

State of Hawaii  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
830 Punchbowl Street  
Honolulu, Hawaii 96813

NOTICE - November 28, 2003

Correction to Bulletin No. 457 – September 15, 2003

The following corrections have been made to the notations for the Sheetmetal Worker classification on Page 4 of the Wage Rate Schedule:

- For overtime rate, see remark **11A**
- For hourly fringe rate, see remark **11B**

The following correction has been made to the notation for the Sheetmetal Worker classification on Page 7 of the Apprentice Schedule:

- For overtime rate, see remark **10**

Questions should be referred to the Research and Statistics Office at (808) 586-9017.

NELSON B. BEFITEL

**APPRENTICE SCHEDULE BULLETIN NO. 457 SEPTEMBER 15, 2003**

Rates are applicable only to apprentices who are parties to agreements registered with the Department of Labor  
and where the journeyworker to apprentice ratio is met.

Apprentice Schedule	Interval Hrs	BASIC HOURLY RATE										FRINGE BENEFIT HOURLY RATE	Remarks	
		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	See Pg 8	
<b>ASBESTOS WORKER</b>														
Hired On or Prior to 5/3/95	Under 1000	\$15.23											\$0.47	1
"	1000		\$15.23										\$7.09	1
"	2000			\$18.27									\$7.39	1
"	2000				\$21.32								\$7.49	1
"	2000					\$24.36							\$7.65	1
Hired After 5/3/95	2000	\$15.23											\$10.44	1
"	2000		\$15.23										\$12.29	1
"	2000			\$18.27									\$12.59	1
"	2000				\$21.32								\$12.69	1
"	2000					\$24.36							\$12.85	1
<b>(Effective 2/29/04)</b>														
<b>* ASBESTOS WORKER</b>														
Hired On or Prior to 5/3/95	Under 1000	\$15.38											\$0.47	1
"	1000		\$15.38										\$7.09	1
"	2000			\$18.45									\$7.39	1
"	2000				\$21.53								\$7.49	1
"	2000					\$24.60							\$7.65	1
Hired After 5/3/95	2000	\$15.38											\$10.54	1
"	2000		\$15.38										\$12.39	1
"	2000			\$18.45									\$12.69	1
"	2000				\$21.53								\$12.79	1
"	2000					\$24.60							\$12.95	1
<b>* BOILERMAKER</b>	1000	\$18.66	\$19.99	\$21.32	\$22.65	\$23.99	\$25.32						\$16.65	
<b>(Effective 10/1/03)</b>														
<b>* BOILERMAKER</b>	1000	\$18.86	\$20.21	\$21.56	\$22.91	\$24.25	\$25.60						\$17.10	
<b>* CARPENTER</b>														
Indentured Prior to 9/1/02	1000	\$12.62											\$9.82	2
"	1000		\$14.20	\$15.78	\$18.93	\$22.09	\$25.24	\$28.40	\$29.97				\$16.40	2
Indentured After 9/1/02	1000	\$12.62											\$5.82	2
"	1000		\$14.20										\$8.40	2
"	1000			\$15.78	\$18.93								\$10.40	2
"	1000					\$22.09	\$25.24						\$12.40	2
"	1000							\$28.40	\$29.97				\$14.40	2

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	See Pg 8	
CEMENT FINISHER	1000	\$13.15											\$5.46	2
"	1000		\$14.47	\$15.78	\$18.41	\$19.73	\$21.04	\$22.36	\$23.67				\$16.72	2
TILE SETTER CERAMIC & HARD TILE	1000	\$13.30											\$5.46	2
"	1000		\$14.63	\$15.96	\$18.62	\$19.95	\$21.28	\$22.61	\$23.94				\$16.72	2
POINTER-CAULKER-WEATHERPROOFER	1000	\$13.30											\$5.46	2
"	1000		\$14.63	\$15.96	\$18.62	\$21.28	\$23.94						\$16.72	2
* EQUIPMENT OPERATOR, CONSTRUCTION														
Indentured Prior to 9/1/02	1000	\$15.56											\$6.05	3
"	1000		\$17.12	\$18.67	\$21.78	\$24.90	\$28.01						\$17.38	3
Indentured On or After 9/1/02	1000	\$15.56											\$6.05	3
"	1000		\$17.12										\$7.55	3
"	1000			\$18.67									\$9.05	3
"	1000				\$21.78								\$10.55	3
"	1000					\$24.90							\$12.05	3
"	1000						\$28.01						\$13.00	3
* DRYWALL INSTALLER														
Indentured Prior to 9/1/02	1000	\$12.72											\$9.82	
"	1000		\$14.31	\$15.90	\$19.08	\$22.26	\$25.44	\$28.62	\$30.21				\$16.37	
Indentured After 9/1/02	1000	\$12.72											\$5.82	
"	1000		\$14.31										\$8.37	
"	1000			\$15.90	\$19.08								\$10.37	
"	1000					\$22.26	\$25.44						\$12.37	
"	1000							\$28.62	\$30.21				\$14.37	

