# <u>Indiana State AFL-CIO</u>



Nancy J. Guyott

President

Joe Breedlove

Secretary-Treasurer

COMMON CONSTRUCTION WAGE SCALE

Date:

Monday April 2, 2012

City:

**Crown Point** 

County:

Lake

INDIANA

Project Description and Scope:

Lake Central School Corporation (IDOL 20120177)

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

(X) Heavy/Highway

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

		HOURLY		
CLASSIFICATION		RATE	<u>FRINGES</u>	TOTAL:
	<u>CLASS</u>			
Heat & Frost Insulators and Allied	Workers			
	Skilled	\$43.80	\$23.40	\$67.20
	Semiskilled	\$30.66	\$22.20	\$52.86
	Unskilled	\$21.90	\$22.20	\$44.10
		***	#00 00	#FF 05
Asbestos Abatement	Skilled	\$32.85	\$22.20	\$55.05

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"A STRONG VOICE FOR INDIANA'S WORKING FAMILIES"

Bollermakers	Skilled	\$32.95	\$24.81	\$57.76
	Somiskillod	\$26,36	\$24.81	\$51,17
	Unskilled	\$19.77	\$24.81	\$44.50
Bricklayers	Skillod	\$35.35	\$20.13	\$55.48
	Somiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37,80
04	Malu d	doc or	<b>***</b>	der de
Stone Masons	Skilled	\$35.35	\$20.13	\$55.48
	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37.80
Tile Setters	Skilled	\$35.35	\$20.13	\$55,48
	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37.80
Terrazzo Mechanic	Skilled	\$35.35	\$20.13	\$55.48
	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37.80
Marble Setters	Skilled	\$35.35	\$20.13	\$55.48
	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	<b>\$20.13</b>	\$37.80
Pointer/Cleaner/Caulker	Skilled	\$35.35	\$20.13	Ø55 40
Pointer/Clearler/Catiliker	Semiskilled	\$35.35 \$26.51	\$20.13 \$20.13	\$55.48 \$46.64
	Unskilled	\$17.67	\$20.13 \$20.13	\$40.04 \$37.80
Tile, Marble & Terrazzo Finishers	Skilled	\$26.06	\$10.22	\$36.28
	Semiskilled	\$19.55	\$10.22	\$29.77
	Unskilled	\$13.03	\$10.22	\$23.25
Comenters	Chillad	\$2.4.22	too on	ØE7 60
Carpenters	Skilled Semiskilled	\$34.32 \$29.17	\$23.30 \$23.30	\$57.62 \$52.47
	Unskilled	ф29.17 \$18.88		\$52.47
	Damsho	<i>ф10.00</i>	\$23.30	\$42.18
Carpet Layers	Skilled	\$34.32	\$23.30	<b>\$</b> 57, <b>6</b> 2
	Semiskilled	\$29.17	\$23,30	\$52.47
	Unskilled	\$18.88	\$23.30	\$42.18

