### AFL-CIO

### **COMMON CONSTRUCTION WAGE SCALE**

Date:

Monday October 3, 2011

City:

**Valparaiso** 

County:

**Porter** 

INDIANA

**Project Description and Scope:** 

City of Portage (IDOL 20112127)

A scale of wages adopted at this meeting applies to any other public work construction project covered by the Indiana Common Construction Wage Act for which the same awarding government agency awards bids not later than three (3) months after the date the committee adopts a wage scale for the original project.

We the undersigned common construction wage committee, appointed pursuant to Indiana Code 5-16-7, et seq., do hereby fix and determine the following common construction wage scales to apply on the above referenced project.

### A. TYPE OF CONSTRUCTION

The common construction wage rates listed below are for the following type of construction work (mark one):

( ) Commercial Building

(X) Heavy/Highway

#### **B. WAGE RATES**

			TOTAL
	HOURLY		HOURLY
CLASS	RATE	<u>FRINGES</u>	WAGE RATE
Vorkers			
Skilled	\$43.80	\$23, <i>40</i>	\$67.20
Semiskilled	\$30.66	\$22.20	\$52.86
Unskilled	\$21.90	\$22.20	\$44.10
Skilled	\$32.85	\$22.20	\$55.05
Skilled	\$33.43	\$22.48	\$55.91
Semiskilled	\$26.74	\$22.48	\$49.22
Unskilled	\$20.06	\$22.48	\$42.54
	Norkers Skilled Semiskilled Unskilled Skilled Skilled Skilled	Norkers Skilled \$43.80 Semiskilled \$30.66 Unskilled \$21.90  Skilled \$32.85  Skilled \$33.43 Semiskilled \$26.74	CLASS         RATE         FRINGES           Workers         Skilled         \$43.80         \$23.40           Semiskilled         \$30.66         \$22.20           Unskilled         \$21.90         \$22.20           Skilled         \$32.85         \$22.20           Skilled         \$33.43         \$22.48           Semiskilled         \$26.74         \$22.48

Duinklassava				
Bricklayers	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37. <b>0</b> 5
Stone Masons				
	Skilled	\$35.35	\$19.38	<i>\$54.73</i>
	Semiskilled	\$26.51	\$19.38	\$ <i>45.8</i> 9
	Unskilled	\$17.67	\$19.38	\$37.05
Tile Setters				A A
	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Terrazzo Mechanic	د بد	<b>***</b>	#40 OD	<b>ድደ</b> 70
	Skilled	\$35,35	\$19.38	\$54.73 \$45.89
	Semiskilled	\$26.51	\$19.38 \$19.38	\$37.05
	Unskilled	\$17.67	φ <i>19.</i> 30	φ37.00
Marble Setters		40= 0=	¢40.00	<i>ΦE 1</i> 70
	Skilled	\$35.35 *00.54	\$19.38	\$54.73 \$45.89
	Semiskilled Unskilled	\$26.51 \$17.67	\$19.38 \$19.38	\$37.05
	UNSKIII <del>E</del> U	φ17.07	φ19.30	φ37.00
Pointer/Cleaner/Caulker	Ol-al- d	<b>605 05</b>	ድላስ ኃይ	\$54.73
	Skilled Semiskilled	\$35.35 \$26.51	\$19.38 \$19.38	\$45.89
	Unskilled	\$20.51 \$17.67	\$19.38	\$37.05
	Unskilled	\$17.07	φ19.50	φ01.00
Tile, Marble & Terrazzo Finishers	Okillad	\$26.06	\$10.22	\$36.28
	Skilled Semiskilled	\$20.00 \$19.55	\$10.22 \$10.22	\$29.77
	Unskilled	\$13.03	\$10.22	\$23.25
Carpenters				
Carpenters	Skilled	\$34.32	\$23.30	\$57.62
	Semiskilled	\$29.17	\$23.30	\$52.47
	Unskilled	\$18.88	\$23.30	\$42.18
Carpet Layers				
•	Skilled	\$34.32	\$23.30	\$57.62
	Semiskilled	\$29.17	\$23.30	\$52.47
	Unskilled	\$18.88	\$23.30	\$42.18
Cement Masons				
	Skilled	\$31.82	\$15.27	\$47.09
	Semiskilled	\$25.46	\$15.27	\$40.73
	Unskilled	\$19.09	\$15.27	\$34.36
Drywall Installers				<b>.</b>
	Skilled	\$34.32	\$23.30	\$57.62

