

Construction Jobsite Inspections and Licensed Trades

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Montana Department of
LABOR & INDUSTRY

Enforcement actions

Any citizen can file an online complaint through our citizen's portal <https://erd.dli.mt.gov/complaints>

- When we receive phone calls asking us to look into construction contractors/workers we encourage them to go to the online portal to submit complaints so there is a record of it.
- We received 110 complaints in FY25 and 208 complaints in FY26
- Complaints are responded to within 7 days.

In addition to complaints, DLI inspectors conduct proactive field enforcement. We have 11 inspectors located across the state.

Complaints may also result in a business compliance audit

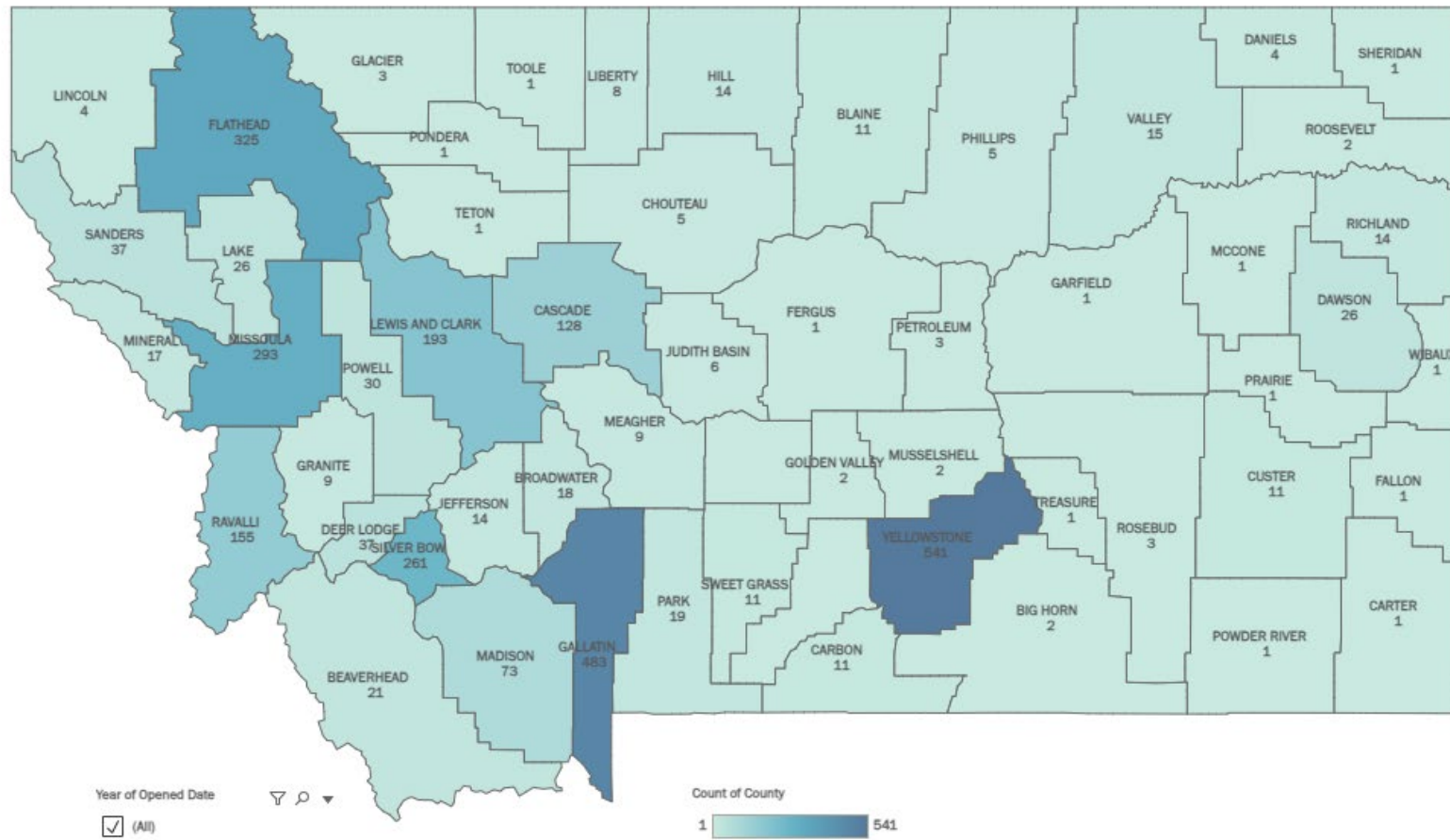
Inspections conducted by 11 Compliance inspectors

