

JAN 24 2019

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# A BILL FOR AN ACT

RELATING TO WAGES.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. Section 104-2, Hawaii Revised Statutes, is  
2 amended by amending subsection (b) to read as follows:

3           "(b) Every laborer and mechanic performing work on the job  
4 site for the construction of any public work project shall be  
5 paid no less than prevailing wages; provided that:

6           (1) The prevailing wages shall be established by the  
7 director as the sum of the basic hourly rate and the  
8 cost to an employer of providing a laborer or mechanic  
9 with fringe benefits. In making prevailing wage  
10 determinations, the following shall apply:

11           (A) The director shall make separate findings of:

12                   (i) The basic hourly rate; and

13                   (ii) The rate of contribution or cost of fringe  
14 benefits paid by the employer when the  
15 payment of the fringe benefits by the  
16 employer constitutes a prevailing practice.

17           The cost of fringe benefits shall be



1 reflected in the wage rate scheduled as an  
2 hourly rate; and

3 (B) The rates of wages which the director shall  
4 regard as prevailing in each corresponding  
5 classification of laborers and mechanics shall be  
6 the rate of wages paid to the greatest number of  
7 those employed in the State, the modal rate, in  
8 the corresponding classes of laborers or  
9 mechanics on projects that are similar to the  
10 contract work;

11 provided that the foreman classification shall be  
12 recognized and follow the requirements stated in the  
13 collective bargaining agreement when the basic hourly  
14 rate is established by a collective bargaining  
15 agreement;

16 (2) Except for the project prevailing wages established by  
17 subsections (h) and (i), the prevailing wages shall be  
18 not less than the wages payable under federal law to  
19 corresponding classes of laborers and mechanics  
20 employed on public works projects in the State that





# S.B. NO. 1475

**Report Title:**

Laborers; Mechanics; Prevailing Wages; Collective Bargaining Agreement; Foremen Classification; Little Davis-Bacon Act

**Description:**

Requires that the foreman classification be recognized in Hawaii's Davis-Bacon Act and the requirements in the collective bargaining agreement be followed when the basic hourly rate is established by a collective bargaining agreement.

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