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**EXHIBIT H**  
**WAGE RATES**

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**PAYMENT**

- a) Employee Certification: Contractor, Subcontractor, and Sub-subcontractor shall identify in writing, the classification agreed to by all laborers and mechanics employed by them in the execution of the Contract and pay not less than rates specified in the attached Wage Rate Schedule(s). If work performed by worker is different than the classification agreed upon, the worker shall be paid no less than the minimum wage for work performed.
- b) Classification Definitions
- i. Building
- Definitions for building classifications as stated on the Worker Classification Definition Sheet attached to the Prevailing Wage Rate Determination Building Construction Trades.
- ii. Highway-Heavy
- Definitions for Highway-Heavy classifications shall conform to the current "Dictionary of Occupational Titles" as published by the U.S. Department of Labor.
- iii. Federal Building and Highway-Heavy
- Definitions are stated in current "Dictionary of Occupational Titles" as published by the U.S. Department of Labor.
- c) Minimum Wages: Workers on Project shall be paid not less than wage rates, including fringe benefits, for Building Construction Trades and the Department of Labor (DOL) Highway-Heavy. The DOL Highway-Heavy rates are to be paid to workers engaged in site work determined to be five (5) feet beyond the building, extending to the property boundary or construction limits. Such wage rates shall be used throughout the Contract. If a classification is to be used, which is not listed in this section, Contractor shall submit to GRTC rates and classification proposed for use, for approval, prior to performance of the Work.
- NOTE: The terms journeyman and apprentice apply to both union and independent workers and are not intended to imply that these positions are union workers only.
- d) All laborers and mechanics working upon the Work for this Project shall be paid unconditionally and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by Secretary of Labor under the Copeland Act, Title 29 CFR, Part 3) full wages accrued and when due, computed at rates not less than wage rates bound herein pertaining to type of Work being performed. When Work is of such a nature that both Building and Highway Heavy wage scales are incorporated into contract, Contractor shall pay wage rates to mechanics or laborers performing Work in more than one classification at the rate indicated for each classification for time actually worked as determined by area practice applicable to type (Site Construction Crafts or Building Construction Crafts) of Work being performed without regards to skill. Salaried specialists project superintendent and administrative personnel only) in the permanent employment of Contractor do not fall under any Wage Classification. Contractor shall post wage rates at site(s) of Work in prominent, easily accessible places where they can be seen by all workers.
- e) Overtime Requirements: No Contractor, Subcontractor, or Sub-subcontractor contracting for any part of contract Work which may require or involve the employment of laborers or mechanics shall require or permit any laborer or mechanic in any workweek in which he is employed on such Work, to work in excess of forty hours such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times his basic rate of pay for all hours in excess of forty hours in such workweek.

**APPRENTICES**

- a) Locally Funded Projects: Apprentices will be permitted to work as such when they are listed on a payroll as an apprentice. Apprentices are to be paid a minimum of 60 percent of journeymen wages indicated. At no time shall a journeyman supervise more than one (1) apprentice.
- b) Employees who are not under the apprentice program shall be paid the minimum wage rate provided in contract per individual classification or for Work actually performed.
- c) Federally Funded Projects: Apprentices and Trainees will be permitted to work as such only when they are registered, individually, under a bonafide Apprenticeship or Trainee program registered with a State Apprenticeship or Training Agency which is recognized by Bureau of Apprenticeship and Training, United States Department of Labor, or, if no recognized Agency exists, under a program registered with Bureau of Apprenticeship and Training, United States Department of Labor. The allowable ratio of Apprentices or Trainees to journeymen in any craft classification shall not be greater than the ratio permitted to Contractor as to Contractor's entire work force under the registered program. Employee listed on a payroll at an Apprentice or Trainee wage rate, who is not registered as above, shall be paid the wage rate provided in Contract for Work employee actually performed. Contractor, Subcontractor, or Sub-subcontractor shall furnish to GRTC written evidence of registration of his program for Apprentice and Trainees as well as of the appropriate ratios and wage rates, for the area of construction prior to using any Apprentices or Trainee on this Contract.

**WITHHOLDING OF PAYMENTS**

GRTC may withhold or cause to be withheld from Contractor as much of the accrued payments as necessary to pay laborers and mechanics employed by Contractor, Subcontractors, or Sub-subcontractors the amount of wages required to comply with the Contract. In the event of nonpayment of wages to laborers or mechanics working on the site of the Work of this Contract, GRTC may, after Written Notice to Contractor, take such action as may be necessary to cause suspension of any further payments or advance of funds to Contractor until such violations have ceased and until restitution has been made.

**PAYROLLS**

- a) Contractor shall keep records showing:
  - i. the name and occupation of each worker employed by the contractor or subcontractor(s) in the construction of the public work; and
  - ii. the actual per diem wages paid to each worker.
- b) The record shall be open at all reasonable hours to inspection by the officers and agents of GRTC as requested. Contractor will be responsible to provide copies of records as requested by GRTC within two (2) working days. Payrolls relating to this Work shall be maintained during term of Contract and preserved for a period of three (3) years thereafter by Contractor for all laborers and mechanics working on the Work.
- c) Confirmed Disciplinary action taken by Contractor against employees who provide information during an interview or investigation, by GRTC, on wages received, will result in a six-month revocation of their right to bid on other GRTC projects.

