COMMON CONSTRUCTION WAGE SCALE

Date: October 13, 2011

2011 2233

City: Lafayette

County: Tippecanoe

Project Description and Scope:

TIPPECANOE SCHOOL CORPORATION

FOR ALL PROJECTS FROM OCTOBER 13, 2011

THRU JANUARY 13, 2017 2012

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

scale to apply on the above referenced project.

HEAVY/HIGHWAY	Class	Hourly Rate	Fringes	Total:
Classification	Class	HUGHLY NACE	r, ringes	Į VEALA
Ashestos Workers/	at the t	\$32.34	\$14.69	\$47.03
Mechanical Insulators	Skilled		\$8.37	\$27:14
	Semiskilled	\$18.77	\$8.10	\$21.81
	Unskilled	\$13.71	\$6.10	521.01
sbestos Workers/				
Asbestos Abatement	Skilled	N/A	N/A	\$0.00
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
oilermakers	Skilled	\$33.43	\$22.48	\$55.91
	Semiskilled	\$26.74	\$22.48	\$49.22
	Unskilled	\$20.06	\$22.48	\$42.54
	Ullskilled	520.00	(J22.40	W 12.51
ricklayers				
•	Skilled	\$27.00	\$13.32	\$40.32
	Semiskilled	\$20.25	\$13.32	\$33.57
	Unskilled	\$13.50	\$13.32	\$26.82
la ven américa				
Carpenters	Skilled	\$25.59	\$14.10	\$39.69
	Semiskilled	\$23.03	\$14.10	\$37.13
	Unskilled	\$15.35	\$14.10	\$29.45
	~ 1101414		•	
ement Masons	OF THE T	₽ 0.4 0 .5	\$12.98	\$37.93
	Skilled	\$24.95 \$10.06	\$12.98	\$37.93 \$32.94
	Semiskilled	\$19.96		\$27.95
	Unskilled	\$14.97	\$12.98	\$21.73

Drywall Finishers				
	Skilled	\$23.05	\$10.97	\$34.02
	Semiskilled	\$16.14	\$10.97	\$27.11
	Unskilled	\$11.53	\$10.97	\$22.50
Drywall Installers				000.00
	Skilled	\$25.59	\$14.10	\$39.69
,	Semiskilled	\$23.03	\$14.10	\$37.13
	Unskilled	\$15.35	\$14.10	\$29.45
Electricians	a	man na	#12 D1	©44 64
	Skilled	\$30.83	\$13.81	\$44.64 \$31.94
	Semiskilled Unskilled	\$18.50 \$12.33	\$13.44 \$6.72	\$19.05
_				
Elevator Constructors	Skilled	\$40.530	\$25.230	\$65.76
	Semiskilled	\$28.37	\$23.69	\$52.06
	Unskilled	\$22.29	\$23.32	\$45.61
Glaziers				
	Skilled	\$25.86	\$ 11.45	\$37.31
	Semiskilled	\$18.11	\$9.94	\$28.05
	Unskilled	\$12.93	\$8.93	\$21.86
Iron Workers				***
	Skilled	\$27.90	\$18.76	\$46.66
	Semiskilled	\$22.32	\$18.76	\$41.08
	Unskilled	\$16.74	\$18.76	\$35.50
Laborers	Skilled	\$23.62	\$11.21	\$34.83
	Semiskilled	\$23.12	\$11.21	\$34.33
	Unskilled	\$22.62	\$11.21	\$33.83
Mechanical Insulators	C1 '11 1	022 24	¢1460	\$47.03
•	Skilled	\$32.34	\$14.69 \$8.37	\$27.14
	Semiskilled Unskilled	\$18.77 \$13.71	\$8.10	\$21.81
B #711				
Millwrights	Skilled	\$26.01	\$15.81	\$41.82
	Semiskilled	\$23.41	\$15.81	\$39.22
	Unskilled	\$15.61	\$15.81	\$31.42
Operating Engineers				***
· - ·	Skilled	\$29.70	\$13.91	\$43.61
	Semiskilled		\$13.91	\$40.64
	Unskilled	\$22.28	\$13.91	\$36.19

