


Wage Table

The following wage rates are minimum starting rates for each type of job offered through the Voz Worker Center. **Wages may be negotiated higher based on experience level, job complexity, and working conditions.**

The **base minimum wage** for any job dispatched from the Worker Center is **\$22 per hour.**

 Construction		
Job Type	Hourly Rate	Description
Brick/ Masonry/ Tile Setting	<u>Assistant:</u> \$22	Requires direct supervision or guidance. Tasks may include assisting an experienced worker, preparing materials, and performing less complex aspects of the job.
	<u>Experienced:</u> \$25+	Can do all independently. Includes installing patio pavers, retaining walls, cement walkways, brick, stone, tile, etc.
Carpentry	<u>Assistant:</u> \$22	Requires direct supervision or guidance. Tasks may include assisting an experienced worker, preparing materials, and performing less complex aspects of the job.
	<u>Experienced:</u> \$25+	Can do all independently. Can include framing, siding, cabinets, and fencing.
Concrete	<u>Assistant:</u> \$22	Requires direct supervision or guidance. Tasks may include assisting an experienced worker, preparing materials, and performing less complex aspects of the job.
	<u>Experienced:</u> \$25+	Can do all independently. Includes mixing, pouring, and leveling concrete.
Demolition	<u>Assistant:</u> \$22	Requires direct supervision or guidance. Includes interior demolition for remodeling or renovations - removing drywall, fixtures, flooring, etc. with basic tools. Work is limited to projects confirmed as free of hazardous materials (e.g., asbestos, lead paint).

	<u>Experienced: \$25+</u>	Advanced tasks performed independently. May involve complex demolition (e.g., taking a building down to the foundation) or skilled deconstruction—carefully dismantling structures to preserve valuable materials for reuse or recycling. Requires knowledge of tools, safety, and structural integrity. May involve potential hazardous materials (e.g., lead, asbestos).
Drywall/ Sheetrock	<u>Assistant: \$22</u>	Requires direct supervision or guidance. Includes help lifting sheets of drywall, preparing materials, sanding, etc.
	<u>Experienced: \$25+</u>	Can do all independently - including angle cutting, measurement, table saw, odd cuts, finish painting, installing insulation, mudding, taping, texture, etc.
Electrical	<u>Assistant: \$22</u>	Basic appliance installation, no fuse boxes or wiring; helping a licensed electrician
Flooring	<u>Assistant: \$22</u>	Requires direct supervision or guidance. May include installing click lock flooring.
	<u>Experienced: \$25+</u>	Can do all independently - including angle cutting, measurement, table saw, level floor, basic carpentry, molding/trim
Job Site Cleanup	<u>General: \$22</u>	Cleaning debris, loading, sweeping, hauling before, during, and after a construction project.
Painting	<u>Assistant: \$22</u>	Requires direct supervision or guidance. Tasks include taping, laying tarp and plastic, and using a basic brush or roller.
	<u>Experienced/Special: \$25+</u>	Can do all independently. Tasks include caulking, touch-ups and patching walls. Special considerations - varnish, power sprayer, high ceilings, exterior painting.
Pressure Washing	<u>General: \$23+</u>	Washing concrete, sidewalks, siding, etc.
Roofing	<u>Assistant/Basic: \$23</u>	Requires direct supervision or guidance. Roof tear off or passing materials.
	<u>Experienced/Special: \$25+</u>	Can do all independently - demolition, preparation, installation. <i>Employers must supply harness and fall protection.</i>



Groundwork & Landscaping

Job Type	Hourly Rate	Description
Digging/ Excavation	<u>Basic</u> : \$22	Basic excavation, shallow depth (no more than 1 foot), topsoil only
	<u>Special</u> : \$25	More challenging, hazardous, or complex digging. May involve large roots (e.g., trees, bamboo), large rocks, electrical or plumbing work, water mains, trenching, submerged metal or concrete, use of machinery, earth moving, shoring (for trenches deeper than 2' and longer than 6' and 1' wide), underground work, or any risk of collapse.
Yardwork and Maintenance	<u>General</u> : \$22	Requires direction and oversight. Tasks may include weeding or weed eating, raking, sweeping, hedging, mowing with a push mower, leaf blowing, tree trimming (up to 6 feet high), transplanting or planting, cutting back plants, bushes, and vines, laying mulch, and general yard cleanup.
Landscaping and Gardening	<u>General</u> : \$24	Tasks may include using a riding lawn mower or tiller, planting trees, moving earth, placing pavers, laying sod, farm work, removing blackberry bushes or large shrubs, and heavy lifting.



Cleaning & Janitorial

Job Type	Hourly Rate	Description
Basic Cleaning	\$23	General household or office cleaning. Sweeping, mopping, wiping surfaces, etc.
Special or Deep Cleaning	\$25	Special considerations such as deep clean for moving (oven, refrigerator, window washing, removing stains and degreasing, walls, baseboards, window sills, blinds and vents); washing and folding laundry; cleaning in an industrial facility, etc.
Hazardous Cleaning	\$30+	Working with potentially toxic or unsafe materials, such as biohazard risks, emergency/disaster cleanup (fire, water damage), or hoarding situations. <i>Employers must provide the necessary protective equipment for the job.</i>



Moving

Job Type	Hourly Rate	Description
Light Moving	\$22	Light boxes/items under 50 lbs. Most items can be carried by one person.
Medium Moving	\$23	General household moving. Furniture, boxes, household items.
Heavy Moving	\$25+	Heavy items (appliances, pianos, industrial). May involve multiple flights of stairs.



Important Notes

- The wages listed here were set **by workers, for workers**. At Voz, workers decide their own wages through a democratic process at our monthly assembly. This ensures wages reflect the realities of rising living costs, the true value of the labor, and the collective voice of our members.
- These rates are reviewed bi-annually to keep pace with Portland's cost of living, industry standards, and feedback from workers.
- Rates may adjust to reflect changing economic conditions and our commitment to **fair and dignified wages**.
- Employers hiring from Voz must supply all tools and materials required for the job, including any specialized equipment (e.g., harnesses for roofing, protective gear for hazardous cleaning).