomfortable** — 67% responded “Every day.”
- + **Spend Time Making Repetitive Motions** — 47% responded “Continually or almost continually.”
- + **Physical Proximity** — 34% responded “Moderately close (at arm's length).”
- + **Spend Time Walking and Running** — 43% responded “Continually or almost continually.”
- + **Importance of Being Exact or Accurate** — 35% responded “Extremely important.”
- + **Very Hot or Cold Temperatures** — 46% responded “Every day.”
- + **Telephone** — 59% responded “Once a week or more but not every day.”
- + **Time Pressure** — 34% responded “Once a week or more but not every day.”
- + **Work With Work Group or Team** — 32% responded “Extremely important.”
- + **Freedom to Make Decisions** — 46% responded “Some freedom.”
- + **Impact of Decisions on Co-workers or Company Results** — 40% responded “Important results.”
- + **Spend Time Bending or Twisting the Body** — 42% responded “Continually or almost continually.”
- + **Frequency of Decision Making** — 39% responded “Every day.”
- + **Structured versus Unstructured Work** — 59% responded “Some freedom.”
- + **Indoors, Not Environmentally Controlled** — 44% responded “Every day.”
- + **Responsible for Others' Health and Safety** — 39% responded “Moderate responsibility.”
- + **Cramped Work Space, Awkward Positions** — 31% responded “Once a month or more but not every week.”
- + **Exposed to High Places** — 36% responded “Once a month or more but not every week.”
- + **In an Enclosed Vehicle or Equipment** — 37% responded “Once a week or more but not every day.”
- + **Duration of Typical Work Week** — 64% responded “40 hours.”
- + **Spend Time Kneeling, Crouching, Stooping, or Crawling** — 30% responded “About half the time.”
- + **Responsibility for Outcomes and Results** — 31% responded “Moderate responsibility.”
- + **In an Open Vehicle or Equipment** — 25% responded “Every day.”
- + **Extremely Bright or Inadequate Lighting** — 44% responded “Every day.”
- + **Coordinate or Lead Others** — 37% responded “Important.”
- + **Exposed to Hazardous Conditions** — 31% responded “Every day.”

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Job Zone

Title Job Zone Two: Some Preparation Needed

Education These occupations usually require a high school diploma.

Related Experience Some previous work-related skill, knowledge, or experience is usually needed. For example, a teller would benefit from experience working directly with the public.

Job Training Employees in these occupations need anywhere from a few months to one year of working with experienced employees. A recognized apprenticeship program may be associated with these occupations.






Job Zone Examples These occupations often involve using your knowledge and skills to help others. Examples include sheet metal workers, forest fire fighters, customer service representatives,

physical therapist aides, salespersons (retail), and tellers.

SVP Range (4.0 to < 6.0)

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Education

Percentage of Respondents	Education Level Required
70 	High school diploma or equivalent 
23 	Less than high school diploma
6 	Post-secondary certificate 

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Credentials





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Interests

All 2 displayed






Interest code: **RC**

-  **Realistic** — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.
-  **Conventional** — Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.

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Work Styles

5 of 13 displayed

-  **Attention to Detail** — Job requires being careful about detail and thorough in completing work tasks.
-  **Dependability** — Job requires being reliable, responsible, and dependable, and fulfilling obligations.
-  **Integrity** — Job requires being honest and ethical.
-  **Cooperation** — Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
-  **Self Control** — Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.

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Work Values




All 3 displayed

- ⊕ **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- ⊕ **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- ⊕ **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

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Related Occupations

  5 of 10 displayed

- 47-2053.00 [Terrazzo Workers and Finishers](#)
- 47-3011.00 [Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters](#)  **Bright**
- Outlook**
- 47-3012.00 [Helpers--Carpenters](#)  **Green**
- 47-5051.00 [Rock Splitters, Quarry](#)
- 53-7061.00 [Cleaners of Vehicles and Equipment](#) 

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Wages & Employment Trends

Median wages (2014) \$14.95 hourly, \$31,090 annual

State wages



Employment (2014) 1,159,000 employees



Projected growth (2014-2024)  Faster than average (9% to 13%)

Projected job openings (2014-2024) 378,600

State trends



Top industries (2014) [Construction](#)
[Self-Employed](#)

Source: Bureau of Labor Statistics [2014 wage data](#)  and [2014-2024 employment projections](#) . "Projected growth" represents the estimated change in total employment over the projections period (2014-2024). "Projected job openings" represent openings due to growth and replacement.

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Job Openings on the Web







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Sources of Additional Information

  All 4 displayed

Disclaimer: Sources are listed to provide additional information on related jobs, specialties, and/or industries. Links to non-DOL Internet sites are provided for your convenience and do not constitute an endorsement.

- [Construction laborers and helpers](#)  Bureau of Labor Statistics, U.S. Department of Labor. *Occupational Outlook Handbook, 2016-17 Edition*.
- [Laborers' International Union of North America \(LIUNA\)](#) , 905 16th St. NW, Washington, DC 20006. Phone: (202) 737-8320.
- [LIUNA Training and Education Fund](#) , 37 Deerfield Rd., P.O. Box 37, Pomfret Center, CT 06259.
- [National Center for Construction Education and Research \(NCCER\)](#) , 3600 NW 43rd St., Bldg. G, Gainesville, FL 32606. Phone: (888) 622-3720. Fax: (352) 334-0932.

