

State of Hawai'i
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
Princess Ruth Ke'elikolani Building
830 Punchbowl Street
Honolulu, Hawai'i 96813

February 16, 2026
WAGE RATE SCHEDULE BULLETIN NO. 510

This schedule of wage rates contained herein is recognized by the Director of Labor and Industrial Relations to be prevailing on public construction work for the purposes of Chapter 104, Hawai'i Revised Statutes. The schedule of wage rates determines the applicable wage determination for each classification and does not impose any staffing requirements for any classification.

As required by law, future wage rates for laborers and mechanics are incorporated into this bulletin based on available information and are subject to change. Whenever the Director determines that the prevailing wage has increased as shown in the wage rate schedule, the contractor must increase the wages accordingly during the performance of the contract. For addenda or additional wage rate schedules, please consult the Internet at <http://labor.hawaii.gov/wsd>.

The Apprentice Schedule is available on the Internet or upon request from the Wage Standards Division. Pursuant to Section 12-22-6, Hawai'i Administrative Rules, the Apprentice Schedule is applicable only to apprentices who are parties to apprenticeship agreements registered with or recognized by the Department of Labor and Industrial Relations.

Questions on the schedules should be referred to the Research and Statistics Office at (808) 586-8799.

The next wage rate schedule will be issued on or about September 15, 2026.

JADE T. BUTAY
Director



STATE OF HAWAI'I
JOSH GREEN, M.D., Governor

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
JADE T. BUTAY, Director
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RESEARCH AND STATISTICS OFFICE
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In cooperation with:
WAGE STANDARDS DIVISION
SHERYL LEE, Administrator
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WAGE RATE SCHEDULE BULLETIN NO. 510

Classification	Current			2026			2027			2028			Remarks See Pg 6-9
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
* BOILERMAKER:	2/16/26												
Boilermaker / Blacksmith	\$76.33	\$42.64	\$33.69	-	-	-	-	-	-	-	-	-	13
CARPENTER:	9/15/25			8/31/26			8/30/27			9/4/28			
Journeyman Carpenter (Form/Framer/Rough/Finish)	\$85.24	\$55.50	\$29.74	\$87.24	\$56.75	\$30.49	\$89.29	\$58.00	\$31.29	\$91.34	\$59.50	\$31.84	1,12,13
Millwright and Machine Erector	\$85.49	\$55.75	\$29.74	\$87.49	\$57.00	\$30.49	\$89.54	\$58.25	\$31.29	\$91.59	\$59.75	\$31.84	1,12,13
Power Saw Operator (2 h.p. & over)	\$85.39	\$55.65	\$29.74	\$87.39	\$56.90	\$30.49	\$89.44	\$58.15	\$31.29	\$91.49	\$59.65	\$31.84	1,12,13
* CEMENT FINISHER:	2/16/26			8/31/26			8/30/27			9/4/28			
Journeyman Cement Finisher	\$85.16	\$46.83	\$38.33	\$85.58	\$46.85	\$38.73	\$85.63	\$46.90	\$38.73	\$92.80	\$53.67	\$39.13	2,12,13
Trowel Machine Operator	\$85.31	\$46.98	\$38.33	\$85.73	\$47.00	\$38.73	\$85.78	\$47.05	\$38.73	\$92.95	\$53.82	\$39.13	2,12,13
CHAIN-LINK FENCE ERECTOR:	9/29/25			10/5/26			10/4/27			10/2/28			
	\$50.70	\$29.75	\$20.95	\$52.90	\$30.90	\$22.00	\$55.20	\$32.10	\$23.10	\$57.50	\$33.30	\$24.20	10,13
CHLORINATOR:	9/15/25												
	\$39.34	\$35.33	\$4.01	-	-	-	-	-	-	-	-	-	
* DIVER:	9/15/25												
AQUA LUNG DIVING (Scuba Diver):													
Stand-By Diver	\$98.43	\$62.97	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Scuba Diver (Wet) (up to 30 feet)	\$107.81	\$72.35	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Scuba Diver (Wet) (over 30 feet)	\$117.18	\$81.72	\$35.46	-	-	-	-	-	-	-	-	-	12,13
DIVING OTHER THAN AQUA LUNG (Surface Supplied Diving):													
Tender	\$95.40	\$59.94	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Stand-By Diver	\$98.43	\$62.97	\$35.46	-	-	-	-	-	-	-	-	-	3,12,13
Diver	\$117.18	\$81.72	\$35.46	-	-	-	-	-	-	-	-	-	3,12,13
DRAPERY INSTALLER:	9/15/25												
	\$21.00	\$21.00	\$0.00	-	-	-	-	-	-	-	-	-	
* DREDGING - CLAMSHELL AND HYDRAULIC SUCTION:	9/15/25												
CLAMSHELL OR DIPPER DREDGES:													
Clamshell or Dipper Operator	\$96.12	\$60.66	\$35.46	-	-	-	-	-	-	-	-	-	11,12,13
Mechanic or Welder, Watch Engineer [Clamshell or Dipper Dredges]	\$95.46	\$60.00	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Deckmate, Barge Mate [Clamshell or Dipper Dredges]	\$95.06	\$59.60	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Bargeman, Deckhand, Fireman and Oiler [Clamshell or Dipper Dredges]	\$93.40	\$57.94	\$35.46	-	-	-	-	-	-	-	-	-	12,13
HYDRAULIC SUCTION DREDGES:													
Leverman	\$95.76	\$60.30	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Watch Engineer (Steam or Electric)	\$95.61	\$60.15	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Mechanic or Welder [Hydraulic Suction Dredges]	\$95.46	\$60.00	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Dozer Operator	\$95.40	\$59.94	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Deckmate [Hydraulic Suction Dredges]	\$95.06	\$59.60	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Winchman (Stern Winch on Dredge)	\$94.95	\$59.49	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Deckhand (can operate Anchor Scow under direction of Deckmate), Fireman, Leveeman, Oiler [Hydraulic Suction Dredges]	\$93.40	\$57.94	\$35.46	-	-	-	-	-	-	-	-	-	12,13