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	See Pg 8	
ELECTRICIAN (WIRE & LINE INSTALLER)														
"	1000	\$11.36											\$5.67	
"	1000		\$12.98										\$5.91	
"	1000			\$14.60									\$10.19	4
"	1000				\$16.23								\$10.81	4
"	1000					\$17.85							\$11.40	4
"	1000						\$19.47						\$12.00	4
"	1000							\$21.09					\$12.59	4
"	1000								\$22.72				\$13.21	4
"	1000									\$25.96			\$14.40	4
"	1000										\$29.21		\$15.61	4
<b>(Effective 2/15/04)</b>														
* ELECTRICIAN (WIRE & LINE INSTALLER)														
"	1000	\$11.50											\$5.80	
"	1000		\$13.14										\$6.03	
"	1000			\$14.78									\$10.41	4
"	1000				\$16.43								\$11.04	4
"	1000					\$18.07							\$11.64	4
"	1000						\$19.71						\$12.26	4
"	1000							\$21.35					\$12.86	4
"	1000								\$23.00				\$13.48	4
"	1000									\$26.28			\$14.69	4
"	1000										\$29.57		\$15.92	4
* ELEVATOR CONSTRUCTOR	850	\$18.81											-	
"	850		\$20.69										\$9.355	
"	1700			\$24.45	\$26.33	\$30.09							\$9.355	
* FLOOR LAYER														
Indentured Prior to 2/27/94	1000	\$9.30	\$10.46										\$9.70	
"	1000			\$13.95	\$15.11	\$18.60	\$19.76						\$16.25	
Indentured After 2/27/94	1000	\$9.30	\$10.46										\$9.70	
"	1000			\$11.63	\$12.79								\$13.15	
"	1000					\$13.95	\$15.11	\$17.44	\$19.76				\$16.25	

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	See Pg 8	
* GLAZIER														
Indentured Prior to 7/1/99	1000	\$13.71										\$17.30	5	
"	1000		\$14.96									\$17.50	5	
"	1000			\$17.45								\$17.90	5	
"	1000				\$18.70							\$18.10	5	
"	1000					\$19.94						\$18.30	5	
"	1000						\$21.19					\$18.50	5	
"	1000							\$22.44				\$18.70	5	
"	1000								\$23.68			\$18.90	5	
Indentured On or After 7/1/99	1000	\$11.22										\$16.90	5	
"	1000		\$12.47									\$17.10	5	
"	1000			\$13.71								\$17.30	5	
"	1000				\$14.96							\$17.50	5	
"	1000					\$17.45						\$17.90	5	
"	1000						\$18.70					\$18.10	5	
"	1000							\$19.94				\$18.30	5	
"	1000								\$21.19			\$18.50	5	
"	1000									\$22.44		\$18.70	5	
"	1000										\$23.68	\$18.90	5	
* HEAVY DUTY REPAIRER & WELDER (EQUIP. OPR 9A)														
Indentured Prior to 9/1/02	1000	\$15.56										\$6.05	3	
"	1000		\$17.12	\$18.67	\$21.78	\$24.90	\$26.45	\$28.01	\$29.56			\$17.38	3	
Indentured On or After 9/1/02	1000	\$15.56										\$6.05	3	
"	1000		\$17.12									\$7.55	3	
"	1000			\$18.67								\$9.05	3	
"	1000				\$21.78							\$10.55	3	
"	1000					\$24.90						\$12.05	3	
"	1000						\$26.45	\$28.01	\$29.56			\$13.00	3	
IRONWORKER (REINFORCING & STRUCTURAL)														
Indentured On or Prior to 10/31/93	1000	\$14.00	\$15.40	\$16.80	\$19.60	\$22.40	\$25.20					\$21.36	6	
Indentured After 10/31/93	1000	\$14.00										\$14.72	6	
"	1000		\$15.40									\$15.38	6	
"	1000			\$16.80								\$16.05	6	
"	1000				\$19.60							\$17.37	6	
"	1000					\$22.40						\$18.70	6	
"	1000						\$25.20					\$20.03	6	