Semiskilled Unskilled	\$29.17 \$18.88	\$23.30 \$23.30	\$42.18	
Onorman	* • • • •	•		
Skilled	\$37.00	\$21.18	\$58.18	
Semiskilled	\$22.20	\$20.74		
Unskilled	\$14.80	\$7.78	\$22.58	
	<b>.</b>		<i>ተ</i> ደለ ፈለ	
Skilled				
Semiskilled				
Unskilled	\$26.08	\$21.99	\$48.U/	
			# 10 DT	
Skilled		•		
Semiskilled	\$22.59			
Unskilled	\$16.14	\$16.80	\$32.94	
			400 E0	
Skilled		·		
Semiskilled				
Unskilled	\$27.79	\$23.53	\$51.3Z	
	_		<b>600 70</b>	
Skilled				
Semiskilled	\$33.60			
Unskilled	\$28.04	\$23.53	\$51.57	
		<b></b>	<b>***</b>	
Skilled	\$29.52			
Semisķilled	\$28.42			
Unskilled	\$20.67	\$19.68	\$ <b>40.35</b>	
			400.05	
Skilled	\$28.74			
Semiskilled	\$28.24			
Unskilled	\$27.74	\$11.21	\$38.95	
Chillad	¢20 22	£11 21	\$40.43	
Unskilled	\$28.22	\$11.21	\$39.43	
Skilled	\$34.42	\$23.35	\$57.77	
-				
Unskilled	\$18.93	\$23.35	\$42.28	
		200 (5	<u> </u>	
Skilled	\$39.20	\$23.45	<b>Φ</b> 0Ζ.03	
	Semiskilled Unskilled Skilled Semiskilled Unskilled Skilled Semiskilled Unskilled Skilled Semiskilled Unskilled Skilled Semiskilled Unskilled	Semiskilled         \$22.20           Unskilled         \$14.80           Skilled         \$37.93           Unskilled         \$26.08           Skilled         \$32.27           Semiskilled         \$22.59           Unskilled         \$16.14           Skilled         \$33.35           Unskilled         \$37.25           Semiskilled         \$33.36           Unskilled         \$28.04           Skilled         \$28.04           Skilled         \$29.52           Semiskilled         \$28.42           Unskilled         \$28.74           Semiskilled         \$28.74           Semiskilled         \$28.24           Unskilled         \$27.74           Skilled         \$29.22           Semiskilled         \$28.72           Unskilled         \$28.22           Skilled         \$28.72           Unskilled         \$29.26           Unskilled         \$29.26           Unskilled         \$18.93	Semiskilled         \$22.20         \$20.74           Unskilled         \$14.80         \$7.78           Skilled         \$14.80         \$7.78           Skilled         \$14.80         \$7.78           Skilled         \$37.93         \$21.99           Unskilled         \$26.08         \$21.99           Skilled         \$32.27         \$16.80           Semiskilled         \$22.59         \$16.80           Unskilled         \$16.14         \$16.80           Skilled         \$37.05         \$23.53           Semiskilled         \$33.35         \$23.53           Unskilled         \$27.79         \$23.53           Unskilled         \$37.25         \$23.53           Unskilled         \$28.04         \$23.53           Unskilled         \$28.04         \$23.53           Unskilled         \$29.52         \$19.68           Semiskilled         \$28.42         \$19.68           Unskilled         \$20.67         \$19.68           Skilled         \$28.74         \$11.21           Unskilled         \$28.24         \$11.21           Unskilled         \$28.24         \$11.21           Semiskilled         \$28.27         \$11	Semiskilled         \$22.20         \$20.74         \$42.94           Unskilled         \$14.80         \$7.78         \$22.58           Skilled         \$47.41         \$21.99         \$69.40           Semiskiiled         \$37.93         \$21.99         \$59.92           Unskiiled         \$26.08         \$21.99         \$48.07           Skiiled         \$32.27         \$16.80         \$49.07           Semiskiiled         \$22.59         \$16.80         \$39.39           Unskiiled         \$16.14         \$16.80         \$39.39           Unskiiled         \$37.05         \$23.53         \$60.58           Semiskiiled         \$33.35         \$23.53         \$56.86           Unskiiled         \$27.79         \$23.53         \$51.32           Skiiled         \$37.25         \$23.53         \$60.78           Semiskiiled         \$33.60         \$23.53         \$57.13           Unskiiled         \$28.04         \$23.53         \$51.57           Skiiled         \$29.52         \$19.68         \$49.20           Semiskiiled         \$28.42         \$19.68         \$48.10           Unskiiled         \$28.74         \$11.21         \$39.95           Semiskiiled