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* DREDGING - CLAMSHELL AND HYDRAULIC SUCTION:	9/15/25												
DERRICKS:													
Operators (Derricks, Piledrivers, and Cranes)	\$96.12	\$60.66	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Saurman Type Dragline (over five [5] cubic yards)	\$95.46	\$60.00	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Deckmate, Saurman Type Dragline (up to and including five [5] cubic yards) [Derricks]	\$95.06	\$59.60	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Deckhand, Fireman, Oiler [Derricks]	\$93.40	\$57.94	\$35.46	-	-	-	-	-	-	-	-	-	12,13
BOAT OPERATORS:													
Master Boat Operator	\$95.76	\$60.30	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Boat Operator	\$95.61	\$60.15	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Boat Deckhand	\$93.40	\$57.94	\$35.46	-	-	-	-	-	-	-	-	-	12,13
DRYWALL & ACOUSTICAL WORKER AND LATHER:	9/15/25			8/31/26			8/30/27			9/4/28			
Journeyman [Drywall & Acoustical Worker and Lather]	\$85.49	\$55.75	\$29.74	\$87.49	\$57.00	\$30.49	\$89.54	\$58.25	\$31.29	\$91.59	\$59.75	\$31.84	1,12,13
DRYWALL TAPER/FINISHER:	1/1/26						1/1/27			1/1/28			
Journeyman Taper	\$83.84	\$49.54	\$34.30	-	-	-	\$86.70	\$51.90	\$34.80	\$89.63	\$54.58	\$35.05	
ELECTRICIAN: Inside	8/24/25												
Cable Splicer [Inside]	\$97.28	\$63.90	\$33.38	-	-	-	-	-	-	-	-	-	4,13
Journeyman Wireman [Inside]	\$89.71	\$56.55	\$33.16	-	-	-	-	-	-	-	-	-	4,13
ELECTRICIAN: Outside	8/24/25												
Cable Splicer [Outside]	\$97.28	\$63.90	\$33.38	-	-	-	-	-	-	-	-	-	4,13
Journeyman Wireman [Outside]	\$89.71	\$56.55	\$33.16	-	-	-	-	-	-	-	-	-	4,13
Journeyman Lineman	\$89.71	\$56.55	\$33.16	-	-	-	-	-	-	-	-	-	4,13
Heavy Equipment Operator	\$81.66	\$50.90	\$30.76	-	-	-	-	-	-	-	-	-	4,13
Groundman	\$69.55	\$42.41	\$27.14	-	-	-	-	-	-	-	-	-	4,13
ELEVATOR CONSTRUCTOR:	2/17/25												
Mechanic [Elevator Constructor]	\$112.285	\$73.85	\$38.435	-	-	-	-	-	-	-	-	-	13
* EQUIPMENT OPERATOR:	9/15/25												
Group 1	\$93.12	\$57.66	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 2	\$93.23	\$57.77	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 3	\$93.40	\$57.94	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 4	\$93.67	\$58.21	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 5	\$93.98	\$58.52	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 6	\$94.63	\$59.17	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 7	\$94.95	\$59.49	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 8	\$95.06	\$59.60	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 9	\$95.17	\$59.71	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 9A	\$95.40	\$59.94	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 10	\$95.46	\$60.00	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 10A	\$95.61	\$60.15	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 11	\$95.76	\$60.30	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 12	\$96.12	\$60.66	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 12A	\$96.48	\$61.02	\$35.46	-	-	-	-	-	-	-	-	-	5,12,13
Group 13	\$93.40	\$57.94	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Group 13A	\$93.67	\$58.21	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Group 13B	\$93.98	\$58.52	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Group 13C	\$94.63	\$59.17	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Group 13D	\$94.95	\$59.49	\$35.46	-	-	-	-	-	-	-	-	-	12,13
Group 13E	\$95.06	\$59.60	\$35.46	-	-	-	-	-	-	-	-	-	12,13