	Oldle d	#07 A0	640.70	ee oa
Cement Masons	Skilled	\$37.28	\$18.73	\$56.01
	Semiskilled	\$29.82	\$18.73 \$10.72	\$48.55 \$41.10
	Unskilled	\$22.37	\$18.73	\$41.10
Drywall Installers	Skilled	\$34.32	\$23.30	\$57.62
	Semiskilled	\$29.17	\$23.30	\$52.47
	Unskilled	\$18.88	\$23.30	\$42.18
Electricians	Skilled	\$37.70	\$26.04	\$63.74
	Semiskilled	\$30.16	<i>\$21.36</i>	\$51.52
	Unskilled	\$18.85	\$14.35	\$33.20
Elevator Constructors	Skilled	\$48.56	\$23.84	\$72.40
Lievator Constitutions	Semiskilled	\$38.85	\$23.84	\$62.69
	Unskilled	\$26.71	\$23.84	\$50.55
	Ottorilloa	Ψ20.77	Ψ20.07	<b>9</b> 00.00
Glaziers	Skilled	\$32.27	\$16.80	\$49.07
	Semiskilled	\$22.59	\$16.80	\$39.39
	Unskilled	\$16.14	\$16.80	\$32.94
Iron Workers	Skilled	<b>\$</b> 37.05	\$23.53	\$60.58
	Semiskilled	\$33.35	\$23.53	\$56.88
	Unskilled	\$27.79	\$23.53	\$51.32
Sheeter	Skilled	\$37.25	\$23.53	\$60.78
of the box	Semiskilled	\$33.60	\$23.53	\$57.13
	Unskilled	\$28.04	\$23.53	\$51.57
		·		
Fence Erector	Skilled	\$29.52	\$19.68	\$49,20
	Semiskilled	\$28.42	<b>\$19.68</b>	\$48,10
	Unskilled	\$20.67	\$19.68	\$40.35
Laborers I	Skilled	\$35.78	\$14.55	\$50.33
and the ties of t	Semiskilled	\$35.08	\$14.55	\$49.63
	Unskilled	\$34.28	\$14.55	\$48.83
Laborers II	<b>41747</b> 4424	• • • • • • • • • • • • • • • • • • • •	*	•
	Skilled	\$36.53	\$14.55	\$51.08
	Semiskilled	\$35.83	\$14.55	\$50.38
	Un-Skilled	<b>\$35.03</b>	\$14.55	\$49.58
Laborers II A			, , , , , , , , , , , , , , , , , , ,	mm4 ==
Asbestos Removal	Skilled	\$36.78	\$14.55	\$51.33
	Semiskilled	\$36.08	\$14.55	\$50.63
•	Un-Skilled	\$35.28	\$14.55	\$49.83
Operating Engineers	Skilled	\$39.20	\$23.45	\$62.65
	Semiskilled	\$35.15	\$23,45	\$58.60
	UnSkilled	\$22.55	\$18.90	\$41.45

Operating Engineers	Skillod	\$46.60	\$21.70	\$68.30
Great Lakos Floating Agreement	Somiskillod	\$45.10	\$21.70	\$66.80
	Unskilled	\$40.15	\$21.70	\$61.85
Millwrights	Skillod	\$34,42	ውሳሳ ቀድ	\$57.77
mmwngnts	Somiskilled	\$29.26	\$23.35	*
			\$23.35	\$52.61
	Unskilled	\$18.93	\$23,35	\$42.28
Painters	Skilled	\$33.99	\$20,29	\$54.28
Painter/Vinyl Hanger	Semiskilled	\$23,52	\$10.86	\$34.28
	Unskilled	\$16.82	\$10.27	\$27.09
Painters	Skilled	\$34.79	\$20.29	<b>\$</b> 55.08
Drywall Finisher	Semiskilled	\$24.08	\$10.86	\$34.94
Drywaii i iiisioi	Unskilled	\$17.22	\$10.27	\$27.49
	Orianiiou	Ψ11.ZZ	\$10.21	φ <i>21.</i> 43
Painters	Skilled	\$35.04	\$20.29	\$55.33
Industrial Painter - Spray/Blast	Semiskilled	\$24.26	\$10.86	\$35.12
	Unskilled	\$17.34	\$10.27	\$27.61
Piledrivers	Skilled	\$40.77	\$24.32	\$65.09
, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Semiskilled	\$26.50	\$24.32	\$50.82
	Unskilled	\$16.31	\$24.32	\$40.63
Piledrivers Commercial Divers	Skilled	\$61,15	\$24.32	\$85.47
Than the continue of the conti	Ommou	ψ01.10	Ψ <u>Σ</u> -1, υ <u>Σ</u>	ψ05.47
Pipelitters & Steamlitters	Skilled	\$44.05	\$24,48	\$68.53
	Semiskilled	\$34.36	\$11.46	\$45.82
	Unskilled	\$17.62	\$3.00	\$20.62
Diagtavava	Chilland	#22.40	#4C 7C	# 47 OF
Plasterers	Skilled	\$32.10	\$15.75	\$47.85
	Semiskilled	\$25.68	\$15.75	\$41.43
	Unskilled	\$19.26	\$15.75	\$35,01
Plumbers	Skilled	\$36.70	\$18.67	\$55.37
•	Semiskilled	\$22.02	\$16.46	\$38.48
	Unskilled	\$12.85	\$8.08	\$20.93
Roofers	Skilled	\$34.46	\$18.10	\$52.56
Rooleis	Semiskilled	\$27.57	\$18.10	\$45.67
	Unskilled			
	Uriskilleu	\$17.23	\$13.10	\$30.33
Sheet Metal Workers	Skilled	<b>\$41.35</b>	\$19.16	\$60.51
	Semiskilled	\$24.81	\$16.85	\$41.66
	Unskilled	\$16.54	\$15.73	\$32.27
Sprinkler Fitters	Skilled	\$33.69	<i>\$15.</i> 95	\$49.64
openius intois	Semiskilled	\$23.58	\$15.95	\$39.53
	Unskilled	\$23.56 \$16.85	\$8.35	\$25.20
	OHANIIGU	\$10.00	φ <b>υ.</b> 30	94J.ZU

