2020 SUBSISTENCE, ZONE AND INCENTIVE PAY RATES

Asbestos Workers/Heat and Frost Insulators
For travel more than 80 miles from Albuquerque City Hall or El Paso City Hall
- If overnight travel is required = $70.00/day
- If overnight travel is not required = $40.00/day

Boilermakers
From city hall of the dispatch city or the employees home address, whichever is closer to the job location
- Between 70 and 120 miles = $55.00/day
- 121+ miles = $70.00/day

Bricklayers
- For Albuquerque based employers, employees travelling 50+ miles from the Big I intersection = $30.00/day
- For employers based outside of Albuquerque, employees travelling 50+ miles from the employer’s main office = $30.00/day

Cement Masons
- For employees who travel to Santa Fe from Albuquerque or vice versa = $20.00/day
- In all other work performed 50+ miles from employer’s main office = $50.00/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 15% above the Zone 1 Journeyman rate.
• 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, employer shall pay employee for a motel room (no less than a Motel-6, and no more than two 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 the town where the employer’s shop is located shall be compensated at the IRS rate for actual mileage incurred beyond the 30-mile radius, plus their regular rate of pay for travel time.

**Ironworkers**
• Travel 50+ miles from the Albuquerque Big I or employee’s home, should be paid at $6.00/hour, unless such travel from the Big I or employee’s home is within Santa Fe County, in which case employee should receive $3.00/hour.

**Laborers**
• Type A:
  a. Work travel between 50-85 miles from employer’s primary address should be compensated at $3.50/hour
  b. Work travel 86+ miles from employer’s primary address should be compensated at $5.00/hour
• Types B and C:
  a. Work travel over 50 miles from the employer’s primary address should be compensated at $5.00/hour, not to exceed 10 hours/day.
  b. If an employer provides the employee transportation and mutually agreeable suitable lodging in areas where overnight stays are necessary, subsistence rates do not apply.
• Type H: No zone or subsistence pay
Millwrights

- Work travel between 76-150 miles should be compensated at $50.00/day.
- Work travel 151+ miles should be compensated at $75.00/day

Operating Engineers

- Type A operators:
  a. Work travel between 50-85 miles from the Big I in Albuquerque or from the Farmington City Hall should be compensated at $2.50/hour.
  b. Work travel 86+ miles from the Big I in Albuquerque or from the Farmington City Hall should be compensated at $4.00/hour.

- Type B and C operators:
  a. Base points for operators are 30 miles beyond:
     ▪ Bernalillo County Courthouse in Albuquerque
     ▪ State Capital Building in Santa Fe
     ▪ City Hall in Farmington
  b. Zone and subsistence for Albuquerque and Santa Fe are as follows:
     ▪ Work travel between 30 and 50 miles from the base point should be compensated at $20 per day.
     ▪ Work travel between 51 and 100 miles from the base point should be compensated $45 per day.
     ▪ Work travel over 100 miles from the base point that involves an overnight stay should be compensated at $75 per day.
  c. Zone and subsistence for Farmington are as follows:
     ▪ Work travel between 35 and 75 miles from the base point should be compensated at $45 per day.
     ▪ Work travel over 100 miles from the base point that involves an overnight stay should be compensated at $75 per day.
  d. Zone and subsistence for Los Alamos County shall be paid at $50 per day.
  e. If an employer provides the employee transportation and mutually agreeable, suitable lodging in areas where overnight stays are necessary, subsistence rates do not apply.

- *Type H Operators are not eligible for zone and subsistence pay.

Painters

- Work travel between 30 and 75 miles from the main post office in the town where an employee resides, shall be compensated at $1.00/hour.
- Work travel 76+ miles from the main post office in the town where an employee resides, shall be compensated at $2.50/hour.
  *When the employee is required to stay overnight, the employer should provide and pay for housing arrangements.
Paper Hangers
- Work travel between 30 and 75 miles from the main post office in the town where an employee resides, shall be compensated at $1.00/hour.
- Work travel 76+ miles from the main post office in the town where an employee resides, shall be compensated at $2.50/hour.
*When the employee is required to stay overnight, the employer should provide and pay for housing arrangements.

Plasterers
- Employees who travel from Albuquerque to Santa Fe should be compensated at $15.00/day
- Except for employees who travel to Santa Fe from Albuquerque, work travel 60+ miles from the employer’s office over the most typically travelled route should be compensated at $5.00/hour and capped at $40.00/day.

Plumbers/Pipefitters
- Work travel for Type H workers only 90+ miles from an employee’s primary residence, and involving an overnight stay should be compensated at $50.00/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 $35.00/day for food. Employer should provide and pay for a suitable hotel. When employees are assigned to jobs located 60+ 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 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 $60.00/day.
- *No zone and subsistence pay is required where employer pays for lodging at a suitable location with no more than two employees per room.

Sprinkler Fitters
- Work travel between 60-80 miles from employee’s primary residence should be compensated at $19.00/day
- Work travel between 81-100 miles from employee’s primary residence should be compensated at $29.00/day
- Work travel 101+ miles from employee’s primary residence should be compensated at $105.00/day, plus $.54/mile 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 and subsistence pay shall be paid when the employer provides daily transportation and the employee elects to travel back and forth from his home.