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FLOOR LAYER (CARPET, LINOLEUM & SOFT TILE):	3/2/25			3/1/26			2/28/27			3/5/28			
Journeyman [Floor Layer]	\$78.30	\$43.27	\$35.03	\$81.05	\$45.30	\$35.75	\$84.30	\$47.65	\$36.65	\$87.40	\$50.00	\$37.40	12, 13
* GLAZIER:	2/16/26												
Journeyman [Glazier]	\$88.60	\$48.50	\$40.10	-	-	-	-	-	-	-	-	-	6, 13
HEAT AND FROST INSULATOR:	9/7/25												
Mechanic [Heat and Frost Insulator]	\$76.65	\$46.90	\$29.75	-	-	-	-	-	-	-	-	-	7, 13
* HELICOPTER WORK:	9/15/25												
Pilot	\$97.29	\$61.83	\$35.46	-	-	-	-	-	-	-	-	-	12, 13
Co-Pilot	\$97.12	\$61.66	\$35.46	-	-	-	-	-	-	-	-	-	12, 13
Airborne Hoist Operator	\$96.98	\$61.52	\$35.46	-	-	-	-	-	-	-	-	-	12, 13
IRON WORKER:	9/15/25			9/1/26									
Journeyman [Iron Worker]	\$91.96	\$50.50	\$41.46	\$94.46	\$53.00	\$41.46	-	-	-	-	-	-	8, 12, 13
LABORER:	9/1/25			8/31/26			8/30/27			9/4/28			
LABORER:													
Laborer I	\$69.66	\$42.85	\$26.81	\$71.66	\$43.95	\$27.71	\$73.61	\$45.05	\$28.56	\$75.56	\$46.15	\$29.41	1, 13
Laborer II	\$67.06	\$40.25	\$26.81	\$69.06	\$41.35	\$27.71	\$71.01	\$42.45	\$28.56	\$72.96	\$43.55	\$29.41	1, 13
Licensed Powderman	\$70.66	\$43.85	\$26.81	\$72.66	\$44.95	\$27.71	\$74.61	\$46.05	\$28.56	\$76.56	\$47.15	\$29.41	1, 13
Driller	\$72.66	\$45.85	\$26.81	\$74.66	\$46.95	\$27.71	\$76.61	\$48.05	\$28.56	\$78.56	\$49.15	\$29.41	1, 13
Guniting or Shotcrete Operator	\$70.16	\$43.35	\$26.81	\$72.16	\$44.45	\$27.71	\$74.11	\$45.55	\$28.56	\$76.06	\$46.65	\$29.41	1, 13
Mason Tender/Hod Carrier	\$70.16	\$43.35	\$26.81	\$72.16	\$44.45	\$27.71	\$74.11	\$45.55	\$28.56	\$76.06	\$46.65	\$29.41	1, 13
High Scaler (Working Suspended)	\$70.16	\$43.35	\$26.81	\$72.16	\$44.45	\$27.71	\$74.11	\$45.55	\$28.56	\$76.06	\$46.65	\$29.41	13
Window Washer (Outside) (Working from bosun's chair and/or cable-suspended scaffold or work platform)	\$69.16	\$42.35	\$26.81	\$71.16	\$43.45	\$27.71	\$73.11	\$44.55	\$28.56	\$75.06	\$45.65	\$29.41	13