Painters/Brush/Roll				
L'Attitet 2/31 d'auvroit	Skilled	\$23.00	\$10.97	\$33.97
	Semiskilled	\$16.10	\$10.97	\$27.07
	Unskilled	\$11.50	\$10.97	\$22.47
Painters/Spray/Sandbla	ıst			
	Skilled	\$24.00	\$10.97	\$34.97
	Semiskilled	\$16.80	\$10.97	\$27.77
	Unskilled	\$12.00	\$10.97	\$22.97
Pipefitters & Steamfitte		el 2 4 4 7	®12.60	¢49 37
	Skilled	\$34.67	\$13.60 \$13.60	\$48.27 \$34.40
	Semiskilled	\$20.80	\$6.05	\$23.39
	Unskilled	\$17.34	.00.03	<i>323.39</i>
Plasters	er ir i	POC 61	\$12.98	\$38.59
	Skilled	\$25.61 \$20.49	\$12.98 \$12.98	\$33.47
,	Semiskilled Unskilled	\$15.37	\$12.98	\$28.35
	Ottaktitled	() () () () () () () () () () () () () (, , , , , , , , , , , , , , , , , , , ,	w.o.55
Plumbers	Skilled	\$34.67	\$13.60	\$48.27
	Semiskilled	\$20.80	\$13.60	\$34.40
	Unskilled	\$17.34	\$6.05	\$23.39
Pointer/Caulker/Clean	ers			
Z Office of Children of Children	Skilled	\$27.00	\$13.32	\$40.32
	Semiskilled	\$20.25	\$13.32	\$33.57
	Unskilled	\$13.50	\$13.32	\$26.82
Roofers				
	Skilled	\$24.33	\$10.01	\$34.34
	Semiskilled		\$7.41	\$24.44
	Unskilled	\$12.17	\$2.60	\$14.77
Sheet Metal Workers				
Sheef Metal Mathers	Skilled	\$31.01	\$18.84	\$49.85
	Semiskilled		\$15.21	\$35.37
	Unskilled	\$15.51	\$13.42	\$28.93
Sound and Communic	ation			
Workers			** **	dia non est
	Skilled	\$25.51	\$9.93	\$35.44
	Semiskilled		\$9.62	\$24.93
	Unskilled	\$12.76	\$5.63	\$18.39