Skilled	\$28.06	\$7.95	\$36.01
Semiskilled	\$19.64	\$5.56	\$25.20
Unskilled	\$12.63	\$3.58	\$16.21
Skilled	\$32.49	\$17.08	\$49.57
Semiskilled	\$25.99	\$17.08	\$43.07
Unskilled	\$16.25	\$17.08	\$33.33
Skilled	\$37.28	\$19.47	\$56.75
Semiskilled	\$31.78	\$19.47	\$51.25
Unskilled	\$23.28	\$19.47	\$42.75
Skilled	\$29.75	\$20.53	\$50.28
Semiskilled	\$23.80	\$16.70	\$40.50
Unskilled	\$14.88	\$10.99	\$25.87
Skilled	\$32.49	\$17.08	\$49.57
Semiskilled	\$25.99	\$17.08	\$43.07
Unskilled	\$16.25	\$17.08	\$33.33
	Semiskilled Unskilled Skilled Semiskilled Unskilled Semiskilled Unskilled Semiskilled Unskilled Skilled Semiskilled Unskilled	Semiskilled         \$19.64           Unskilled         \$12.63           Skilled         \$32.49           Semiskilled         \$25.99           Unskilled         \$16.25           Skilled         \$37.28           Semiskilled         \$31.76           Unskilled         \$23.28           Skilled         \$29.75           Semiskilled         \$23.80           Unskilled         \$14.88           Skilled         \$32.49           Semiskilled         \$25.99	Semiskilled         \$19.64         \$5.56           Unskilled         \$12.63         \$3.58           Skilled         \$32.49         \$17.08           Semiskilled         \$25.99         \$17.08           Unskilled         \$16.25         \$17.08           Skilled         \$37.28         \$19.47           Semiskilled         \$31.78         \$19.47           Unskilled         \$23.28         \$19.47           Skilled         \$23.28         \$19.47           Skilled         \$23.80         \$16.70           Unskilled         \$14.88         \$10.99           Skilled         \$32.49         \$17.08           Semiskilled         \$25.99         \$17.08

The common construction wage rates listed below are for Heavy/Highway type of construction work

# C. HEAVY HIGHWAY WAGE RATES

		HOURLY RATE	FRINGES	TOTAL:
CLASSIFICATION	01.400	KAIL	<u>I-MINGES</u>	10171
	CLASS			A 17 00
Cement Masons	Skilled	\$33.14	\$13.95	\$47.09
	Semiskilled	\$26.51	<i>\$13.95</i>	\$40.46
	Unskilled	\$19.88	\$13.95	\$33,83
Laborers I	Skilled	\$29.24	\$11.86	\$41.10
	Semiskilled	\$28.74	\$11.86	\$40.60
	Unskilled	\$28.24	\$11.86	\$40.10
Laborers II				
Utility Wage	Skilled	\$30.07	\$11.86	\$41.93
	Semiskilled	\$29.57	\$11.86	\$41.43
	Unskilled	\$29.07	\$11.86	\$40.93
Operating Engineers	Skilled	\$39.20	\$23.45	\$62.65
	Semiskilled	\$35.15	\$23.45	\$58.60
	UnSkilled	\$22.55	\$18.90	\$41.45