Light/Final Clean-up (Janitorial) Laborer	\$54.27	\$31.95	\$22.32	\$55.82	\$32.50	\$23.32	\$57.32	\$33.05	\$24.27	\$58.82	\$33.60	\$25.22	1, 13
UNDERGROUND WORK:													
Worker in a raise, shaft, or tunnel.													
Group 1	\$70.26	\$43.45	\$26.81	\$72.26	\$44.55	\$27.71	\$74.21	\$45.65	\$28.56	\$76.16	\$46.75	\$29.41	13
Group 2	\$71.76	\$44.95	\$26.81	\$73.76	\$46.05	\$27.71	\$75.71	\$47.15	\$28.56	\$77.66	\$48.25	\$29.41	13
Group 3	\$72.26	\$45.45	\$26.81	\$74.26	\$46.55	\$27.71	\$76.21	\$47.65	\$28.56	\$78.16	\$48.75	\$29.41	13
Group 4	\$73.26	\$46.45	\$26.81	\$75.26	\$47.55	\$27.71	\$77.21	\$48.65	\$28.56	\$79.16	\$49.75	\$29.41	13
Group 5	\$73.51	\$46.70	\$26.81	\$75.51	\$47.80	\$27.71	\$77.46	\$48.90	\$28.56	\$79.41	\$50.00	\$29.41	13
Group 6	\$73.61	\$46.80	\$26.81	\$75.61	\$47.90	\$27.71	\$77.56	\$49.00	\$28.56	\$79.51	\$50.10	\$29.41	13
Group 7	\$73.86	\$47.05	\$26.81	\$75.86	\$48.15	\$27.71	\$77.81	\$49.25	\$28.56	\$79.76	\$50.35	\$29.41	13
Group 8	\$74.31	\$47.50	\$26.81	\$76.31	\$48.60	\$27.71	\$78.26	\$49.70	\$28.56	\$80.21	\$50.80	\$29.41	13
LANDSCAPE & IRRIGATION LABORER:	9/15/25			8/31/26			8/30/27			9/4/28			
Landscape & Irrigation Laborer A	\$47.20	\$29.40	\$17.80	\$48.95	\$30.40	\$18.55	\$50.80	\$31.45	\$19.35	\$52.65	\$32.50	\$20.15	
Landscape & Irrigation Laborer B	\$48.20	\$30.40	\$17.80	\$49.95	\$31.40	\$18.55	\$51.80	\$32.45	\$19.35	\$53.65	\$33.50	\$20.15	
Landscape & Irrigation Maintenance Laborer	\$41.80	\$24.00	\$17.80	\$43.55	\$25.00	\$18.55	\$45.40	\$26.05	\$19.35	\$47.25	\$27.10	\$20.15	
MASON (Bricklayer):	9/15/25			8/31/26			8/30/27			9/4/28			
Bricklayer Stonemason Blocksetter	\$91.97	\$56.03	\$35.94	\$95.37	\$59.03	\$36.34	\$96.36	\$60.02	\$36.34	\$96.77	\$60.02	\$36.75	2, 12, 13
Pointer/Caulker Weatherproof	\$92.22	\$56.28	\$35.94	\$95.62	\$59.28	\$36.34	\$96.61	\$60.27	\$36.34	\$97.02	\$60.27	\$36.75	2, 12, 13