*;;* '

	Semi	\$35.15	·	\$58.60
	Un-Skilled	\$22.55	\$18.90	\$41.45
Operating Engineers			40.4.70	#00.00
Great Lakes Floating Agreement	Skilled	\$46.60	\$21.70	\$68.30
	Semiskilled	\$45.10	\$21.70	\$66.80
	Unskilled	\$40.15	\$21.70	\$61.85
Painters				455.00
Industrial Painter - Spray/Blast	Skilled	\$35.04	\$20.29	\$55.33 **********************************
	Semiskilled	\$24.26	\$10.86	\$35.12
	Unskilled	\$17.34	\$10.27	\$27.61
Piledrivers	Skilled	\$40.77	\$24.32	\$65.0 <del>9</del>
	Skilled Semiskilled	\$40.77 \$26.50	\$24.32	\$50.82
	Unskilled	\$16.31	\$24.32	\$40.63
Piledrivers Commercial Divers	Skilled	\$61.15	\$24.32	\$85.47
Pipefitters & Steamfitters				
•	Skilled	\$44.05	\$24.48	\$68.53
	Semiskilled	\$34.36	\$11.46	\$45.82
	Unskilled	\$17.62	\$3.00	\$20.62
Plasterers	Skilled	\$32.13	\$15.72	<b>\$47.85</b> .
	Semiskilled	\$25.70	\$15.72	\$41.42
	Unskilled	\$19.28	\$15.72	\$35.00
Plumbers				
	Skilled	\$36.70	\$18.67	\$55.37
	Semiskilled	\$22.02	\$16.46	\$38.48
	Unskilled	<i>\$12.85</i>	\$8.08	\$20.93
Roofers	Skilled	\$34.46	\$18.10	\$52.56
	Semiskilled	\$27.57	\$18.10	\$45.67
	Unskilled	\$17.23	\$13.10	\$30.33
Sheet Metal Workers			, , , , , , , , , , , , , , , , , , ,	¢ED AE
	Skilled	\$40.32	\$18.64	\$58.96 \$40.53
	Semiskilled	\$24.19	\$16.34	\$40.53 \$24.27
	Unskilled	\$16.13	\$15.24	\$31.37
Sprinkler Fitters	Skilled	\$48.45	\$18.48	\$66.93
	Semiskilled	\$40.40 \$31.25	\$18.48	\$49.73
	Unskilled	\$21.40	\$9.68	\$31.08
Stagecraft Workers	Skilled	\$28.06	\$7.95	\$36.01
Stagecraft WOINCIS	Semiskilled	\$19.64	\$5.56	\$25.20

	Unskilled	\$12.63	\$3.58	\$16.21
Teamsters	Skilled	\$32.49	\$17.08	\$49.57
, 0011101010	Semiskilled	\$25.99	\$17.08	\$43.07
	Unskilled	\$16.25	\$17.08	\$33.33
Technical Engineers	Skilled	\$37.28	\$19.47	<i>\$56.75</i>
recinited Linginical	Semiskilled	\$31.78	\$19.47	\$51.25
	Unskilled	\$23.28	\$19.47	\$42.75
	Skilled	\$25.51	<b>\$10.55</b>	\$36.06
Telecommunications	Semiskilled	\$16.60	\$10.28	\$26.88
	Unskilled	\$12.75	\$10.16	\$22.91
				A 40 F-7
Truck Mechanics	Skilled	\$32.49	\$17.08	\$49.57
	Semiskilled	\$25.99	\$17.08	\$43.07
	Unskilled	\$16.25	\$17.08	\$33.33

### Definitions:

Skilled: An individual who performs work in a classification listed on the scale of

wages. It shall be presumed that an employee is a skilled worker in that classification, and entitled to receive compensation at the skilled rate, unless the worker satisfies all of the criteria for being categorized as a semi-skilled or unskilled worker.

Semi-skilled: An individual registered in a bona fide apprenticeship program

registered with the United States Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training. Apprentices are paid pursuant to their individually warranted percentage for the classification of work that they perform as set forth in the apprentice program standards.

Unskilled: An individual with less than twelve months of cumulative experience

in the construction trades and who is not registered in a bona fide apprenticeship program.