Skilled \$33.69	Sprinkler Fitters				ab 40 40
Stone Masons	~ •	Skilled	•	\$16.00	\$49.69
Skilled S27.00 S13.32 S40.32 Semiskilled S20.25 S13.32 S33.57 Unskilled S13.50 S13.32 S26.82		Semiskilled	\$21.90		· ·
Skilled \$27.00		Unskilled	\$16.85	\$8.10	\$24.95
Semiskilled \$20.25 \$13.32 \$33.57 Unskilled \$13.50 \$13.32 \$26.82 Teamsters	Stone Masons				040.22
Unskilled \$13.50 \$13.32 \$26.82 Teamsters		Skilled			
Teamsters		Semiskilled		•	
Technical Engineers		Unskilled	\$13.50	\$13.32	\$26.82
Semiskilled N/A N/	Teamsters	Skilled	\$26.11		
Technical Engineers Skilled \$25.59		Semiskilled	N/A	N/A	
Skilled \$25.59 \$14.10 \$39.69		Unskilled	N/A	N/A	N/A
Skilled \$25.59 \$14.10 \$39.69	Technical Engineers				
Unskilled N/A	••	Skilled	\$25.59	***	
Tile & Marble Setters Skilled \$28.90 \$9.56 \$38.46 Semiskilled \$26.01 \$9.56 \$35.57 Unskilled \$13.00 \$9.56 \$22.56 Terrazzo Workers Skilled \$29.50 \$9.66 \$39.16 Semiskilled \$26.55 \$9.66 \$36.21 Unskilled \$13.28 \$9.66 \$22.94 Terrazzo Helpers/Finishers Skilled \$18.92 \$5.84 \$24.76 Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$12.29 \$5.86 \$25.66 Semiskilled \$19.80 \$5.86 \$23.81		Semiskilled	N/A		
Skilled \$28.90 \$9.56 \$38.46 Semiskilled \$26.01 \$9.56 \$35.57 Unskilled \$13.00 \$9.56 \$22.56 Terrazzo Workers Skilled \$29.50 \$9.66 \$39.16 Semiskilled \$26.55 \$9.66 \$36.21 Unskilled \$13.28 \$9.66 \$22.94 Terrazzo Helpers/Finishers Skilled \$18.92 \$5.84 \$24.76 Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81		Unskilled	N/A	,N/A	N/A
Semiskilled \$26.01 \$9.56 \$35.57 Unskilled \$13.00 \$9.56 \$22.56 Terrazzo Workers	Tile & Marble Setters				***
Unskilled \$13.00 \$9.56 \$22.56 Terrazzo Workers Skilled \$29.50 \$9.66 \$39.16 Semiskilled \$26.55 \$9.66 \$36.21 Unskilled \$13.28 \$9.66 \$22.94 Terrazzo Helpers/Finishers Skilled \$18.92 \$5.84 \$24.76 Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81		Skilled			
Terrazzo Workers Skilled \$29.50 \$9.66 \$39.16 Semiskilled \$26.55 \$9.66 \$36.21 Unskilled \$13.28 \$9.66 \$22.94 Terrazzo Helpers/Finishers Skilled \$18.92 \$5.84 \$24.76 Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81		Semiskilled			
Skilled \$29.50 \$9.66 \$39.16 Semiskilled \$26.55 \$9.66 \$36.21 Unskilled \$13.28 \$9.66 \$22.94 Terrazzo Helpers/Finishers Skilled \$18.92 \$5.84 \$24.76 Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81		Unskilled	\$13.00	\$9.56	\$22.56
Semiskilled \$26.55 \$9.66 \$36.21 Unskilled \$13.28 \$9.66 \$22.94 Terrazzo Helpers/Finishers Skilled \$18.92 \$5.84 \$24.76 \$5.84 \$22.06 Unskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 \$23.81	Terrazzo Workers				000.44
Unskilled \$13.28 \$9.66 \$22.94 Terrazzo Helpers/Finishers Skilled \$18.92 \$5.84 \$24.76 Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81		=			
Terrazzo Helpers/Finishers Skilled \$18.92 \$5.84 \$24.76 Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81					
Skilled \$18.92 \$5.84 \$24.76 Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81		Unskilled	\$13.28	\$9.66	\$22.94
Semiskilled \$16.22 \$5.84 \$22.06 Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81	Terrazzo Helpers/Fini	ishers			
Unskilled \$12.29 \$5.84 \$18.13 Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81	-	Skilled			
Tile & Marble Helper/Finishers Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81		Semiskilled	\$16.22		
Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81		Unskilled	\$12.29	\$5.84	\$18.13
Skilled \$19.80 \$5.86 \$25.66 Semiskilled \$17.95 \$5.86 \$23.81	mus o Mantha Walnes	(Finishers			
Semiskilled \$17.95 \$5.86 \$23.81	THE & MARINE Treffer		\$19.80	\$5.86	\$25,66
Dollator and the second					
CALCULATION OF THE PROPERTY OF					

[Add classifications as required by the project]

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 months 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	2) 11
Governor's Representative	Taxpayer Named by Appointing Agency
Eleanor Menterick Taxpayer Named by County Legislative Body	<u>10/13/2011</u> Date

Formal updated 6/06/2006

COMMON CONSTRUCTION WAGE SCALE

Date: October 13, 2011

City: LAFAYETTE

County: TIPPECANOE

Project Description and Scope:

TIPPECANOE COUNTY SCHOOL CORPORATION FOR ALL PROJECTS FROM OCTOBER 13, 2011

THRU JANUARY 13, 2017 2012

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 scale to apply on the above referenced project.

COMMERCIAL BUILDING

Classification	Class	Hourly Rate	Fringes	Total:
Asbestos Workers/				
Mechanical Insulators	Skilled	\$32.34	\$14.69	\$47.03
	Semiskilled	\$18.77	\$8.37	\$27.14
	Unskilled	\$13.71	\$8.10	\$21.81
Ashestos Workers/				
Asbestos Abatement	Skilled	\$22.03	\$10.80	\$32.83
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Boilermakers				
	Skilled	\$33.43	\$22.48	\$55.91
	Semiskilled	\$26.74	\$22.48	\$49.22
	Unskilled	\$20.06	\$22.48	\$42.54
Bricklayers				
·	Skilled	\$27.00	\$13.32	\$40.32
	Scmiskilled	\$20.25	\$13.32	\$33.57
	Unskilled	\$13.50	\$13.32	\$26.82
Carpenters				
*	Skilled	\$25.78	\$15.59	\$41.37
•	Semiskilled	\$23.20	\$15.59	\$38.79
	Unskilled	\$15.47	\$15.59	\$31.06
Carpet Layers				
* *	Skilled	\$25.78	\$15.59	\$41.37
	Semiskilled	\$23.20	\$15.59	\$38.79
	Unskilled	\$15.47	\$15.59	\$31.06