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* PAINTER:	2/16/26			7/1/26									
Journey person Painter	\$76.33	\$45.15	\$31.18	\$76.33	\$45.15	\$31.18	-	-	-	-	-	-	12
Spray/Abrasive	\$76.33	\$45.15	\$31.18	\$76.33	\$45.15	\$31.18	-	-	-	-	-	-	12
PAVING:	9/15/25												
ASPHALT PAVING (Jobsite):													
Asphalt Spreader Operator	\$95.18	\$59.16	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Roller Operator (over five [5] tons)	\$94.86	\$58.84	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Asphalt Concrete Material Transfer	\$94.66	\$58.64	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Screed Person	\$94.66	\$58.64	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Asphalt Raker	\$93.70	\$57.68	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Roller Operator (five [5] tons and under)	\$93.43	\$57.41	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Laborer, Hand Roller (before 9/1/07)	\$93.20	\$57.18	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Laborer, Hand Roller (after 9/1/07)	\$90.93	\$54.91	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
EQUIPMENT OPERATORS (Jobsite):													
Grader	\$95.49	\$59.47	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Soil Stabilizer	\$95.49	\$59.47	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Cold Planer	\$95.49	\$59.47	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Loader (over 2-1/2 yds to and including 5 cu yds)	\$94.98	\$58.96	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Loader (2-1/2 yds and under)	\$94.66	\$58.64	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Concrete Saws and/or Grinder (self-propelled unit on streets, highways, airports and canals)	\$94.66	\$58.64	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Combination Loader/Backhoe (over 3/4 cu yd)	\$93.70	\$57.68	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Combination Loader/Backhoe (up to 3/4 cu yd)	\$92.72	\$56.70	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
TRUCK DRIVERS:													
Tractor Trailer (Hauling Equipment, Assistant to Engineer required)	\$95.09	\$59.07	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Hot Liquid Asphalt Tanker	\$94.98	\$58.96	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Oil Tanker [double]	\$94.98	\$58.96	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Slip-in or Pup	\$94.98	\$58.96	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Asphalt Distributor	\$94.66	\$58.64	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Semi-Trailer	\$94.66	\$58.64	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Semi-Dump	\$94.66	\$58.64	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Single or Rock Cans Tandem Dump Truck (over 8 yds and under water level)	\$94.01	\$57.99	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Single or Rock Cans Tandem Dump Truck (8 yds and under water level)	\$93.70	\$57.68	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Assistant to Engineer	\$93.43	\$57.41	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
Utility, Flatbed	\$93.43	\$57.41	\$36.02	-	-	-	-	-	-	-	-	-	12, 13
* PLASTERER:	2/16/26			8/30/26			9/5/27			9/4/28			
Journey person [Plasterer]	\$92.45	\$54.12	\$38.33	\$93.52	\$54.79	\$38.73	\$93.52	\$54.79	\$38.73	\$93.92	\$54.79	\$39.13	2,12,13
* PLUMBER:	2/16/26												
Journeyman [Plumber]	\$88.22	\$54.33	\$33.89	-	-	-	-	-	-	-	-	-	9,13
ROOFER:	9/7/25			9/6/26									
Journeyman [Roofer]	\$67.75	\$44.95	\$22.80	\$68.45	\$45.55	\$22.90	-	-	-	-	-	-	12
Coal Tar Pitch	\$112.70	\$89.90	\$22.80	\$114.00	\$91.10	\$22.90	-	-	-	-	-	-	12
SANDBLASTER OR WATERBLASTER:													
<i>Use wages of craft to which sand or water blasting is incidental.</i>													

