

# PREVAILING WAGE FOR THE UNIVERSITY OF MISSOURI

## A GUIDE FOR CONTRACTORS AND EMPLOYEES

Prevailing wage throughout the University of Missouri System refers to a set of predetermined wage rates that are incorporated into the specifications and contracts. The Board of Curators policy is that the workers on University projects be paid the appropriate wage rate for work of a similar character within the county where construction takes place. Contractors are required to pay their workers those rates for the duration of the contract.

The wage rates for the University are determined by the Director of Facilities Planning and Development. The Prevailing Wage Coordinator is in that office and is responsible for activities necessary to ensure compliance with the prevailing wage rate portion of the contracts.

The campuses and facilities in the University System are not subject to the provisions of the Missouri prevailing wage law. However, because of the Board of Curators policy and the construction contracts requirements, the contractors and their employees should 'feel' the same as they do when on a public works project covered the state prevailing wage law.

### WAGE RATES

The wage rates for the University are determined by adopting the Annual Wage Order issued by the State of Missouri, Department of Labor and Industrial Relations, Division of Labor Standards. This takes advantage of the survey, analysis and publication process set up by the State, thus avoiding a duplicate process.

Some University projects are partially funded with Federal money. When this occurs the specifications have not only the wage rates for the University but also those required by the Federal Davis-Bacon law. In those cases the contractor must pay the Davis-Bacon rate and the fringe benefit amount. The fringe benefit may be paid to 'third party' plans. The contractor may take the fringe benefit paid to such a plan. The remainder must be paid to the worker.

Each wage rate has accompanying overtime and holiday provisions. These explain how the overtime must be paid.

The contractor is required to post the wage rates for the project at the field office in such a manner that all employees should remain posted for the duration of the project. In cases where there is not field office, the contractor must post the rates. Contractors should provide a copy of the wage rates to employees on request.

### WORK OF A SIMILAR CHARACTER

The rate sheets in the wage orders have approximately 39 different wage rates. There is one for each 'craft' or occupation on a construction project. The rates are based on surveys of what rate is paid to each occupational title.

Each occupational title is defined in a state regulation. The University contracts include that regulation by referring to 'work of a similar character'. The regulation describes what tasks a person in each of the different title does. For example, if a worker on a concrete framework, they should be paid the rate for a 'carpenter'.

### WHO SHOULD BE PAID

All persons who are working on the project site or in a temporary yard or a facility that is established for the project should be paid the prevailing wage rate for the type of work they are doing. Working foremen are considered to be workers and should be paid the prevailing wage rate.

The exception is work performed in permanent offices, fabrication plants and yards; and supervisory personnel or professional services.

#### **APPRENTICES**

A contractor may pay a lower rate of pay to workers if they are apprentices. In order for a worker to be considered an apprentice, they must be