The above definitions shall not apply to workers in the classification of Laborer.

### **Apprenticeship Programs:**

The Wage Committee determines that the common practice in the county is for contractors to participate in bona fide apprenticeship programs registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and that the rate of pay for the classifications of labor that participate in such programs is based in part on a percentage of the journeyman's rate (skilled rate herein) depending on the individual's

progress in the program.

Body

Workers engaged in such an apprenticeship program will be permitted to work at less than the predetermined rate set out above for the work they perform. Such apprentices must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate which is the skilled hourly rate in this wage scale.

Any worker who is not registered or otherwise employed in a bona fide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and has twelve or more moths of cumulative experience in the construction trades shall be paid at the skilled wage rate on this wage determination for the classification of work actually performed by the worker regardless of how the employer classifies such a worker.

Disputes regarding the appropriate classification of workers and the amounts said workers should be paid may be submitted to the Indiana department of Labor for investigation.

Indiana State AFL-CIO Representative

Awarding Agency Representative

ABC Representative

Taxpayer Named by Appointing Agence

Monday October 3, 2011

Taxpayer Named by County Legislative

Date

### AFL-CIO

# **COMMON CONSTRUCTION WAGE SCALE**

Date:

Monday October 3, 2011

City:

**Valparaiso** 

County:

Porter

**INDIANA** 

**Project Description and Scope:** 

City of Portage (IDOL 20112127)

A scale of wages adopted at this meeting applies to any other public work construction project covered by the Indiana Common Construction Wage Act for which the same awarding government agency awards bids not later than three (3) months after the date the committee adopts a wage scale for the original project.

We the undersigned common construction wage committee, appointed pursuant to Indiana Code 5-16-7, et seq., do hereby fix and determine the following common construction wage scales to apply on the above referenced project.

# A. TYPE OF CONSTRUCTION

The common construction wage rates listed below are for the following type of construction work (mark one):

(X) Commercial Building

( ) Heavy/Highway

### **B. WAGE RATES**

<u>CLASSIFICATION</u>	<u>CLASS</u>	HOURLY RATE	FRINGES	TOTAL:
Heat & Frost Insulators and Allied	Skilled	\$43.80	\$23.40	\$67.20
	Semiskilled	\$30.66	\$22.20	\$52.86
	Unskilled	\$21.90	\$22.20	\$44.10
Asbestos Abatement	Skilled	\$32.85	\$22.20	\$55.05
Boilermakers	Skilled	\$33.43	\$22.48	\$55.91
	Semiskilled	\$26.74	\$22.48	\$49.22
	Unskilled	\$20.06	\$22.48	\$42.54
Bricklayers	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89

	Unskilled	\$17.67	\$19.38	\$37.05
Stone Masons	Skilled	\$35.35	\$19.38	\$54.73 \$45.89
	Semiskilled Unskilled	\$26.51 \$17.67	\$19.38 \$19.38	\$37.05
Tile Setters	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled Unskilled	\$26.51 \$17.67	\$19.38 \$19.38	\$45,89 \$37.05
Terrazzo Mechanic	Skilled	\$35.35	\$19.38	<i>\$54.73</i>
	Semiskilled Unskilled	\$26.51 \$17.67	\$19.38 \$19.38	\$45.89 \$37.05
Marble Setters	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled Unskilled	\$26.51 \$17.67	\$19.38 \$19.38	\$45.89 \$37.05
Pointer/Cleaner/Caulker	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled Unskilled	\$26.51 \$17.67	\$19.38 \$19.38	\$45.89 \$37.05
Tile, Marble & Terrazzo Finishers	Skilled	\$26.06	\$10.22	\$36.28
	Semiskilled Unskilled	\$19.55 \$13.03	\$10.22 \$10.22	\$29.77 \$23.25
Carpenters	Skilled	\$34.32	\$23.3 <b>0</b>	\$57.62
Carpentors	Semiskilled Unskilled	\$29.17 \$18.88	\$23.30 \$23.30	\$52.47 \$42.18
Carpet Layers	Skilled	\$34.32	\$23.30	\$57.62
	Semiskilled Unskilled	\$29.17 \$18.88	\$23.30 \$23.30	\$52.47 \$42.18
Cement Masons	Skilled	\$34.63	\$21.38 \$21.38	\$56.01 \$49.08
	Semiskilled Unskilled	\$27.70 \$20.78	\$21.38	\$42.16
Drywall installers	Skilled Semiskilled	\$34.32 \$29.17	\$23.30 \$23.30	\$57.62 \$52.47
	Semiskilled Unskilled	\$18.88	\$23.30	\$42.18