WAGE RATE SCHEDULE BULLETIN NO. 510

Classification	Current			2026			2027			2028			Remarks See Pg 6-9
	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	Prevailing Wage Total	Basic Hourly Rate	Fringe Hourly Rate	
SHEET METAL WORKER: (Note: 2 increases per year)	9/15/25			3/1/26			2/28/27			2/27/28			
Journeyworker [Sheet Metal Worker]	\$85.02	\$51.20	\$33.82	\$86.17	\$52.25	\$33.92	\$90.91	\$55.51	\$35.40	\$94.46	\$58.00	\$36.46	13
				8/30/26			9/5/27			9/3/28			
Journeyworker [Sheet Metal Worker]	-	-	-	\$88.06	\$53.32	\$34.74	\$91.40	\$55.51	\$35.89	\$94.85	\$58.00	\$36.85	13
TELECOMMUNICATION / TELEDATA:	8/24/25			8/23/26			8/22/27						
Technician II (Licensed)	\$57.28	\$41.00	\$16.28	\$59.99	\$43.00	\$16.99	\$62.35	\$45.00	\$17.35	-	-	-	13
Technician I (Splicer)	\$53.62	\$37.90	\$15.72	\$56.10	\$39.70	\$16.40	\$58.22	\$41.50	\$16.72	-	-	-	13
TERMITE TREATER:	9/15/25												
	\$20.23	\$20.23	\$0.00	-	-	-	-	-	-	-	-	-	
TILE, MARBLE AND TERRAZZO WORKER:	9/15/25			8/30/26			9/5/27			9/3/28			
Journeyperson (Tile, Marble & Terrazzo)	\$85.05	\$50.10	\$34.95	\$87.30	\$52.00	\$35.30	\$89.80	\$54.00	\$35.80	\$92.50	\$56.30	\$36.20	2,12,13
Terrazzo Base Grinder	\$83.24	\$48.29	\$34.95	\$85.49	\$50.19	\$35.30	\$87.99	\$52.19	\$35.80	\$90.69	\$54.49	\$36.20	2,12,13
Certified Terrazzo Floor Grinder, Tile & Marble Helper	\$81.69	\$46.74	\$34.95	\$83.94	\$48.64	\$35.30	\$86.44	\$50.64	\$35.80	\$89.14	\$52.94	\$36.20	2,12,13
Terrazzo Floor Grinder	\$78.69	\$43.74	\$34.95	\$80.94	\$45.64	\$35.30	\$83.44	\$47.64	\$35.80	\$86.14	\$49.94	\$36.20	2,12,13
TRUCK DRIVER: CONCRETE MIXER/BOOSTER:	9/15/25												
	\$61.09	\$40.83	\$20.26	-	-	-	-	-	-	-	-	-	
WATER WELL DRILLER:	9/15/25												
Water Well Driller	\$69.36	\$62.18	\$7.18	-	-	-	-	-	-	-	-	-	
Water Well Driller Helper	\$42.48	\$37.74	\$4.74	-	-	-	-	-	-	-	-	-	
WELDER:													
<i>Use wages of craft to which welding is incidental, except for Chain-Link Fence Erector. See remark.</i>													10
WINDOW FILM INSTALLER:	9/15/25												
	\$27.65	\$27.00	\$0.65	-	-	-	-	-	-	-	-	-	

Comments: Overtime must be paid at one and one-half times the basic hourly rate plus the hourly cost of required fringe benefits.

