

COMPARISON OF WAGE SCALES

General Consolidation

A comparison of wage scales for various crafts for the Ellsworth area follows: This breakdown is designed to show the relationship of prevailing wages at the time of contract as required by Davis-Bacon Act with those now required. In addition, since overtime rates and travel are major considerations, especially since acceleration has been widely used, these, too, are shown for various bases.

The attached sheets show the prevailing wages being paid principal crafts in the Ellsworth Area.

CARPENTERS

United Brotherhood of Carpenters and Joiners of America

Local Agreement

	<u>PREVAILING RATE</u>	<u>PAID BY CONTRACTOR</u>
<u>WAGE RATE:</u>		
Carpenter	\$3.10	same
Millwrights	3.55	same
Foreman differential	.25	Same
<u>OVERTIME:</u>		
1 1/2 x Basic Rate		same
Over 8 hrs		
Saturdays		
2 x Basic Rate		same
Sundays & Holidays		
<u>TRAVEL:</u>	none	none
<u>FRINGE BENEFITS:</u>	none	none

ELLSWORTH

CEMENT MASONOperative Plasterers and Cement Masons International AssociationLocal Agreement

<u>PREVAILING RATE</u>		<u>PAID BY CONTRACTOR</u>
<u>WAGE RATE:</u>	\$2.75	same
<u>OVERTIME:</u>		
1 1/2 x Basic Rate Over 8 hrs Saturdays		same
2 x Basic Rate Sundays & Holidays and over 12 hrs per day		same
<u>TRAVEL:</u>		
30 - 45 miles Transportation furnished		same
Over 45 miles 5.00 per day		same
<u>FRINGE BENEFITS:</u>	none	none

ELECTRICIANSInternational Brotherhood of Electrical Workers (IBEW)

Local Agreement

Expires 1 November 196

PREVAILING RATEPAID BY
CONTRACTORWAGE RATE: pay \$3.30

\$ 3.90

- * Shift work - 8 hrs/per day for 7 1/2 hrs work
2nd and 3rd shifts 10% differential
(maintenance only)
- Hazard pay (high-50') 1 1/2 x Basic Rate
- * Construction shift work @ 1 1/2 times outside
day shift

same

same

same

same

OVERTIME:

- 1 1/2 x Basic Rate
- All work outside regular working hours
Mon thru Fri and Saturdays
- 2 x Basic Rate
- Sundays and Holidays

same

same

TRAVEL:

Transportation and travel time

same

FRINGE BENEFITS:

- Apprentice training 1% of gross pay
- Health & Welfare 1% of gross pay

same

same

IRONWORKERS

International Association of Bridge Structural and Ornamental
Ironworkers

Area Agreement

Expires 31 May 1962

PREVAILING RATEPAID BY
CONTRACTOR

WAGE RATE: \$3.85
Foreman differential .25

\$ 4.00

OVERTIME:

2 x Basic Rate

same

TRAVEL:

2.50 per day

same

FRINGE BENEFITS:

Health and Welfare .07 1/2 per hour

same

ELLSWORTH

LABORERSInternational Hod Carriers, Building and Common Laborers Union

Local Agreement

<u>PREVAILING RATE</u>		<u>PAID BY CONTRACTOR</u>
<u>WAGE RATE:</u>	\$2.00	same
Foreman differential	.25	
<u>OVERTIME:</u>		
1 1/2 x Basic Rate Over 8 hrs Saturdays		same
2 x Basic Rate Sundays & Holidays		same
<u>TRAVEL:</u>	none	none
<u>FRINGE BENEFITS:</u>	none	none

PAINTERSBrotherhood of Painters, Decorators and Paperhangers of America

Local Agreement

	<u>PREVAILING RATE</u>	<u>PAID BY CONTRACTOR</u>
<u>WAGE RATE:</u>		
Brush	\$2.80	\$ 2.90
Steel	3.30	3.40
Spray	3.30	3.40
<u>OVERTIME:</u>		
1 1/2 x Basic Rate Over 8 hours		same
2 x Basic Rate Saturday, Sunday and Holidays		same
<u>TRAVEL:</u>	none	none
<u>FRINGE BENEFITS:</u>		
Apprentice fund	.001/2 per hour	same