•						
			607.00	<b>#04.40</b>	<b>\$58.18</b>	
	Electricians	Skilled Semiskilled	\$37.00 \$22.20	\$21.18 \$20.74	\$42.94	
		Unskilled	\$14.80	\$7.78	\$22.58	
		01-21- 4	¢47.44	\$21.99	\$69.40	
	Elevator Constructors	Skilled Semiskilled	\$47.41 \$37.93	\$21.99 \$21.99	\$59.92	
•		Unskilled	\$26.08	\$21.99	\$48.07	
			,			
	Ofenlaus	Skilled	\$32.27	\$16.80	\$49.07	
	Glaziers	Skilled Semiskilled	\$22.59	\$16.80	\$39.39	
		Unskilled	\$16.14	\$16.80	\$32.94	
	Jun in 16 fm which was	Skilled	\$37.05	\$23.53	\$60.58	
•	Iron Workers	Semiskilled	\$33.35	\$23.53	\$56.88	
	8	Unskilled	\$27.79	\$23.53	\$51.32	
	Sheeter	Skilled	\$37.25	\$23.53	\$60.78	
	, Sueerer	Semiskilled	\$33.60	\$23.53	\$57.13	
		Unskilled	\$28.04	\$23.53	\$51.57	
	Fence Erector	Skilled	\$29.52	\$19.68	\$49.20	
	7 01.00	Semiskilled	\$28.42	\$19.68	\$48.10	
		Unskilled	\$20.67	\$19.68	\$40.35	
			•			
	Laborers I	Skilled	\$35.78	\$14.55	\$50.33	
		Semiskilled	\$35.08	\$14.55	\$49.63	
		Un-Skilled	\$34.28	<i>\$14.55</i>	\$48.83	
	Laborers II	Skilled	\$36.53	\$14.55	\$51.08	
		Semiskilled	\$35.83	\$14.55	\$50.38 \$49.58	
		Un-Skilled	\$35.03	\$14.55	<i>945.0</i> 0	
	•					
	Laborers II A	المالية المالية	\$36.78	\$14.55	<i>\$51.33</i>	
	Asbestos Removal	Skilled Semiskilled	\$30.70 \$36.08	\$14.55	\$50.63	
		Un-Skilled	\$35.28	\$14.55	\$49.83	
	Address and ask day	المحالة الم	\$34.42	\$23.35	\$57.77	
	Millwrights	Skilled Semiskilled	\$34.42 \$29.26	\$23.35	\$57.77 \$52.61	
		Unskilled	\$18.93	\$23.35	\$42.28	
			•			

Operating Engineers	Skilled Semi Un-Skilled	\$38.70 \$33.35 \$19.70	\$23.98 \$23.98 \$20.88	\$62.68 \$57.33 \$40.58
	OT)-ORINGO	Ψ10.70	<b>V</b>	,
Operating Engineers	Skilled	\$46.60	\$21.70	\$68.30
Great Lakes Floating Agreement	Semi Un-Skilled	\$45.10 \$40.15	\$21.70 \$21.70	\$66.80 \$61.85
	OII-ONIIIeG	ψ <del>1</del> 0.10	ΨΣν	<b>V</b> • • • • • • • • • • • • • • • • • • •
Painters	Skilled	\$33.99	\$20.29	<i>\$54.28</i>
Painter/Vinyl Hanger	Semiskilled	\$23.52	\$10.86 \$10.27	\$34.28 \$27.09
	Unskilled	\$16.82	Φ10.27 <sub>.</sub>	φ <u>2</u> 1.03
Painters	Skilled	\$34.79	\$20.29	\$55.08
Drywall Finisher	Semiskilled	\$24.08	\$10.86	\$34.94
	Unskilled	\$17.22	\$10.27	\$27.49
Painters	Skilled	\$35.04	\$20.29	\$55.33
Industrial Painter - Spray/Blast	Semiskilled	\$24.26	\$10.86	\$35.12 \$27.61
	Unskilled	\$17.34	\$10.27	φ21.01
Piledrivers	Skilled	\$40.77	\$24.32	\$65.09
	Semiskilled	\$26.50	\$24.32	\$50.82 \$40.63
	Unskilled Skilled	\$16.31 \$61.15	\$24.32 \$24.32	\$40.63 \$85.47
Piledrivers Commercial Divers	Skilleu	<i>\$01.13</i>	φε <del>ν.</del> σε	<b>400.</b> 11
Pipefitters & Steamfitters	Skilled	\$44.05	\$24.48	\$68.53
	Semiskilled	\$34.36	\$11.46	\$45.82 \$20.62
	Unskilled	\$17.62	\$3.00	φευ.υ2
Plasterers	Skilled	\$32.13	\$15.72	\$47.85
	Semiskilled	\$25.70	\$15.72	\$41.42
	Unskilled	\$19.28	\$15.72	\$35.00
Plumbers	Skilled	\$36.70	\$18.67	\$55.37
	Semiskilled	\$22.02	\$16.46	\$38.48 #20.03
	Unskilled	\$12.85	\$8.08	<i>\$20.</i> 93
Roofers	Skilled	\$34.46	\$18.10	<b>\$</b> 52.56
1 100101	Semiskilled	\$27.57	\$18.10	\$45.67

