



New York State Department of Labor
Kathy Hochul, Governor
Roberta Reardon, Commissioner

ENFORCEMENT GUIDANCE

DATE: November 9, 2023
FROM: Shaun McCready, Director of Public Work
RE: Applicable Wage Rates for Solar Photovoltaic and Energy Storage Systems
TO: All

Effective immediately, for the installation of 1 Megawatt or greater ground-mounted Solar Photovoltaic Systems and Energy Storage Systems, the Bureau of Public Work shall enforce the following classifications/wage rates for all regions of New York State.

Electrician Classification shall apply for the following tasks:

- Installation of motors, grounding and bonding and controls for panel racking system
- Placement of solar panel modules and connection of panels to D.C. wiring harness
- Installation of wiring harnesses and combiner boxes
- Incidental excavation in pre-excavated trenches
- Installation of underground D.C. and A.C. cabling
- Terminating D.C. cabling, A.C. cabling, and inverter skids
- Start-up testing and commissioning (may also require a specialty contractor)
- Installation of underground raceways and all trenching and backfill done by hand
- Installation and assembly of battery packs
- Installation and assembly of energy storage system racking and equipment
- Welding of energy storage systems
- Cube to cube connections of all megapacks
- Installation of energy storage system inverters and transformers
- Installation of power cables and associated raceways above and below ground
- Termination of power cabling and data cabling
- Installation of grounding and bonding systems including all related wiring and components
- Installation and testing of all monitoring and maintaining equipment
- Installation of electrical safety components
- Installation of electrically activated fire and smoke detecting and protection devices
- Installation of data cables and associated raceways both above and below ground
- Clean-up of electrical materials

Laborer Rate shall apply for the following tasks:

- Installation of panel racking system
 - Mechanical assembly of post caps, bearings, torque tubes, purlins
 - Operation of Gators
- Placement of concrete
- Construction traffic control and signing



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Operating Engineer Rate shall apply for the following tasks:

- Earth auguring and excavation
- All hoisting with cranes
- Operation of telehandlers and skidsteers
- Installation of panel racking system
 - Operation of telehandler for panel racking system installation
- Trenching with equipment for underground raceways

Laborer and Operating Engineer Rates shall apply for the following tasks, dependent upon the specific part of the task and equipment used to complete it:

- Installation of stone and concrete foundations for solar panels, inverters, and storage units
- Installation of solar panel posts
- Unloading, unwrapping, and distribution of materials at the worksite
- Trenching for D.C. cables to inverter, trenching for A.C. cables to transformer and backfilling
- Backfilling and compaction of subsoil/topsoil at foundations
- Site restoration
- Temporary fencing

Electrician and Operating Engineer Rates shall apply for the following tasks, dependent upon the specific part of the task and equipment used to complete it:

- Installation of inverter skids and transformers

Enforcement of these classifications shall apply to projects that have not yet begun construction. If construction on a project has begun as of 11/9/23, then all tasks associated with the installation of racking systems shall continue to be enforced as electrician classification.

All construction projects are unique and must be evaluated on a case-by-case basis. In certain situations, there may be other wage rates applicable to work performed on a solar array or energy storage project. For example, an ironworker rate may be applicable to certain temporary and/or permanent chain-link fencing or structural steel supports installed to raise racking systems off the ground.

Please note, the applicable wage rates listed in this guidance are not a requirement that a worker in that trade complete the task. The enumerated rates are what must be paid to anyone who performs the specified prevailing wage work. Refer to the prevailing wage schedule for the county in which the project is located to determine the rate for the applicable classification in that location.

For any questions on a specific project about what wage rate will apply for a specific task, please contact the local Bureau of Public Work district office.

Contact information and the prevailing wage schedule can be found at:

<https://dol.ny.gov/public-work-and-prevailing-wage>

Director
Bureau of Public Work