# AFL-CIO

## **COMMON CONSTRUCTION WAGE SCALE**

Date:

Monday August 1, 2011

City:

**Crown Point** 

County:

Lake

**INDIANA** 

**Project Description and Scope:** 

Indiana Department of Administr

1. General Construction Projects;

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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**

		HOURLY		
CLASSIFICATION		<u>RATE</u>	<u>FRINGES</u>	TOTAL:
	CLASS			
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	01-111-1	#00 OF	<b>#</b> 00.00	<b>A</b> FF <b>A</b> F
ASDESIOS ADALEMENT	Skilled	\$32.85	\$22.20	\$55.05

Boilermakers	Skilled Semiskilled Unskilled	\$33.43 \$26.74 \$20.06	\$22.48 \$22.48 \$22.48	\$55.91 \$49.22 \$42.54
Bricklayers	Skilled Semiskilled	\$35.35 \$26.51	\$19.38 \$19.38	\$54.73 \$45.89
,	Unskilled	\$17.67	\$19.38	\$37.05
Stone Masons	Skilled	\$35.35	\$19.38	<i>\$54.73</i>
Ctorio madorio	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Tile Setters	Skilled	\$35.35	\$19.38	\$54.73
The delicit	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
<b>-</b>	04.71	40 F 0 F	0.40.00	
Terrazzo Mechanic	Skilled Semiskilled	\$35.35 \$26.51	\$19.38 \$19.38	\$54.73 \$45.89
	Unskilled	\$20.57 \$17.67	\$19.38	\$45.69 \$37.05
	0.101.1100	ψ//·	<b>\$70.00</b>	φσσσ
Marble Setters	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Pointer/Cleaner/Caulker	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Tile, Marble & Terrazzo Finishers	Skilled	\$26.06	\$10.22	\$36.28
The, marble a Terrallo i misriers	Semiskilled	\$19.55	\$10.22 \$10.22	\$29.77
	Unskilled	\$13.03	\$10.22	\$23.25
Carpenters	Skilled	\$34.32	\$23.30	\$57.62
Carpenters	Semiskilled	\$29.17	\$23.30 \$23.30	\$57.02 \$52.47
	Unskilled	\$18.88	\$23.30	\$42.18
On mark I area ===	OLW 1	<b>00400</b>	#00.00	A
Carpet Layers	Skilled Semiskilled	\$34.32 \$29.17	\$23.30 \$23.30	\$57.62 \$52.47
	Unskilled	\$18.88	\$23.30	\$42.18
		400 4 :	440.05	<b></b>
Cement Masons	Skilled Semiskilled	\$33.14 \$26.51	\$13.95 \$13.95	\$47.09 \$40.46
	SETTISKIITEU	φ20.31	φ13.33	\$40.46

	Unskilled	\$19.88	\$13.95	\$33.83
		•		
Drywall Installers	Skilled Semiskilled	\$34.32 \$29.17	\$23.30 \$23.30	\$57.62 \$52.47
·	Unskilled	\$18.88	\$23.30	\$42.18
Electricians	Skilled	\$37.70	\$26.04	\$63.74
	Semiskilled Unskilled	\$30.16 \$18.85	\$21.36 \$14.35	\$51.52 \$33.20
Elevator Constructors	Skilled Semiskilled	\$47.41 \$37.93	\$21.99 \$21.99	\$69.40 \$59.92
	Unskilled	\$26.08	\$21.99 \$21.99	\$48.07
Glaziers	Skilled	\$32.27	\$16.80	\$49.07
	Semiskilled Unskilled	\$22.59 \$16.14	\$16.80 \$16.80	\$39.39 \$32.94
				•
Iron Workers	Skilled Semiskilled	\$37.05 \$33.35	\$23.53 \$23.53	\$60.58 \$56.88
	Unskilled	\$27.79	\$23.53	\$51.32
Sheeter	Skilled	\$37.25	\$23.53	\$60.78
	Semiskilled Unskilled	\$33.60 \$28.04	\$23.53 \$23.53	\$57.13 \$51.57
Fence Erector	Skilled	\$29.52	\$19.68	\$49.20
, one zrocor	Semiskilled	\$28.42	\$19.68	\$48.10
	Unskilled	\$20.67	\$19.68	\$40.35
Laborers I	Skilled	\$28.74	\$11.21	\$39.95
	Semiskilled Unskilled	\$28.74 \$27.74	\$11.21 \$11.21	\$39.95 \$38.95
Laborers II	Skillo d	<i>ቀ</i> ሳስ ድን	\$44.04	640.70
Utility Wage	Skilled Semiskilled	\$29.57 \$29.07	\$11.21 \$11.21	\$40.78 \$40.28
	Unskilled	\$28.57	\$11.21	\$39.78

