2019 SUBSISTENCE, ZONE AND INCENTIVE PAY RATES

Asbestos workers or heat and frost insulators
- For travel more than 80 miles from Albuquerque City Hall or El Paso City Hall, $70 per day if overnight travel is required.
- For travel more than 80 miles from Albuquerque City Hall or El Paso City Hall, $40 per day if overnight travel is not required.

Boilermakers
- From city hall of the dispatch city or the employee’s home address, whichever is closer to the job location, $55.00 per day for travel between 70 and 120 miles.
- For employers based outside of Albuquerque, employees traveling more than 50 miles from the employer’s main office, $30 per day.

Cement Masons
- For employees who travel to Santa Fe from Albuquerque or vice versa, $20 per day.
- In all other work performed more than 50 miles from the employer’s main office, $50 per day.
- Mutually agreed-upon lodging or transportation paid for by the employer will substitute for subsistence pay.

Drywall Finishers and Tapers:
- $40 per day ($5 per hour for eight hours work) for over sixty miles over the most typically traveled route, or other mutually agreed upon suitable lodging or transportation.
- Special provision for Santa Fe and Albuquerque: Employees who travel to Santa Fe from Albuquerque or Albuquerque to Santa Fe will be paid $15 per day or other mutually agreed upon lodging or transportation.

Electricians (inside classifications)
- For Albuquerque only:
  a. Zone 1 is classified as being within 40 miles from the main post office.
  b. Zone 2 shall extend up to 10 miles beyond zone 1. Work performed within zone 2 shall be compensated nine percent above the journeyman rate for zone 1.
  c. Zone 3 shall extend up to 20 miles beyond zone 1. Work performed within zone 3 shall be compensated fifteen percent above the journeyman rate for zone 1.
  d. Zone 4 shall extend 20 miles or more beyond zone 1. Work performed within zone 4 shall be compensated twenty six percent above the journeyman rate for zone 1.
- For Los Alamos County only: work performed within the county shall be compensated fifteen percent above the zone 1 journeyman rate. In addition to base and zone rates of pay, workers shall be compensated five percent of the straight time rate of pay for all hours worked for personal or sick time (PTO).
• For all other counties:
  
a. Zone 1 is:
   - within six miles from the main post office for Raton, Tucumcari, and Farmington.
   - within eight miles from the main post office for Las Vegas.
   - within ten miles from the main post office for Santa Fe and Gallup.
   - within twelve miles from the main post office for Belen, Carrizozo, Clovis, Los Lunas, Portales, Roswell, Ruidoso, Artesia, Carlsbad, Hobbs, and Lovington.
   - within fourteen miles from the main post office for Espanola.

b. Zone 2 shall extend up to 20 miles beyond zone 1. Work performed within zone 2 shall be compensated none percent above the journeyman rate for zone 1.

c. Zone 3 shall extend up to 30 miles from zone 1. Work performed within zone 3 shall be compensated fifteen percent above the journeyman rate for zone 1.

d. Zone 4 shall extend beyond 30 miles from zone 1. Work performed within zone 4 shall be compensated twenty six percent above the journeyman rate for zone 1.

Electricians (outside classification):

- $50 per diem to be paid for work 30 miles outside of Santa Fe and 60 miles outside of Albuquerque.

Glaziers

- When out-of-town travel is required, the employer shall pay the employee for suitable lodging with no more than two people per room and $20.00 per night for food.
- Employees required to use a personal vehicle for travel to a jobsite beyond a 30 mile radius of the main post office in town where the employer’s shop is located shall be compensated at the current Internal Revenue Service (IRS) rate for actual mileage incurred beyond the 30 mile radius, plus their regular rate of pay for travel time.

Ironworkers:

- Travel more than 50 miles from the interchange of Interstate 40 and Interstate 25 or from the employee’s home should be paid at $6.00 per hour.
- If travel is within Santa Fe county, travel should be paid at $3.00 per hour above scale.

Laborers:

- Type A
  
a. Work travel between 50 and 85 miles from the employer’s primary address should be compensated at $3.50 per hour.
  
b. Work travel 86 miles or greater from the employer’s primary address should be compensated at $5.00 per hour.
• Types B and C - work travel over 50 miles from the employer’s primary address should be compensated at $5.00 per hour.
• Type H – no zone subsistence pay
• If an employer provides the employee transportation and mutually agreeable, suitable lodging in areas where overnight stays are necessary, subsistence rates do not apply.

**Millwrights**
• Work travel between 76 and 150 miles should be compensated at $50.00 per day.
• Work travel 151 miles or greater should be compensated at $75.00 per day.

**Operating Engineers**
• Type A and C operators should be compensated for zone and subsistence as follows:
  a. Work travel between 50 and 85 miles from the interchange of Interstate 25 and Interstate 40 in Albuquerque, or from the Farmington City Hall in Farmington, should be compensated at $2.50 per hour.
  b. Work travel 86 miles or more from the interchange of Interstate 25 and Interstate 40 in Albuquerque or from the Farmington City Hall in Farmington, should be compensated at $4.00 per hour.
• Type B and H operators are not eligible for zone and subsistence pay.

**Painters**
• Work travel between 30 and 75 miles from the main post office in town where an employee resides shall be compensated at $1.00 per hour.
• Work travel 76 miles or more from the main post office in the town when an employee resides shall be compensated at $2.50 per hour.
• When the employee is required to stay overnight, the employer should provide and pay for suitable lodging.

**Paper hangers**
• Work travel between 30 and 75 miles from the main post office in town where an employee resides shall be compensated at $1.00 per hour.
• Work travel 76 miles or more from the main post office in the town where an employee resides shall be compensated at $2.50 per hour.
• When the employee is required to stay overnight, the employer should provide and pay for suitable lodging.

**Plasterers**
• Employees who travel from Albuquerque to Santa Fe should be compensated at $15.00 per day.
• Except for employees who travel from Santa Fe to Albuquerque, work travel 60 miles or more from the employer’s office over the most typically traveled route should be compensated at $5.00 per hour and capped at $40.00 per day.
**Plumbers and pipefitters**
- Work travel for Type H workers only 90 or more miles from an employee’s primary residence, and involving an overnight stay, should be compensated at $50.00 per day.
- No zone or subsistence pay is required should the employer elect to cover the room cost.

**Roofers:**
- Work travel requiring an overnight stay should be compensated at $35 per day for food. Employer should provide and pay for a suitable hotel. When employees are assigned to jobs located 60 or more miles from the employer’s place of business, transportation to and from the job site must be provided.

**Sheet metal workers**
- Work travel 90 miles or more from the main post office in the municipality of the employer’s primary place of business, and where an overnight stay is required, should be paid at $45.00 per day.
- No zone or subsistence pay is required where an employer pays for lodging at a suitable location with no more than two employees per room.

**Sprinkler fitters**
- Work travel between 60 and 80 miles from the employee’s primary residence should be compensated at $19.00 per day.
- Work travel between 81 and 100 miles from the employee’s primary residence should be compensated at $29.00 per day.
- Work travel of 101 miles or more from the employee’s primary residence should be compensated at $105.00 per day, plus $.54 per mile when driving directly from home to the job site, and directly from job site to home or next job site, as assigned by the employer.
- No zone or subsistence pay shall be paid when the employer provides daily transportation and the employee elects to travel back and forth from home.