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

REMARKS:

1. Carpenter; Drywall & Acoustical Worker and Lather; Laborer (excluding High Scaler, Window Washer): \$0.50 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.
2. Cement Finisher; Mason (Bricklayer); Plasterer; Tile, Marble and Terrazzo Worker: \$1.00 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. Diver (Diving Other Than Aqua Lung):
 - A. On any dive exceeding 50 feet, the diver shall, in addition, be paid the following amount of "depth money":

50 feet to 100 feet	\$1.50 per foot in excess of 50 feet
100 feet to 150 feet	\$100.00 plus \$2.00 per foot in excess of 100 feet
150 feet to 200 feet	\$200.00 plus \$3.00 per foot in excess of 150 feet
 - B. When it is necessary for a Diver to enter any pipe, tunnel or other enclosure, the said Diver shall, in addition to the hourly rate, receive a premium in accordance with the following schedule for distance traveled from the entrance of the pipe, tunnel or other enclosure:
 - 1) When able to stand erect, but in which there is no vertical ascent:

5 feet to 50 feet	\$5.00 per day
50 feet to 100 feet	\$7.50 per day
100 feet to 150 feet	\$12.50 per day
Greater than 150 feet	The premium shall be increased an additional \$7.50 for each succeeding 50 feet.
 - 2) When unable to stand erect and in which there is no vertical ascent:

5 feet to 50 feet	\$5.00 per day
50 feet to 100 feet	\$7.50 per day
100 feet to 150 feet	\$12.50 per day
150 feet to 200 feet	\$36.75 per day
200 feet to 300 feet	\$1.00 per foot
300 feet to 450 feet	\$1.50 per foot
450 feet to 600 feet	\$2.50 per foot
4. Electrician (Inside, Outside):
 - 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 regardless if fall prevention devices are used:
 - 1) While working from poles, 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.

REMARKS:

5. Equipment Operator:

- A. Operators and Assistants to Engineer (climbing a boom) of cranes (under 50 tons) with booms of eighty feet or more (including jib) or of cranes (under 50 tons) with leads of one hundred feet or more, shall receive additional premium according to the following schedule:

	Per Hour
Booms of 80 feet up to, or leads of 100 feet up to, but not including 130 feet	\$0.50
Booms and/or leads of 130 feet up to, but not including 180 feet	\$0.75
Booms and/or leads of 180 feet up to and including 250 feet	\$1.15
Booms and/or leads over 250 feet	\$1.50

Operators and Assistants to Engineer (climbing a boom) of cranes (50 tons and over) with booms of 180 feet or more (including jib) shall receive additional premium according to the following schedule:

	Per Hour
Booms of 180 feet up to and including 250 feet	\$1.25
Booms over 250 feet	\$1.75

Note: The boom shall be measured from the center of the heel pin to the center of the boom or jib point sheave.

- B. \$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.
- C. In a raise or shaft, a premium of \$.40 per hour will be paid in addition to the regular straight time wage.
 A raise is defined to be an underground excavation (lined or unlined) whose length exceeds its width and the inclination of the grade from the excavation is greater than 20 degrees from the horizontal.
 A shaft is defined to be an excavation (lined or unlined) made from the surface of the earth, generally vertical in nature, but may decline up to 75 degrees from the vertical, and whose depth is greater than 15 feet and its largest horizontal dimension. Includes an underground silo.
- D. In a tunnel, a premium of \$.30 per hour will be paid in addition to the regular straight time wages.
 A tunnel is defined to be an underground excavation (lined or unlined) whose length exceeds its width and the inclination of the grade from the excavation is no greater than 20 degrees from the horizontal.

6. Glazier:

- A. \$1.00 per hour shall be added to the hourly rate for height pay for performing work which requires protection from fall hazards by guardrail systems, safety net systems, personal fall arrest systems, position devise systems, fall restraint systems, perimeter safety cables or controlled decking zones or during the use of Swing Stages, Scissor lifts, Man lifts, Boom Lifts.
- B. \$4.00 per hour shall be added to the hourly rate for night work for performing work between 6:00 p.m. and 6:00 a.m. For the purposes of computing overtime, the night work premium shall be treated as part of the employee's regular straight time rate.