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 <u>Unskilled:</u> 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

Vaxpayer/Named by County Legislative

Awarding Agency Representative

ABC Representative

 $\overline{\phantom{a}}$ 

Taxpayer Named by Appointing Agency

Monday April 2, 2012

Date

# Indiana State AFL-CLO



Nancy J. Guyott

President

Joe Breedlove

**COMMON CONSTRUCTION WAGE SCALE** 

Secretary-Treasurer

Date:

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City:

Crown Point

County:

Lake

INDIANA

Project Description and Scope:

Lake Central School Corporation (IDOL 20120177)

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(X) Commercial Building

(X) Heavy/Highway

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

		HOURLY		
<b>CLASSIFICATION</b>		RATE	<b>FRINGES</b>	TOTAL:
	<u>CLASS</u>			
Heat & Frost Insulators and Allied	Workers			
	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	<b>\$55.05</b>

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## "A STRONG VOICE FOR INDIANA'S WORKING FAMILIES"



Boilermakers	Skilled	\$32.95	\$24.81	\$57.76
buner makers	Semiskilled	\$26.36	\$24.81	\$51.17
	Unskilled	\$19,77	\$24.81	\$44.58
	Original or	<b>4.0</b> (1.1	****	•
Dulation	Skilled	\$35.35	\$20.13	\$55.48
Bricklayers	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37.80
	OHSKINGU	\$11.01	φε.σ. / σ	\$07.00
Stone Masons	Skilled	\$35.35	\$20.13	\$55.48
Stone masons	Semiskilled	\$26.51	\$20.13	\$46,64
	Unskilled	\$17.67	\$20.13	\$37.80
	OHSMINO	<b>U</b> .,	<b>\$20.70</b>	•
Tile Setters	Skilled	\$35.35	\$20.13	\$55.48
A the control of the state of t	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37.80
	with the control of t	*****	••••	
Terrazzo Mechanic	Skilled	\$35.35	\$20.13	\$55.48
T GITGELO INCOLONO	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37.80
	G T G T M G G	• • • • • • • • • • • • • • • • • • • •	•	
Marble Setters	Skilled	\$35.35	\$20.13	\$55.48
	Semiskilled	\$26.51	\$20.13	\$46. <b>64</b>
	Unskilled	\$17.67	\$20.13	\$37.80
Pointer/Cleaner/Caulker	Skilled	\$35.35	\$20.13	\$55.48
	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37.80
Tile, Marble & Terrazzo Finishers	Skilled	\$26.06	\$10.22	\$36.28
	Semiskilled	\$19.55	\$10.22	\$29.77
	Unskilled	\$13.03	\$10.22	\$23.25
Carpenters	Skilled	\$34.32	\$23.30	\$57.62
	Semiskilled	\$29.17	\$23,30	\$52.47
	Unskilled	\$18.88	\$23.30	\$42.18
		** . **	400.00	#r** 00
Carpet Layers	Skilled	\$34.32	\$23.30	\$57.62
	Semiskilled	\$29.17	\$23.30	\$52.47 \$42.49
	Unskilled	\$18.88	\$23.30	\$42.18