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DC130002 MOD 9 REVISED 07/12/13 DC2
***** THIS WAGE DETERMINATION WAS REPLACED ON 07/12/13*****
General Decision Number: DC130002 07/05/2013

Superseded General Decision Number: DC20120002

State: District of Columbia

Construction Type: Building

County: District of Columbia Statewide.

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

Modification Number	Publication Date
0	01/04/2013
1	01/25/2013
2	02/01/2013
3	02/22/2013
4	03/29/2013
5	04/05/2013
6	05/10/2013
7	06/07/2013
8	06/28/2013
9	07/05/2013

ASBE0024-007 10/01/2012

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 33.13	13.60

Includes the application of all insulating materials,
protective coverings, coatings and finishes to all types of
mechanical systems

ASBE0024-008 10/01/2012

	Rates	Fringes
ASBESTOS WORKER: HAZARDOUS MATERIAL HANDLER.....	\$ 20.86	5.61

Includes preparation, wetting, stripping, removal, scrapping,
vacuuming, bagging and disposing of all insulation
materials, whether they contain asbestos or not, from
mechanical systems

ASBE0024-014 10/01/2012

	Rates	Fringes
FIRESTOPPER.....	\$ 26.06	6.05

Includes the application of materials or devices within or around penetrations and openings in all rated wall or floor assemblies, in order to prevent the passage of fire, smoke of other gases. The application includes all components involved in creating the rated barrier at perimeter slab edges and exterior cavities, the head of gypsum board or concrete walls, joints between rated wall or floor components, sealing of penetrating items and blank openings.

BRDC0001-002 05/07/2013

	Rates	Fringes
BRICKLAYER.....	\$ 28.17	8.03

CARP0132-008 05/01/2013

	Rates	Fringes
CARPENTER, Includes Drywall Hanging, Form Work, and Soft Floor Laying-Carpet.....	\$ 26.81	8.13
PILEDRIVERMAN.....	\$ 26.62	8.15

CARP1831-002 04/01/2012

	Rates	Fringes
MILLWRIGHT.....	\$ 27.96	12.20

ELEC0026-016 06/03/2013

	Rates	Fringes
ELECTRICIAN, Includes Installation of HVAC/Temperature Controls.....	\$ 40.65	14.42

ELEC0026-017 09/01/2012

	Rates	Fringes
ELECTRICAL INSTALLER (Sound & Communication Systems).....	\$ 25.55	3%+7.77

SCOPE OF WORK: Includes low voltage construction, installation, maintenance and removal of teledata facilities (voice, data and video) including outside plant, telephone and data inside wire, interconnect, terminal equipment, central offices, PABX, fiber optic cable and equipment, railroad communications, micro waves, VSAT, bypass, CATV, WAN (Wide area networks), LAN (Local area networks) and ISDN (Integrated systems digital network).

WORK EXCLUDED: The installation of computer systems in industrial applications such as assembly lines, robotics and computer controller manufacturing systems. The

installation of conduit and/or raceways shall be installed by Inside Wiremen. On sites where there is no Inside Wireman employed, the Teledata Technician may install raceway or conduit not greater than 10 feet. Fire alarm work is excluded on all new construction sites or wherever the fire alarm system is installed in conduit. All HVAC control work.

ELEV0010-001 01/01/2013

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 39.96	25.185+a+b

a. PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day and the Friday after Thanksgiving.

b. VACATIONS: Employer contributes 8% of basic hourly rate for 5 years or more of service; 6% of basic hourly rate for 6 months to 5 years of service as vacation pay credit.

IRON0005-005 06/01/2012

	Rates	Fringes
IRONWORKER, STRUCTURAL AND ORNAMENTAL.....	\$ 29.55	14.995

IRON0201-006 05/01/2012

	Rates	Fringes
IRONWORKER, REINFORCING.....	\$ 26.50	16.68

LABO0657-015 06/01/2012

	Rates	Fringes
LABORER: Skilled.....	\$ 21.26	6.83

FOOTNOTE: Potmen, power tool operator, small machine operator, signalmen, laser beam operator, waterproofer, open caisson, test pit, underpinning, pier hole and ditches, ladders and all work associated with lagging that is not expressly stated, strippers, operator of hand derricks, vibrator operators, pipe layers, or tile layers, operators of jackhammers, paving breakers, spaders or any machine that does the same general type of work, carpenter tenders, scaffold builders, operators of towmasters, scootcretes, buggymobiles and other machines of similar character, operators of tampers and rammers and other machines that do the same general type of work, whether powered by air, electric or gasoline, builders of trestle scaffolds over one tier high and sand blasters, power and chain saw operators used in clearing, installers of well points, wagon drill operators, acetylene burners and

licensed powdermen, stake jumper, structural demolition.