**COMPLAINTS AND PENALTIES**

A public body awarding a contract, and an agent or officer of the public body, shall, take cognizance of complaints of all violations committed in the execution of the contract; and withhold money forfeited or required to be withheld under this chapter from the payments to the contractor under the contract. A contractor or subcontractor(s) who violates this section shall pay to GRTC on whose behalf the contract is made, \$60 for each worker employed for each calendar day or part of the day that the worker is paid less than the wage rates stipulated in the contract. A public body shall use any money collected under this section to offset the costs incurred in the administration - of this contract.

**AREA PRACTICE**

- a) Heavy Construction Wage Rates shall be used on this Project unless Building Construction Rates are included as follows.
- b) Building Construction Wage Rates shall be used when the following conditions are met.
- c) Building Construction generally is the construction of sheltered enclosures with walk-in access for the purpose of housing persons, machinery, equipment, or supplies. It includes all construction of such structures, the installation of utilities and the installation of equipment, both above and below grade level, as well as incidental grading, utilities, and paving. Additionally, such structures need not be "habitable" to be Building Construction. The installation of heavy machinery and/or equipment does not generally change the project's character as a building.
- d) Building Construction Wage Rates determination shall include all construction necessary to complete a facility regardless of the number of contracts involved so long as all contracts awarded are closely related in purpose, time, and place. Demolition or site work preparatory to Building Construction is considered a part of the building Project for wage rate determination purposes.
- e) Incidental Building Construction shall include Highway Heavy Construction items when the Project cost for the incidental items are less than 20 percent, except when the Building Construction is less than 4 percent of the Project cost the Highway Heavy Construction Rates shall apply.
- f) Multiple Classification: A multiple classification shall be used if Highway Heavy Construction items are more than 20 percent of the Project cost.

**WAGE RATES**

"General Decision Number: VA20240126 01/05/2024

Superseded General Decision Number: VA20230126

State: Virginia

Construction Type: Highway

Counties: Henrico and Richmond\* Counties in Virginia.\*including the independent city of Richmond

HIGHWAY CONSTRUCTION PROJECTS (excluding tunnels, building structures in rest area projects & railroad construction; bascule, suspension & spandrel arch bridges designed for commercial navigation, bridges involving marine construction; and other major bridges).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

If a contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e. g. an option exercised) on or after January 30, 2022: Executive order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if its higher) for all hours spent performing on the contract in 2024.

GREATER RICHMOND TRANSIT COMPANY

If the contract was awarded on or between January 1, 2015, and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13568 generally applies to the contract.

The contractor must pay all covered workers at least \$12.90 per hour (of the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing in that contract in 2024.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request. Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/05/2024

ELEC0080-011 12/01/2021

	Rates	Fringes
ELECTRICIAN, Includes Traffic Signalization.....	\$ 30.55	11.51
SUVA2016-062 07/02/2018		
	Rates	Fringes
CARPENTER, Includes Form Work...	.\$ 19.22	0.00
CEMENT MASON/CONCRETE FINISHER...	\$ 16.03 **	0.00
IRONWORKER, REINFORCING.....	\$ 20.80	0.00
IRONWORKER, STRUCTURAL.....	\$ 27.38	0.00
LABORER: Asphalt, Includes Raker, Shoveler, Spreader and Distributor.....	\$19.21	2.82
LABORER: Common or General.....	\$ 15.74 **	2.05
LABORER: Grade Checker.....	\$ 14.88 **	0.00
LABORER: Pipelayer.....	\$ 17.76	0.00
LABORER: Power Tool Operator....	\$ 15.69 **	0.00
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 17.61	2.53

GREATER RICHMOND TRANSIT COMPANY

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OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 19.16	4.45
OPERATOR: Broom/Sweeper.....	\$ 17.40	2.01
OPERATOR: Crane.....	\$ 24.42	4.69
OPERATOR: Drill.....	\$ 24.66	0.00
OPERATOR: Gradall.....	\$ 19.26	0.00
OPERATOR: Grader/Blade.....	\$ 23.21	0.00
OPERATOR: Hydroseeder.....	\$ 16.64 **	0.00
OPERATOR: Loader.....	\$ 17.17 **	0.00
OPERATOR: Mechanic.....	\$ 21.43	0.00
OPERATOR: Milling Machine.....	\$ 23.12	3.60
OPERATOR: Paver (Asphalt, Aggregate, and Concrete).....	\$ 20.44	3.83
OPERATOR: Piledriver.....	\$ 21.83	4.08
OPERATOR: Roller (Finishing)....	\$ 19.05	1.29
OPERATOR: Roller.....	\$ 21.69	0.00
OPERATOR: Screed.....	\$ 22.13	4.89
OPERATOR: Asphalt Spreader and Distributor.....	\$ 19.09	1.81
OPERATOR: Bulldozer, Including Utility.....	\$ 18.22	2.69
TRAFFIC CONTROL: Flagger.....	\$ 12.89 **	0.00
TRUCK DRIVER : HEAVY 7CY & UNDER.....	\$ 15.53 **	0.00
TRUCK DRIVER: 1/Single Axle Truck.....	\$ 16.48 **	3.64
TRUCK DRIVER: Fuel and Lubricant Service.....	\$ 18.25	0.00
TRUCK DRIVER: HEAVY OVER 7 CY.....	\$ 16.98 **	0.00

TRUCK DRIVER: MULTI AXLE..... \$ 17.94 0.00

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

\*\* Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20) or 13658 (\$12.90). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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) (iii)).

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 National Office because National Office has 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"