Coment Masons	Skilled	\$37.28	\$18.73	\$56.01
	Somiskillod	\$29.82	\$18,73	\$48,55
	Unskilled	\$22,37	\$18.73	\$41.10
Drywall Installers	Skilled	\$34.32	\$23.30	\$57,62
•	Somiskillod	\$29.17	\$23.30	\$52,47
	Unskilled	\$18.88	\$23.30	\$42.18
		•		
Electricians	Skilled	\$37.70	\$26.04	\$63.74
	Semiskilled	\$30.16	\$21,36	\$51,52
	Unskilled	\$18.85	\$14.35	\$33,20
		•	•	• • • • • •
Elevator Constructors	Skilled	\$48,56	\$23.84	\$72.40
	Semiskilled	\$38.85	\$23.84	\$62.69
	Unskilled	\$26.71	\$23.84	\$50.55
	_,,_,,,,	4	********	
Glaziers	Skilled	\$32.27	\$16.80	\$49.07
	Semiskilled	\$22.59	\$16.80	\$39.39
	Unskilled	\$16.14	\$16.80	\$32.94
	orionino a	φ. γ. α. γ. τ	\$75.55	40
Iron Workers	Skilled	\$37.05	\$23.53	\$60.58
non roman	Sømiskilled	\$33.35	\$23.53	\$56.88
	Unskilled	\$27.79	\$23.53	\$51.32
	0.10/1.1100	Ψ21	Q2.0.00	<b>\$01.02.</b>
Sheeter	Skilled	\$37.25	\$23.53	\$60.78
Cirottoi	Semiskilled	\$33,60	\$23.53	\$57.13
	Unskilled	\$28.04	\$23.53	\$51,57
	O/IGHINOG	ψ£0,0 1	02.00	ψο τ, σ τ
Fence Erector	Skilled	\$29.52	\$19.68	\$49.20
r Carot aurosco	Semiskilled	\$28,42	\$19.68	\$48.10
	Unskilled	\$20.67	\$19.68	\$40.35
	QH3Km24	Ψ20.07	Ψ75.00	Ψ-10.00
Laborers I	Skilled	\$35.78	\$14.55	\$50.33
Laborers	Semiskilled	\$35.08	\$14.55	\$49.63
	Unskilled	\$34.28	\$14.55	\$48.83
Laborers II	Orionmod	<b>\$37.</b> 20	φ14.00	
Laborers II	Skilled	\$36.53	\$14,55	\$51.08
	Semiskilled	\$35.83	\$14.55	\$50.38
	Un-Skilled	\$35.63 \$35.03	\$14.55 \$14.55	\$49.58
	OIFSKIIIEG	\$35.03	\$14,00	φ <del>49</del> ,50
Laborers II A				
Asbestos Removal	Chillad	¢26.70	#44 EE	¢64.22
Manestos Memovai	Skilled Semiskilled	\$36.78 \$36.08	\$14.55 \$14.55	\$51.33 \$50.63
	Un-Skilled	\$35.28	\$14.55	<i>\$49.8</i> 3
On and the state of the state o	Otellia al	e20.00	#00 4 <i>E</i>	<b>ታ</b> ድስ ድድ
Operating Engineers	Skilled Somialillod	\$39.20 \$35.15	\$23.45 \$22.45	\$62.65 \$52.60
	Semiskilled	\$35.15 ¢22.55	\$23.45 \$49.00	\$58.60 \$44.45
	UnSkilled	\$22.55	\$18.90	\$41.45