PLUMBERS AND STEAMFITTERS

United Association of Journeymen and Apprentices of the Plumbing
and Pipe Fitting Industry of the United States and
Canada

Local Agreement

Expires 31 July 1963

<u>PREVAILING RATE</u>	<u>PAID BY CONTRACTOR</u>
<u>WAGE RATE:</u>	
Shift work 15% over basic wage	same
Foreman differential	same
	same
<u>OVERTIME:</u>	
1 1/2 x Basic Rate	same
All hours outside 7:00 a.m. to 5:00 p.m. Monday thru Saturday	
2 x Basic Rate	same
Sundays and Holidays	
<u>TRAVEL:</u>	
Over 15 miles from Rapid City	
7.00 per day 8¢ per mile	same
<u>FRINGE BENEFITS:</u>	
Apprentice training 1% of gross pay	

POWER EQUIPMENT OPERATORSInternational Union of Operating Engineers (IUOE)

Local Agreement

<u>PREVAILING RATE</u>		<u>PAID BY CONTRACTOR</u>
<u>WAGE RATE:</u>		
Heavy	\$3.15	same
Medium	3.00	same
Light	2.83	same
<u>OVERTIME:</u>		
1 1/2 x Basic Rate		same
Over 8 hrs		
Saturdays		
2 x Basic Rate		same
Sundays & Holidays		
<u>TRAVEL:</u>	none	none
<u>FRINGE BENEFITS:</u>	none	none

SUMMARY OF ELLSWORTH AIR FORCE BASE MISSILE SITE
LABOR RELATIONS COMMITTEE ACTIVITIES

Executive order No. 10946 is the authority for twenty-nine (29) different committees situated at missile and NASA bases throughout the Nation. The initial meeting of this Committee was held on 26 June 1961. Pursuant to presidential executive order No. 10946, the formation, purpose, and duties of the National Missile Sites Commission was explained to the Ellsworth Committee by the chairman, Gordon C. Preble, commissioner with the FMCS. Whereas the National Commission has been scheduled to meet in Washington, D.C. monthly, it was decided that the Ellsworth Committee should plan to meet regularly on a bi-weekly basis because of the number and importance of pending labor relations matters. Although this is a non-voting committee, some effort was directed toward maintaining a balance of members between management and labor.

The Ellsworth Committee has focused its primary efforts upon the following types of labor relations problems:

- a. Preventative mediation, through discussion of potential labor relations problems, was thought by the Committee to be of primary importance; however, actual problems receive a continuing follow-through at regular bi-weekly meetings until resolved.
- b. The terms of labor-management contracts under negotiation are examined by the Committee for uneconomical practices in accordance with the expressed wishes of the National Commission.

c. Jurisdictional disputes between various crafts have been brought to the attention of the entire Committee composed of contractor, Government (Corps of Engineers, Air Force, FMCS) and union representatives. Most pending jurisdictional disputes brought before the Committee in this manner have been reconciled without the necessity of formal International Union jurisdictional channels being utilized.

d. Labor - Management disputes between a given contractor and union local have frequently been resolved in a relatively short period of time. Because the Committee meets on a regular (bi-weekly) basis, the parties to a dispute know that any problem brought before the Committee will be followed-up at subsequent meetings until the dispute is resolved.

e. Since safety is closely related to labor relations, i.e. solicitation of workmen's co-operation to wear safety clothing and equipment and to follow safe working practices, safety topics are frequently discussed at committee meetings.

f. Committee meetings have been conducted on an informal basis and contractor or union representatives with legitimate interest, have a standing invitation to participate at a meeting. This they have done from time to time.

g. Disputes arising in the various categories as listed above, which are judged sufficiently urgent not to be carried over until the next bi-weekly meeting, are handled by one of two means:

(1) - Scheduling of a Committee meeting sooner than the usual two (sometimes three) week interval, or -

(2) - Appointment of a special subcommittee to closely monitor the dispute.