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	See Pg 8	
* LABORER, CONSTRUCTION CRAFT (LABORER I)														
Indentured Prior to 9/3/02	1000	\$11.83										\$4.55	2	
"	1000		\$14.19	\$16.56	\$18.92							\$12.35	2	
Indentured On or After 9/3/02	1000	\$11.83										\$4.55	2	
"	1000		\$14.19	\$16.56	\$18.92							\$8.99	2	
* LATHER														
Indentured Prior to 9/1/02	1000	\$12.72										\$9.82		
"	1000		\$14.31	\$15.90	\$19.08	\$22.26	\$25.44	\$28.62	\$30.21			\$16.37		
Indentured After 9/1/02	1000	\$12.72										\$5.82		
"	1000		\$14.31									\$8.37		
"	1000			\$15.90	\$19.08							\$10.37		
"	1000					\$22.26	\$25.44					\$12.37		
"	1000							\$28.62	\$30.21			\$14.37		
MASON														
BRICKLAYER	1000	\$13.18										\$5.46	2	
"	1000		\$14.49	\$15.81	\$18.45	\$19.76	\$21.08	\$22.40	\$23.72			\$16.72	2	
STONE MASON	1000	\$14.49										\$5.46	2	
"	1000		\$15.81	\$17.13	\$18.45	\$19.76	\$21.08	\$22.40	\$23.72			\$16.72	2	
* PAINTER (For spray painting, see remark 8B)														
"	1000	\$9.29										\$3.50	7	
"	1000		\$10.62	\$11.95	\$13.28	\$15.93						\$7.00	7	
"	1000						\$18.59					\$8.00	7	
"	1000							\$21.24	\$23.90			\$8.75	7	
PLASTERER														
Indentured Prior to 12/1/98	1000	\$13.57										\$5.46	2	
"	1000		\$14.93	\$16.28	\$19.00	\$20.36	\$21.71	\$23.07	\$24.43			\$16.72	2	
Indentured On or After 12/1/98	1000	\$10.86										\$5.46	2	
"	1000		\$12.21	\$13.57	\$14.93	\$16.28	\$19.00	\$21.71	\$24.43			\$16.72	2	

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	See Pg 8	
PLUMBER: PLUMBER; FIRE SPRINKLER FITTER; REFRIGERATION AIR CONDITIONING; STEAMFITTER-WELDER Indentured Prior to 9/2/85	1000	\$10.61											\$13.35	8
"	1000		\$12.12										\$13.61	8
"	1000			\$13.64									\$13.87	8
"	1000				\$15.15								\$14.13	8
"	1000					\$16.67							\$14.38	8
"	1000						\$18.18						\$14.64	8
"	1000							\$19.70					\$14.90	8
"	1000								\$21.21				\$15.16	8
"	1000									\$22.73			\$15.41	8
"	1000										\$24.24		\$15.67	8
Indentured On or After 9/2/85	1000	\$10.61											\$1.40	8
"	1000		\$12.12										\$1.45	8
"	1000			\$14.39									\$2.93	8
"	1000				\$14.39								\$2.93	8
"	1000					\$16.67							\$3.75	8
"	1000						\$16.67						\$3.75	8
"	1000							\$19.70					\$4.58	8
"	1000								\$19.70				\$4.58	8
"	1000									\$22.73			\$5.28	8
"	1000										\$22.73		\$5.28	8
ROOFER Indentured Prior to 11/1/98	1000	\$12.65	\$14.05	\$16.86									\$8.58	9
"	1000				\$19.67	\$22.48	\$25.29	\$26.70					\$12.83	
Indentured On or After 11/1/98	1000	\$12.65	\$14.05	\$16.86									\$8.58	9
"	1000				\$19.67	\$22.48	\$23.89	\$25.29	\$26.70				\$12.83	
<b>(Effective 11/2/03)</b>														
* ROOFER Indentured Prior to 11/1/98	1000	\$12.98	\$14.43	\$17.31									\$8.73	9
"	1000				\$20.20	\$23.08	\$25.97	\$27.41					\$12.98	
Indentured On or After 11/1/98	1000	\$12.98	\$14.43	\$17.31									\$8.73	9
"	1000				\$20.20	\$23.08	\$24.52	\$25.97	\$27.41				\$12.98	