				.3	
	Operating Engineers	Skilled	\$46.60	\$21.70	\$68.30
	Great Lakes Floating Agreement	Semiskilled	\$45.10	\$21.70	\$66.80
	arear canes routing regression.	Unskilled	\$40.15	\$21.70	\$61.85
			MO 4 40	#00 OF	, ,
	Millwrìghts	Skilled	\$34.42	\$23.35	\$57.77 #50.64
		Semiskilled	\$29.26	\$23.35	\$52.61
		Unskilled	<i>\$18.93</i>	\$23,35	\$42.28
	Painters	Skilled	\$33.99	\$20.29	<i>\$54.28</i>
	Painter/Vinyl Hanger	Semiskilled	\$23.52	\$10.86	\$34.28
	•	Unskilled	\$16.82	\$10.27	\$27.09
	Marinda un	Skilled	\$34.79	\$20.29	\$55. <i>0</i> 8
	Painters		\$24.08	\$10.86	\$34.94
	Drywall Finisher	Semiskilled Unatrilled	=	\$10.88 \$10.27	\$27.49
		Unskilled	\$17.22	\$10.27	\$21.49
	Painters	Skilled	\$35.04	\$20.29	<b>\$55.33</b>
	Industrial Painter - Spray/Blast	Semiskilled	\$24.26	\$10.86	<b>\$35.12</b>
		Unskilled	\$17.34	\$10.27	\$27.61
	Piledrivers	Skilled	\$40.77	\$24.32	\$65.09
	A RATURAN AND THE THE	Semiskilled	\$26.50	\$24.32	\$50.82
		Unskilled	\$16.31	\$24.32	\$40.63
	Piledrivers Commercial Divers	Skilled	\$61.15	\$24.32	\$85.47
		<b></b>	244.05	<i>004.40</i>	too so
	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	\$32.10	\$15.75	\$47.85
•		Semiskilled	\$25.68	\$15.75	\$41.43
		Unskilled	\$19.26	<i>\$15.75</i>	\$35.01
	Plumbers	Skilled	\$36.70	\$18.67	<b>\$</b> 55.37
	, minocia	Semiskilled	\$22.02	\$16.46	\$38.48
		Unskilled	\$12.85	\$8.08	\$20.93
		Olitta -1	#0# #P	\$18.10	<b>\$52.56</b>
	Roofers	Skilled	\$34.46	\$18.10	\$45.67
		Semiskilled	\$27.57	\$18.10 \$13.10	\$45.67 \$30.33
		Unskilled	\$17.23	φ13.10	φυ <b>σ.υυ</b>
	· · · · · · · · · · · · · · · · · · ·			240.40	\$60.51
	Sheet Metal Workers	Skilled	\$41.35	\$19.16	
	Sheet Metal Workers	Skilled Semiskilled	\$41.35 \$24.81	\$19.16 \$16.85	\$41.66
	Sheet Metal Workers				
		Semiskilled Unskilled	\$24.81 \$16.54	\$16.85 \$15.73	\$41.66 \$32.27
	Sheet Metal Workers Sprinkler Fitters	Semiskilled	\$24.81	<i>\$16.85</i>	\$41.66

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Stagecraft Workers	Skillod	\$28.06	\$7.95	\$36.01
	Semiskilled	\$19.64	\$5.56	\$25.20
	Unskillad	\$12.63	<b>\$3.58</b>	\$16.21
Toamstors	Skilled	\$32.49	\$17.08	\$49.57
	Somiskilled	\$25.99	\$17.08	\$43.07
	Unskilled	\$16.25	\$17.08	\$33,33
Technical Engineers	Skillod	\$37.28	\$19,47	\$56.75
	Semiskilled	\$31.78	\$19.47	\$51.25
	Unskilled	\$23.28	\$19.47	\$42,75
Telecommunications	Skilled	\$29.75	\$20.53	\$50.28
	Semiskilled	\$23.80	\$16.70	\$40.50
	Unskilled	\$14.88	\$10,99	\$25.87
Truck Mechanics	Skillød	\$32.49	\$17.08	\$49.57
	Semiskilled	\$25.99	\$17.08	\$43.07
	Unskilled	\$16.25	\$17.08	\$33.33

The common construction wage rates listed below are for Heavy/Highway type of construction work

## C. HEAVY HIGHWAY WAGE RATES

		HOURLY		
<u>CLASSIFICATION</u>		RATE	<b>FRINGES</b>	TOTAL:
	<u>CLASS</u>			
Cement Masons	Skilled	\$33.14	<i>\$13.95</i>	\$47.09
	Semiskilled	\$26.51	\$13.95	\$40.46
	Unskilled	\$19.88	\$13.95	\$33.83
Laborers I	Skilled	\$29.24	\$11.86	\$41.10
	Semiskilled	\$28.74	\$11.86	\$40.60
	Unskilled	\$28.24	\$11.86	\$40.10
Laborers II				
Utility Wage	Skilled	\$30.07	\$11.86	\$41.93
	Semiskilled	\$29.57	\$11.86	\$41.43
	Unskilled	\$29.07	\$11.86	\$40.93
Operating Engineers	Skilled	\$39.20	\$23.45	\$62.65
•	Semiskilled	\$35.15	\$23.45	\$58.60
	UnSkilled	\$22.55	\$18.90	\$41.45

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 <a href="Unskilled:">Unskilled:</a> 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.

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Indiana State AFL-CIO Representative

Awarding Agency Representative

ÁBC Representative

Taxpayer Named by Appointing Agency

Monday April 2, 2012 Date

Taxoayer Mamed by County Legislative