Operating Engineers	Skilled	\$39.20	\$21.95	\$61.15
	Semiskilled	\$35.15	\$21.95	\$57.10
	UnSkilled	\$22.55	\$17.40	\$39.95
Operating Engineers	Skilled	\$46.40	\$19.70	\$66.10
Great Lakes Floating Agreement	Semiskilled	\$44.90	\$19.70	\$64.60
	Unskilled	\$33.25	\$19.70	\$52.95
Millwrights	Skilled	\$34.42	\$23.35	\$57.77
	Semiskilled	\$29.26	\$23.35	\$52.61
	Unskilled	\$18.93	\$23.35	\$42.28
Dainta'ra	Chillad	¢25 04	\$20.20	<b>0</b> 55 33
Painters	Skilled	\$35.04	\$20.29	\$55.33 \$35.12
Industrial Painter - Spray/Blast	Semiskilled Unskilled	\$24.26 \$17.34	\$10.86 \$10.27	•
	Uliskillea	\$17.34	\$10.21	\$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
Pipefitters & Steamfitters	Skilled	\$44.05	\$24.48	\$68.53
	Semiskilled	<i>\$34.36</i>	\$11.46	\$45.82
	Unskilled	\$17.62	\$3.00	\$20.62
Diagtayaya	Skilled	\$32.10	01E 7E	# A 7 OF
Plasterers	Semiskilled	\$32.10 \$25.68	\$15.75 \$15.75	\$47.85 \$41.43
	Unskilled	\$20.06 \$19.26	\$15.75 \$15.75	\$35.01
Plumbers	Skilled	\$36.15	\$17.44	\$53.59
	Semiskilled	\$21.69	\$15.46	\$37.15
	Unskilled	\$12.65	\$7.98	\$20.63
	61 W	001.10	040.40	ă mo mo
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	Skilled	\$39.38	\$18.03	\$57. <i>4</i> 1
C. OC MOIGH FORMOR	Semiskilled	\$23.63	\$15.84	\$39.47
	Unskilled	\$15.75	\$14.81	\$30.56
Sprinkler Fitters	Skilled	\$48.45	\$18.48	\$66.93

	Semiskilled	\$31.25	\$18.48	\$49.73
	Unskilled	\$21.40	\$9.68	\$31.08
Stagecraft Workers	Skilled	\$28.06	\$7.95	\$36.01
	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	\$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	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.

**<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

med by County Legislative

Awarding Agency Representative

**ABC** Representative

Monday August 1, 2011

Date

#### AFL-CIO

### COMMON CONSTRUCTION WAGE SCALE

Date:

Monday August 1, 2011

City:

**Crown Point** 

County:

<u>Lake</u>

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**Project Description and Scope:** 