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		1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	Total	See Pg 8
* SHEETMETAL WORKER (For overtime rate, see remark 11)	1000	\$14.31										\$6.61	10
"	1000		\$15.75									\$6.72	10
"	1000			\$17.20								\$12.81	10
"	1000				\$18.64							\$13.17	10
"	1000					\$20.08						\$13.54	10
"	1000						\$21.52					\$13.91	10
"	1000							\$22.97				\$14.27	10
"	1000								\$24.41			\$14.64	10
"	1000									\$25.85		\$15.00	10
"	1000										\$27.29	\$15.37	10
TAPER													
Indentured Prior to 8/6/98	1000	\$11.46	\$14.74	\$18.01	\$21.29	\$24.56	\$27.84					\$4.15	
Indentured On or After 8/6/98	1000	\$9.83	\$11.46	\$13.10	\$14.74	\$18.01	\$21.29	\$24.56	\$27.84			\$4.15	
<b>(Effective 1/1/04)</b>													
* TAPER													
Indentured Prior to 8/6/98	1000	\$11.90	\$15.30	\$18.70	\$22.10	\$25.50	\$28.90					\$4.15	
Indentured On or After 8/6/98	1000	\$10.20	\$11.90	\$13.60	\$15.30	\$18.70	\$22.10	\$25.50	\$28.90			\$4.15	

\* Indicates a wage, fringe benefit, or title change from the previous bulletin.



REMARKS:

1. Asbestos Worker: Six percent per hour shall be added to the hourly wage for hazardous pay while working from a boatswain chair, staging or free standing scaffolding erected from ground up or mezzanine floor subject to a free fall and skyclimber suspended from a permanent structure and when working above 40 feet.
2. Carpenter, Cement Finisher, Construction Craft Laborer, Tile Setter, Mason, Plasterer: \$.50 per hour shall be added to the regular straight-time rate for height pay for each hour while working from a bosun's chair and/or from a cable-suspended scaffold or work platform which is free swinging (not attached to building) for each hour worked on said rig.
3. Equipment Operator, Heavy Duty Repairer & Welder: \$1.25 per hour shall be added to the hourly wage while operating a rig suspended by ropes or cables or to perform work on a Yo-Yo Cat.
4. Electrician:
  - A. One and one-half times the straight-time rate while working in a tunnel under construction; under water with aqualung equipment; in a completed tunnel which has only one entrance or exit providing access to safety and where no other personnel are working; or in an underground structure having no access to safety or where no other personnel are working.
  - B. Double the straight-time rate shall be paid for the following types of hazardous work:
    1. While working from trusses, stacks, towers, tanks, bosun's chairs, swinging or rolling scaffolds, supporting structures, and open platforms, over 70 feet from the ground where the employee is subject to a free fall; provided, however, that when work is performed on stacks, towers or permanent platforms where the employees are on a firm footing within an enclosure, a hazardous condition does not exist regardless of height;
    2. While working outside of a railing or enclosure, or temporary platforms extending outside of a building, or from scaffolding or ladder within an enclosure where an employee's footing is within one foot of the top of such railing, and the employee is subject to a free fall of over 70 feet;
    3. Working on buildings while leaning over the railing or edge of the building, and is subject to a free fall of 70 feet; or
    4. Two hours' minimum hazardous pay per day shall be paid while climbing to a stack, tower or permanent platform which exceeds 70 feet from the ground but where the employee is on a firm footing within an enclosure.
  - C. Five percent per hour shall be added to the hourly wage for height pay while working above 9,000 feet elevation.
5. Glazier: \$.50 per hour shall be added to the hourly wage for height pay for exterior glazing work performed from a scaffold or rigging 25 feet or more above the ground level.
6. Ironworker: \$.50 per hour shall be added to the hourly wage while working in tunnels or coffer dams. \$1.00 per hour shall be added to the hourly wage while working under or covered with water (submerged), or on the summits of Mauna Kea, Mauna Loa or Haleakala.
7. Painter:
  - A. \$.50 per hour shall be added to the hourly wage for painting on surfaces over 40 feet in height while using staging or scaffolding.
  - B. When the apprentice does spray painting add the following to the hourly wage:
 

0000 - 1000 hours: \$0.18	4001 - 5000 hours: \$0.30
1001 - 2000 hours: \$0.20	5001 - 6000 hours: \$0.35
2001 - 3000 hours: \$0.22	6001 - 7000 hours: \$0.40
3001 - 4000 hours: \$0.25	7001 - 8000 hours: \$0.45
8. Plumber: One and one-half times the straight-time rate for height pay while working from OSHA approved trusses, stacks, towers, tanks, bosun's chair, swinging or rolling scaffolding, supporting structures or on open platforms where the employee is subject to a direct fall of 40 feet or more. Provided, however, that when said work is performed where the employee is on a firm footing within an enclosure, a hazardous condition does not exist regardless of height. \$1.00 per hour shall be added to the straight-time rate while working with flame cutting or any type of welding equipment on any galvanized material or product for at least an hour.
9. Roofer: When an apprentice has accumulated 2500 hours, \$4.25 will be added to his/her pension/annuity plan.
10. Sheetmetal Worker: For overtime purposes: ((Basic hourly rate less \$2.77) multiplied by 1.5) + \$2.77 + Fringe total.