



Prevailing Wage Basics

On Seattle Office of Housing Funded Projects

Did you know?

Construction workers on residential construction projects funded by the Seattle Office of Housing are entitled to the Washington State Prevailing Wage, as a minimum, according to their trade.

What is Prevailing Wage?

Prevailing Wage is the hourly wage paid to the majority of construction workers in the largest city in each county in Washington State, as determined for each trade by the Department of Labor & Industries (L&I).

The General Contractor must display a list of these wages at the jobsite. You can also find them online at

www.lni.wa.gov/TradesLicensing/PrevWage/WageRates/LookUp/default.asp.

Wages are updated twice a year, but the wage rates effective at the beginning of the project stay the same until the project is complete. Ask your superintendent for the correct list of wages, or contact the Office of Housing.

Residential trades are listed alphabetically beginning with 'R' - for example, Residential Carpenter. For any trade not found in the residential section, the commercial rate is the standard - for example, Elevator Constructor.

Wages & Benefits

Prevailing wage can be any combination of hourly (base) wage plus fringe benefits. Fringe benefits can include health insurance, retirement, or vacation pay. If the employer does not provide benefits, or if benefits aren't paid during a worker's probationary period, the worker must still be paid prevailing wage as a minimum. Deductions for income tax or union dues are not fringe benefits.

Apprentice Wages

There is a separate list of prevailing wages for registered apprentices. The minimum wage rate will depend on the apprentice's experience. For apprentice wages, go to www.lni.wa.gov/TradesLicensing/PrevWage/WageRates/LookUp/default.asp and click on "Apprentice Wages." Make sure to use the list of apprentice wages with the same effective date as the journey level wages for this project. Ask your superintendent for the correct list of wages, or contact the Office of Housing.

Workers who are not registered with the State, or who are registered as a "trainee" but not an apprentice, are entitled to journey level wages.

Overtime

Workers are entitled to overtime pay for working over 8 hours in a day, as well as over 40 hours in a week. A 4/10 Agreement allows the worker to work up to 10 hours per day without overtime pay.

Overtime pay is usually 1.5 times the worker's regular hourly wage. Sometimes, it may be double the regular wage, or there may be a special wage on Saturdays or holidays, depending on the trade. Find the overtime requirements for your trade using the "Overtime Code" on the wage schedule and Benefit Code Key, available at www.lni.wa.gov/TradesLicensing/PrevWage/WageRates/Printable/ByTrade/default.asp

Make sure you download the Benefit Code Key with the same effective date as the list of prevailing wages for this project. Ask your superintendent for the correct list of wages, or contact the Office of Housing.

Sign-In Policy

There is a requirement that workers sign in everyday on all Office of Housing projects. The Office of Housing looks at sign-in sheets and payrolls to make sure workers are getting paid for every day they work.