Indiana Department of Administration: TRANS 75

1. General Construction Projects;

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## A. TYPE OF CONSTRUCTION

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(X) Commercial Building

( ) Heavy/Highway

## **B. WAGE RATES**

		HOURLY		
CLASSIFICATION	CLASS	RATE	<u>FRINGES</u>	<u>TOTAL:</u>
Heat & Frost Insulators and Allied	l 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	\$55.05
Boilermakers	Skilled	\$33.43	\$22.48	\$55.91
	Semiskilled	\$26.74	<i>\$22.48</i>	\$49.22
	Unskilled	\$20.06	\$22.48	\$42.54
Bricklayers	Skilled	\$35.35	\$19.38	\$54.73
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	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Stone Masons	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Tile Setters	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Terrazzo Mechanic	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Marble Setters	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Pointer/Cleaner/Caulker	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
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
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	\$37.28	\$18.73	\$56.01
	Semiskilled	\$29.82	\$18.73	\$48.55
	Unskilled	\$22.37	\$18.73	\$41.10
Drywali instaliers	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	\$21.36	\$51.52
		Unskilled	\$18.85	\$14.35	\$33.20
		Oriskinea	Ψ70.00	<i>\$74.00</i>	ψ00.20
	Elevator Constructors	Skilled	\$47.41	\$21.99	\$69.40
	Lievator Constructors	Semiskilled	\$37.93	\$21.99	\$59.92
•		Unskilled	\$26.08	\$21.99	\$48.07
		Oliskiilea	φ2.0.00	Ψ21.99	\$ <del>-10.07</del>
	Glaziers	Skilled	\$32.27	\$16.80	\$49.07
		Semiskilled	\$22.59	\$16.80	\$39.39
		Unskilled	\$16.14	\$16.80	\$32.9 <i>4</i>
		Onskilled	φ10.14	<b>\$70.00</b>	ψ02.04
	Iron Workers	Skilled	\$37.05	\$23.53	\$60.58
		Semiskilled	\$33.35	\$23.53	\$56.88
		Unskilled	\$27.79	\$23.53	\$51.32
		<i>3.7.67.11.70</i>	<b>V2</b>	<b>7</b>	<b>40</b> //012
	Sheeter	Skilled	\$37.25	\$23.53	\$60.78
		Semiskilled	\$33.60	\$23.53	\$57.13
		Unskilled	\$28.04	\$23.53	\$51.57
		2	<b>2</b>	,	
	Fence Erector	Skilled	\$29.52	\$19.68	\$49.20
		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
		Unskilled	\$34.28	\$14.55	\$48.83
	Laborers II	Skilled	\$36.53	\$14.55	\$51.08
		Semiskilled	\$35.83	\$14.55	\$50.38
		Unskilled	\$35.03	\$14.55	\$49.58
	Laborers II A				
	Asbestos Removal	Skilled	\$36.78	\$14.55	\$51.33
		Semiskilled	\$36.08	<i>\$14.55</i>	<i>\$50.63</i>
		Unskilled	\$35.28	\$14.55	\$49.83
		_,	<b>45.1.1</b> -		<b>-</b>
	Millwrights	Skilled	\$34.42	\$23.35	\$57.77
		Semiskilled	\$29.26	\$23.35	\$52.61
		Unskilled	\$18.93	\$23.35	\$42.28