	Unskilled	\$17.23	\$13.10	\$30.33
Sheet Metal Workers	Skilled	\$40.32	\$18.64	\$58.96
	Semiskilled	\$24.19	\$16.34	\$40.53
·	Unskilled ·	\$16.13	\$15.24	\$31.37
and H H E BANKS J.	01.38-J	¢40.4E	\$18.48	\$66.93
Sprinkler Fitters	Skilled	\$48.45		\$49.73
	Semiskilled	\$31.25	\$18.48	\$31.08
	Unskilled	\$21.40	\$9.68	\$37.08
Stagecraft Workers	Skilled	\$28.06	\$7.95	\$36.01
Otageoran Worker	Semiskilled	\$19.64	\$5.56	\$25.20
	Unskilled	\$12.63	\$3.58	\$16.21
Teamsters	Skilled	\$32.49	\$17.08	\$49.57
	Semiskilled	\$25.99	\$17.08	\$43.07
	Unskilled	\$16.25	\$17.08	\$33.33
Technical Engineers	Skilled	\$37.28	\$19.47	<b>\$56.75</b>
	Semiskilled	\$31.78	\$19.47	\$51.25
	Unskilled	\$23.28	\$19.47	\$42.75
				000.00
Telecommunications	Skilled	\$25.51	\$10.55	\$36.06
	Semiskilled	\$16.60	\$10.28	\$26.88
	Unskilled	\$12.75	\$10.16	\$22.91
Truck Mechanics	Skilled	\$32.49	\$17.08	\$49.57
the manager of the state of the best at the state of the	Semiskilled	\$25.99	\$17.08	\$43.07
	Unskilled	\$16.25	\$17.08	\$33.33

### Definitions:

**Skilled:** An individual who performs work in a classification listed on the scale of

wages. It shall be presumed that an employee is a skilled worker in that classification, and entitled to receive compensation at the skilled rate, unless the worker satisfies all of the criteria for being categorized as a semi-skilled or unskilled worker.

Semi-skilled: An individual registered in a bona fide apprenticeship program

registered with the United States Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training. Apprentices are paid pursuant to their individually warranted percentage for the classification of work that they perform as set forth in the apprentice program standards.

Unskilled: An individual with less than twelve months of cumulative experience

in the construction trades and who is not registered in a bona fide apprenticeship program.

# The above definitions shall not apply to workers in the classification of Laborer.

### **Apprenticeship Programs:**

The Wage Committee determines that the common practice in the county is for contractors to participate in bona fide apprenticeship programs registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and that the rate of pay for the classifications of labor that participate in such programs is based in part on a percentage of the journeyman's rate (skilled rate herein) depending on the individual's progress in the program.

Workers engaged in such an apprenticeship program will be permitted to work at less than the predetermined rate set out above for the work they perform. Such apprentices must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate which is the skilled hourly rate in this wage scale.

Any worker who is not registered or otherwise employed in a bona fide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and has twelve or more moths of cumulative experience in the construction trades shall be paid at the skilled wage rate on this wage determination for the classification of work actually performed by the worker regardless of how the employer classifies such a worker.

Disputes regarding the appropriate classification of workers and the amounts said workers should be paid may be submitted to the Indiana department of Labor for investigation.

Indiana State AFL-CIO Representative

ABC Representative

Awarding Agency Representative

Monday October 3, 2011

Date

Taxpayer Named by County Legislative Body