2025 CONSTRUCTION WAGE AND BENEFIT SURVEY ANNUAL SURVEY FOR SETTING 2026 PREVAILING WAGE RATES PLEASE SUBMIT BY JUNE 30, 2025

Please fill out this form for work performed on commercial, industrial and government projects during your peak month of employment in Montana for the period of March 31, 2024 through April 1, 2025. Please do not report any wages or benefits for residential work.

«Survey_Number» «First_Name» «Last_Name» «Business_Name» «Addr_Line_1» «Addr_City» «State» «Zip» EMPLOYMENT STANDARDS DIVISION MONTANA DEPARTMENT OF LABOR & INDUSTRY P.O. Box 8011 Helena, MT 59604-8011 Phone: (406) 444-6543

Mark this box if your company solely performs residential construction or does not perform construction.

Mark this box if your company did not perform commercial, industrial, or government projects in Montana from March 31, 2024 through April 1, 2025.

BUILDING CONSTRUCTION (Mark the boxes next to the types of building construction projects for which the company performed work.)						
Apartment Buildings (5 stories and up)	Farm Buildings	Post Offices				
Arenas (closed)	Fire Stations	Power Plants (buildings only)				
Auditoriums	Hospitals	Prefabricated Buildings				
Automobile Parking Garages	Hotels	Remodeling, Renovating and Repairing				
Bank and Financial Buildings	Institutional Buildings	Buildings (non-residential)				
Barracks	Libraries	Restaurants				
Churches	Mausoleums	Schools				
City Halls	Motels	Service Stations				
Civic Centers	Museums	Shopping Centers				
Commercial Buildings	Nursing and Convalescent Facilities	Stores				
Court Houses	Office Buildings	Theaters				
Detention Facilities	Out-Patient Clinics	Warehouses				
Dormitories	Passenger and Freight Terminal Buildings	Other (Please Specify)				
	Police Stations					
HIGHWAY CONSTRUCTION (Mark the boxes next	to the types of highway construction projects for	which the company performed work.)				
Alleys	Guard Rails on Highways	Shoulders				
Base Courses	Highway Signs	Stabilizing Courses				
Bituminous Treatments	Highway Bridges (overpasses, underpasses,	Storm Sewers Incidental to Road Construction				
Bridle Path	grade separation)	Street Paving				
Concrete Pavement	Medians	Surface Courses				
Curbs	Parking Lot	Taxiways				
Excavation and Embankment	Parkway	Trails				
(for road construction)	Resurfacing Streets and Highway	Other (Please Specify)				
Fencing (highway)	Roadbeds					
Grade Crossing Elimination	Roadways					
(overpasses or underpasses)	Runways					
HEAVY CONSTRUCTION (Mark the boxes next to	the types of heavy construction projects for which	n the company performed work.)				
Antenna Towers	Industrial Incinerator	Pumping Stations (prefabricated drop-in units,				
Bridges	Industrial Structures	not buildings)				
Caissons	Irrigation Projects	Railroad Construction				
Canals	Jetties	Reservoirs				
Chemical Complexes or Facilities	Kilns	Revetments				
Cofferdam	Land Drainage and Land Leveling	Sewage Collection and Disposal Lines				
Coke Ovens	(not incidental to other construction)	Sewers (sanitary, storm, etc.)				
Dams	Land Reclamation	Shoreline Maintenance				
Demolition (not incidental to construction)	Levees	Ski Tows				
Dikes	Locks and Waterways	Storage Tanks				
Docks	Oil Refineries	Swimming Pools (outdoor)				
Drainage Projects	Pipe Lines	Water and Sewage Treatment Plants				
Electrification Projects (outdoors)	Ponds	Other (Please Specify)				
Fish Hatcheries	Power Plants					
Flood Control Projects						

OCCUPATION: We are interested only in the occupations on the enclosed list. You do not need to include any others even though they may be commonly employed at the company. Do not include employees in an approved apprenticeship program or other formal training programs. Do not include owners, management, supervisors or office personnel not listed on the attached list of occupations.

UNION LOCAL # IF APPLICABLE: Please provide us with the union local you're signatory to, if applicable. We ask this question only to prevent duplicate data being entered in the case in which both the company and the union , to which the company is signatory, provide data.

CONSTRUCTION TYPE: Please enter the appropriate number for the type of construction the worker performed.

DISTRICT: This refers to the worksite location and only applies to building construction; heavy and highway rates are set statewide. The state is divided into four prevailing wage districts. The map on the back of the cover letter will help you determine the proper district number. Please indicate all districts in which your company performed building construction. Heavy and highway construction are set statewide and no district needs to be identified for those types of projects.

WAGE PER HOUR: Enter the hourly wage rate paid to employees for each occupation. Report different wage rates for the same occupation on a separate line. Do not include any fringe benefits, incentive bonuses or overtime in the hourly wage rate.

OF WORKERS AT THIS WAGE RATE: Enter the number of employees paid at each wage rate.

BENEFIT PER HOUR: Please show any bona fide benefits paid/contributed to approved plans, funds or programs for each employee except those required by Federal or State Law (unemployment tax, workers' compensation, income taxes, Social Security contributions, etc.). This **only** includes the **employer's contribution** to the following benefits: health insurance, life insurance, pension or retirement, vacation, holidays, and the costs of defraying apprenticeship or other similar programs.

OF WORKERS AT THIS BENEFIT RATE: Enter the number of employees paid at each benefit rate.

Union Local # If Applicable	Construction Type: Building = 1 Heavy = 2 Highway = 3	District	Wage Per Hour	# Of Workers At This Wage Rate	Benefit Per Hour	# Of Workers At This Benefit Rate
LIUNA #1686	1	1	\$17.25	5	\$6.87	5
NA	2	NA	\$15.00	5	\$5.00	5
IUOE #400	3	NA	\$24.34	5	\$10.40	5
	H If Applicable	# If ApplicableType: Building = 1 Heavy = 2 Highway = 3LIUNA #16861NA2	# If ApplicableType: Building = 1 Heavy = 2 Highway = 3LIUNA #16861NA2NA	# If ApplicableType: Building = 1 Heavy = 2 Highway = 3Image: Comparison of the comparis	# If ApplicableType: Building = 1 Heavy = 2 	# If ApplicableType: Building = 1 Heavy = 2 Highway = 3Type: Building = 1 Heavy = 2 Highway = 3At This Wage RatePer Hour Wage RateLIUNA #168611\$17.255\$6.87NA2NA\$15.005\$5.00

In case we have any questions, please provide your name and title, date, signature, and telephone number. We cannot accept information without a signature.

Printed Name and Title	Date			
Signature	Work Telephone Number			
Please Provide Your Work Email Address				