		FY22	FY23	FY24	FY25	FY26
Discipline	Type					
Construction	Jobsite Inspections	1884	2195	1264	1285	2599
Construction	Prevailing wage	99	148	126	106	221
Fire Protection	Business Entity					14
Fire Protection	Individual Endorsement					23
Crane and Hoist Operator	Crane Hoisting - First Class					2
Crane and Hoist Operator	Hydraulic Boom Truck-2nd					1
Crane and Hoist Operator	Hydraulic Hoist Operator-1st					12
Crane and Hoist Operator	Tower Crane - Second Class					3
Electrician	Contractor			1	7	91
Electrician	Journeyman Electrician	11	21	59	57	165
Electrician	Master Electrician	3	5	12	15	52
Electrician	Residential Electrician	1		1	2	3
Plumbers	Journeyman Plumber	5	11	31	49	82
Plumbers	Master Plumber		6	7	25	56
Outfitters	Guide					31
Outfitters	Outfitter	27	55	39	39	68
Funeral	Branch Facility	2	8	28	10	30
Funeral	Cemetery			1		7
Funeral	Crematory	8	25	31	18	45
Funeral	Crematory Operator	4	28	40	22	59
Funeral	Crematory Technician	8	6	27	22	35
Funeral	Mortician	8	45	104	62	139
Funeral	Mortician Intern		5	10	5	14
Funeral	Mortuary	15	42	52	32	64

		FY22	FY23	FY24	FY25	FY26
Discipline	Type					
Barbers and Cosmetologists	Barber	113	93	117	160	182
Barbers and Cosmetologists	Barber Non-Chemical	45	43	46	55	91
Barbers and Cosmetologists	Barber Shop	133	116	113	171	196
Barbers and Cosmetologists	Booth Renter	598	1285	1219	1363	1944
Barbers and Cosmetologists	Cosmetologist	1877	1185	1471	1925	2284
Barbers and Cosmetologists	Electrologist	2	3	7	6	11
Barbers and Cosmetologists	Esthetician	254	232	323	370	491
Barbers and Cosmetologists	Instructor	15	5	27	13	38
Barbers and Cosmetologists	Manicurist	410	229	391	433	714



Number of inspections by county



Complaints filed or fines written

			FY23	FY24	FY25	FY26	
Discipline		Type					
Construction		ICEC	113	73	41		40 Fines written
Construction		CR	84	95	107		81 Fines written
			150	99	82		78 Compliant w/in 10 days
Discipline		Type					
Construction		CCL					46 Complaints filed
Electrical		ELE					4
Plumbing		PLU					2
Cosmetology		BARCOS					16
Funeral		FNR					1

Contractor Registration (CR) will no longer have monetary fines written. As of January 1, 2026, an internal complaint is filed.

Jobsite Inspections

Verify:

- Registration/licensing status of all contractors
- If a person is an employee or an independent contractor
- Independent contractors' exemption certificate is current
- Independent contractors are working on jobs identified on their ICEC
- Employees are reported to unemployment insurance
- Workers' compensation policy is in place
 - Issue cease and desist notice if no policy



Licensed Trades

- Construction Contractor
- Crane
- Electrical
- Elevator
- Fire Safety/ Sprinkler/ alarm
- Plumbing
- Verify licenses are current.
- Verify licensed individual is working within their scope of practice.
- Verify apprentices are
 - registered,
 - jobsite is within ratio, and
 - there is proper supervision

***Independent Contractors – while not a licensed trade, will be looked at for compliance**



Prevailing Wage

- Perform all duties listed previously.
- Perform interviews to determine pay rate and proper job classification.



Violations

It is the goal of the bureau to educate and bring businesses and individuals into compliance rather than issue penalties.

- All - Allow 10 days to correct violations identified*. Give information on the process to become compliant.
- Professional License - After 10 days check for compliance. If not achieved, file a formal complaint.
- ICEC - After 10 days and compliance is not achieved, ICEC is issued a fine and given 30 days to appeal.
- After 30 days, ICEC fine is forwarded to fiscal for collection services.
- May be referred to Business Compliance Section to conduct a full review of a business or a prevailing wage project
 - Review of wage and hour, prevailing wage, workers' compensation, employment verification,
 - Self Audit – gives business opportunity to come into compliance with all labor laws.
 - Full Audit – if business does not cooperate in a self-audit, will convert to a general audit of labor laws.

*except for no worker compensation coverage, which is an immediate cease and desist

Resources and Contacts

Department of Labor & Industry

ESD – Inspection Section

PO Box 201503

Helena, MT 59620-1503

Fax: 406-444-4140

General wage guidance questions: ERDWage@mt.gov

General inquiry questions: 406-444-6543

<https://erd.dli.mt.gov/> - go to Complaints tab



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