7. Heat and Frost Insulator: 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 the ground up or mezzanine floor subject to a free fall and skyclimber suspended from a permanent structure and when working above 40 feet.

8. Iron Worker:

- A. \$1.00 per hour shall be added to the hourly wage while working in tunnels or coffer dams.
 \$2.00 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.
- B. Certified Welder's, while welding only, shall receive \$3.00 above journeyman pay effective 9/1/2024.

9. 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.

REMARKS:

10. Chain-Link Fence Erector: \$2.00 per hour shall be added to the hourly wage while performing welding services.
11. Dredging – Clamshell and Hydraulic Suction (Clamshell or Dipper Operator): \$.50 per hour shall be added to the straight-time rate while working with boom (including jib) over 130 feet.
12. Possible wage/fringe option increases:
 - Carpenter; Drywall & Acoustical Worker and Lather: Effective WRS #511 - \$0.50; 8/30/27 - \$0.65; 9/4/28 - \$0.65
 - Cement Finisher: Effective WRS #511 - \$0.30; 8/30/27 - \$0.30; 9/4/28 - \$0.30
 - Diver: Effective WRS #511 - \$3.50; 8/30/27 - \$3.30; 9/4/28 – \$3.30
 - Dredging – Clamshell and Hydraulic Suction: Effective WRS #511 - \$3.50; 8/30/27 - \$3.30; 9/4/28 – \$3.30
 - Equipment Operator: Effective WRS #511 - \$3.50; 8/30/27 - \$3.30; 9/4/28 – \$3.30
 - Floor Layer (Carpet, Linoleum & Soft Tile): Effective 3/5/28 - \$0.25
 - Helicopter Work: Effective WRS #511 - \$3.50; 8/30/27 - \$3.30; 9/4/28 – \$3.30
 - Iron Worker: Effective WRS #511 - \$0.79
 - Mason (Bricklayer): Effective WRS #511 - \$0.30; 8/30/27 - \$0.30; 9/4/28 - \$0.30
 - Painter: Effective WRS #511 - \$0.80
 - Paving: Effective WRS #511 - \$3.50; 8/30/27 - \$3.30; 9/4/28 – \$3.30
 - Plasterer: Effective WRS #511 - \$0.30; 9/5/27 - \$0.30; 9/4/28 - \$0.30
 - Roofer: Effective WRS #511 - \$0.40
 - Tile, Marble and Terrazzo Worker: Effective WRS #511 - \$0.25; 9/5/27 - \$0.25; 9/3/28 - \$0.30
13. Overtime/Holiday must be paid at one and one-half times the basic hourly rate, plus the hourly cost of required fringe, including legal holidays of the State (<https://dhrd.hawaii.gov/state-observed-holidays/>), with the following exceptions:
 - A. **Two times the basic hourly rate, plus the hourly cost of required fringe.**
 - Boilermaker:** Sunday, New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Kamehameha Day, July 4th, Labor Day, Veterans Day, Thanksgiving Day and Christmas Day.
 - Diver:** Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.
 - Dredging – Clamshell and Hydraulic Suction:** Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.
 - Electrician (Inside, Outside):** Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.
 - Elevator Constructor:** Saturday, Sunday, New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.
 - Equipment Operator:** Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.
 - Floor Layer (Carpet, Linoleum & Soft Tile):** Labor Day.
 - Glazier:** Sunday.
 - Helicopter Work:** Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

REMARKS:

Iron Worker: Sunday, New Year's Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Paving: Sunday, New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Kamehameha Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day and Christmas Day.

Plumber: Sunday, New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Kamehameha Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Sheet Metal Worker: Sunday, New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Kamehameha Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Telecommunication / Teledata: Sunday, New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

B. Three times the basic hourly wage, plus the hourly cost of required fringe on Labor Day.

Carpenter (Includes all classifications in the Carpenters Master Agreement)

Cement Finisher

Chain Link Fence Erector

Drywall & Acoustical Worker and Lather

Heat and Frost Insulator

Laborer

Mason (Bricklayer)

Plasterer

Tile, Marble and Terrazzo Worker