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Skillad	\$39.20	\$22.18	\$61.38	
	•	•	•	
Unskillea	\$19.70	\$19.00	φ36.76	
Skilled	\$46.40	\$19 70	\$66.10	
	•	•		
Unskilled	\$33.25	\$19.70	\$52.95	
Skilled	\$33.99	\$20.29	\$54.28	
Semiskilled	\$23.52	\$10.86	<i>\$34.28</i>	
Unskilled	\$16.82	\$10.27	\$27.09	
0.24	00470	¢00.00	ΦΕΕ <u>Λ</u> Ω	
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Unskilled	\$17.22	\$10.27	\$27.49	
Skilled	\$35.04	\$20.29	\$55.33	
		· ·		
	-	· · · · · · · · · · · · · · · · · · ·		
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Skilled	\$40.77	\$24.32	\$65.09	
Semiskilled	\$26.50			
Unskilled	\$16.31	\$24.32		
Skilled	\$61.15	\$24.32	\$85.47	
Skilled	\$44.05	\$24.48	\$68.53	
Unskilled	\$17.62	\$3.00	\$20.62	
	400.40	A 4 PT 1078 PT	0.47.05	
Unskilled	\$19.26	\$75.75	\$35.01	
Skilled	\$36.15	\$17.44	\$53.59	
Semiskilled		\$15.46	\$37.15	
Unskilled	\$12.65	\$7.98	\$20.63	
Skillod	¢21 16	¢18 10	\$52 58	
	\$34.46 \$27.57	\$18.10 \$18.10	\$45.67	
	3// 5/	Φ10, IU	φ <del>4</del> 0.07	
Semiskilled			¢3U 33	
Semiskilled Unskilled	\$17.23	\$13.10	\$30.33	
	Skilled Semiskilled Unskilled Skilled Semiskilled Unskilled Semiskilled Unskilled Semiskilled Unskilled Semiskilled Unskilled Skilled Semiskilled Unskilled Skilled Semiskilled Unskilled Skilled Semiskilled Unskilled	Semiskilled       \$33.35         Unskilled       \$19.70         Skilled       \$46.40         Semiskilled       \$44.90         Unskilled       \$33.25         Skilled       \$33.99         Semiskilled       \$23.52         Unskilled       \$16.82         Skilled       \$34.79         Semiskilled       \$24.08         Unskilled       \$17.22         Skilled       \$24.26         Unskilled       \$17.34         Skilled       \$40.77         Semiskilled       \$26.50         Unskilled       \$16.31         Skilled       \$61.15         Skilled       \$34.36         Unskilled       \$17.62         Skilled       \$32.10         Semiskilled       \$25.68         Unskilled       \$19.26         Skilled       \$36.15         Semiskilled       \$21.69         Unskilled       \$12.65	Semiskilled       \$33.35       \$22.18         Unskilled       \$19.70       \$19.08         Skilled       \$46.40       \$19.70         Semiskilled       \$44.90       \$19.70         Unskilled       \$33.25       \$19.70         Skilled       \$33.99       \$20.29         Semiskilled       \$23.52       \$10.86         Unskilled       \$16.82       \$10.27         Skilled       \$34.79       \$20.29         Semiskilled       \$24.08       \$10.86         Unskilled       \$17.22       \$10.27         Skilled       \$35.04       \$20.29         Semiskilled       \$24.26       \$10.86         Unskilled       \$17.34       \$10.27         Skilled       \$40.77       \$24.32         Semiskilled       \$26.50       \$24.32         Unskilled       \$16.31       \$24.32         Skilled       \$61.15       \$24.32         Skilled       \$34.36       \$11.46         Unskilled       \$17.62       \$3.00         Skilled       \$32.10       \$15.75         Semiskilled       \$25.68       \$15.75         Unskilled       \$15.75         Unskilled	Semiskilled         \$33.35         \$22.18         \$55.53           Unskilled         \$19.70         \$19.08         \$38.78           Skilled         \$46.40         \$19.70         \$66.10           Semiskilled         \$44.90         \$19.70         \$64.60           Unskilled         \$33.25         \$19.70         \$52.95           Skilled         \$33.99         \$20.29         \$54.28           Semiskilled         \$23.52         \$10.86         \$34.28           Unskilled         \$16.82         \$10.27         \$27.09           Skilled         \$34.79         \$20.29         \$55.08           Semiskilled         \$24.08         \$10.86         \$34.94           Unskilled         \$17.22         \$10.27         \$27.49           Skilled         \$35.04         \$20.29         \$55.33           Semiskilled         \$24.08         \$10.86         \$35.12           Unskilled         \$17.34         \$10.27         \$27.49           Skilled         \$35.04         \$20.29         \$55.33           Semiskilled         \$24.26         \$10.86         \$35.12           Unskilled         \$16.31         \$24.32         \$65.09           Semiskilled

	Semiskilled Unskilled	\$23.63 \$15.75	\$15.84 \$14.81	\$39.47 \$30.56
Sprinkler Fitters	Skilled Semiskilled	\$48.45 \$31.25	\$18.48 \$18.48	\$66.93 \$49.73
	Unskilled	\$21.40	\$9.68	\$31.08
Stagecraft Workers	Skilled	\$28.06	\$7.95	\$36.01
	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	\$56.75
recillical Eliginicers	Semiskilled	\$31.78	\$19.47	\$51.25
	Unskilled	\$23.28	\$19.47	\$42.75
Telecommunications	Skilled	\$29.75	\$2 <b>0</b> .53	\$50.28
, 0,000,,,,,	Semiskilled	\$23.80	\$16.70	\$40.50
,	Unskilled	\$14.88	\$10.99	\$25.87
Warrate Marchanian	Skilled	\$32.49	\$17.08	\$49.57
Truck Mechanics	Skilled Semiskilled	\$32.49 \$25.99	\$17.08 \$17.08	\$43.07
	Unskilled	\$25.33 \$16.25	\$17.08	\$33.33
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### 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

ver Named by County Legislative

Áwarding Agency Representative

**ABC** Representative

Monday August 1, 2011

Date