MARB0002-004 05/01/2012

	Rates	Fringes
MARBLE/STONE MASON.....	\$ 33.08	14.59

INCLUDING pointing, caulking and cleaning of All types of masonry, brick, stone and cement EXCEPT pointing, caulking, cleaning of existing masonry, brick, stone and cement (restoration work)

MARB0003-006 05/01/2011

	Rates	Fringes
TERRAZZO WORKER/SETTER.....	\$ 26.04	9.89

MARB0003-007 05/01/2011

	Rates	Fringes
TERRAZZO FINISHER.....	\$ 20.48	8.74

MARB0003-008 05/01/2011

	Rates	Fringes
TILE SETTER.....	\$ 25.29	9.89

MARB0003-009 05/01/2011

	Rates	Fringes
TILE FINISHER.....	\$ 20.48	8.74

PAIN0051-014 06/01/2013

	Rates	Fringes
GLAZIER		
Glazing Contracts \$2 million and under.....	\$ 24.30	9.61
Glazing Contracts over \$2 million.....	\$ 27.64	9.61

PAIN0051-015 06/01/2013

	Rates	Fringes
PAINTER		
Brush, Roller, Spray and Drywall Finisher.....	\$ 24.89	8.91

PLAS0891-005 07/01/2012

	Rates	Fringes
PLASTERER.....	\$ 28.33	5.85

PLAS0891-006 05/01/2010

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 27.15	9.58

PLAS0891-007 08/01/2011

	Rates	Fringes
FIREPROOFER		
Handler.....	\$ 15.00	3.89
Mixer/Pump.....	\$ 17.00	3.89
Sprayer.....	\$ 21.50	3.89

Spraying of all Fireproofing materials. Hand application of Fireproofing materials. This includes wet or dry, hard or soft. Intumescent fireproofing and refraction work, including, but not limited to, all steel beams, columns, metal decks, vessels, floors, roofs, where ever fireproofing is required. Plus any installation of thermal and acoustical insulation. All that encompasses setting up for Fireproofing, and taken down. Removal of fireproofing materials and protection. Mixing of all materials either by hand or machine following manufactures standards.

PLUM0005-008 08/01/2012

	Rates	Fringes
PLUMBER		
Apartment Buildings over 4 stories (except hotels).....	\$ 23.41	9.51+a
ALL Other Work.....	\$ 38.17	15.75+a

a. PAID HOLIDAYS: Labor Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving, Christmas Day, New Year's Day, Martin Luther King's Birthday, Memorial Day and the Fourth of July.

PLUM0602-008 08/01/2012

	Rates	Fringes
PIPEFITTER, Includes HVAC Pipe Installation.....	\$ 37.62	18.07+a

a. PAID HOLIDAYS: New Year's Day, Martin Luther King's Birthday, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day and the day after Thanksgiving and Christmas Day.

ROOF0030-016 09/01/2012

	Rates	Fringes
ROOFER.....	\$ 26.90	10.18

SFDC0669-002 01/01/2013

	Rates	Fringes
SPRINKLER FITTER (Fire Sprinklers).....	\$ 30.53	17.62

* SHEE0100-015 07/01/2013

	Rates	Fringes
SHEET METAL WORKER (Including HVAC Duct Installation).....	\$ 39.93	15.38

SUDC2009-003 05/19/2009

	Rates	Fringes
LABORER: Common or General.....	\$ 13.04	2.80
LABORER: Mason Tender - Cement/Concrete.....	\$ 15.40	2.85

LABORER: Mason Tender for
pointing, caulking, cleaning
of existing masonry, brick,
stone and cement structures
(restoration work); excludes
pointing, caulking and
cleaning of new or
replacement masonry, brick,
stone and cement.....\$ 11.67

POINTER, CAULKER, CLEANER,
Includes pointing, caulking,
cleaning of existing masonry,
brick, stone and cement
structures (restoration
work); excludes pointing,
caulking, cleaning of new or
replacement
masonry, brick, stone or
cement.....\$ 18.88

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

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 union or non-union.

Union Identifiers

An identifier enclosed in dotted lines beginning with characters other than "SU" denotes that the union classification and rate have found to be prevailing for that classification. Example: PLUM0198-005 07/01/2011. The first four letters , PLUM, indicate the international union and the four-digit number, 0198, that follows 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. The date, 07/01/2011, following these characters is the effective date of the most current negotiated rate/collective bargaining agreement which would be July 1, 2011 in the above example.

Union prevailing wage rates will be updated to reflect any changes in the collective bargaining agreements governing the rates.

0000/9999: weighted union wage rates will be published annually each January.

Non-Union Identifiers

Classifications listed under an "SU" identifier were derived from survey data by computing average rates and are not union rates; however, the data used in computing these rates may include both union and non-union data. Example: SULA2004-007 5/13/2010. SU indicates the rates are not union majority rates, LA indicates the State of Louisiana; 2004 is the year of the survey; and 007 is an internal number used in producing the wage determination. A 1993 or later date, 5/13/2010, indicates the classifications and rates under that identifier were issued as a General Wage Determination on that date.

Survey wage rates will remain in effect and will not change until a new survey is conducted.

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.

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END OF GENERAL DECISION