Cement Masons				
	Skilled	\$24.95	\$12.98	\$37.93
	Semiskilled	\$19.96	\$12.98	\$32.94
	Unskilled	\$14.97	\$12.98	\$27.95
Drywall Finishers				
Di Amail Liftiguera	Skilled	\$23.05	\$10.97	\$34.02
	Semiskilled	\$16.14	\$10.97	\$27.11
	Unskilled	\$11.53	\$10.97	\$22.50
Drywall Installers				
Drywan mstancis	Skilled	\$25.78	\$15.59	\$41.37
	Semiskilled	\$23.20	\$15.59	\$38.79
	Unskilled	\$15.47	\$15.59	\$31.06
Electricians	at it 1	020.02	\$13.81	\$44.64
	Skilled	\$30.83 \$18.50	\$13.44	\$31.94
	Semiskilled Unskilled	\$12.33	\$6.72	\$19.05
Elevator Constructors				*****
	Skilled	\$40.530	\$25.230	\$65.76
	Scmiskilled	\$28.37	\$23.69	\$52.06
	Unskilled	\$22.29	\$23.32	\$45.61
Glaziers	Skilled	\$25.86	\$11.45	\$37.31
	Semiskilled	\$18.11	\$9.94	\$28.05
	Unskilled	\$12.93	\$8.93	\$21.86
Iron Workers			*10 mc	5) 4 6 6 6
	Skilled	\$27.90	\$18.76	\$46.66
	Semiskilled Unskilled	\$22.32 \$16.74	\$18.76 \$18.76	\$41.08 \$35.50
Laborers	Skilled	\$22.28	\$11.20	\$33.48
13217(71 01 (7	Semiskilled	\$22.03	\$11.20	\$33.23
	Unskilled	\$21.28	\$11.20	\$32.48
Mechanical Insulators	cu.:ii.~ 4	\$32.34	\$14.69	\$47.03
	Skilled Semiskilled	\$32.34 \$18.77	\$8.37	\$27.14
	Unskilled	\$13.71	\$8.10	\$21.81

Millwrights				
Indiana a Peren	Skilled	\$26.01	\$15.81	\$41.82
	Scmiskilled	\$23.41	\$15.81	\$39.22
	Unskilled	\$15.61	\$15.81	\$31.42
Operating Engineers		***	£12.00	\$43.11
	Skilled	\$29.21	\$13.90	\$43.11 \$40.19
	Semiskilled	\$26.29	\$13.90	\$35.81
	Unskilled	\$21.91	\$13.90	10.01
Painters/Brush/Roll				
	Skilled	\$23.00	\$10.97	\$33.97
	Semiskilled	\$16.10	\$10.97	\$27.07
	Unskilled	\$11.50	\$10.97	\$22.47
Daintana/Camau/Candh	in at			
Painters/Spray/Sandbl	Skilled	\$24.00	\$10.97	\$34.97
	Semiskilled	\$16.80	\$10.97	\$27.77
	Unskilled	\$12.00	\$10.97	\$22.97
Paperhanger	Skilled	\$23.00	\$10.97	\$33.97
	Semiskilled	\$16.10	\$10.97	\$27.07
	Unskilled	\$11.50	\$10.97	\$22.47
Pipefitters & Steamfit		M2 4 67	ቀነ2 ራስ	\$48.27
	Skilled	\$34.67	\$13.60	\$34.40
	Semiskilled	\$20.80	\$13.60 \$6.05	\$23.39
	Unskilled	\$17.34	30.0 3	Ψ2.3.37
Plasters				
	Skilled	\$25.61	\$12.98	\$38.59
	Semiskilled	\$20.49	\$12.98	\$33.47
	Unskilled	\$15.37	\$12.98	\$28.35
Plumbers				
A AMERICAN WELL	Skilled	\$34.67	\$13.60	\$48.27
	Semiskilled	\$20.80	\$13.60	\$34.40
	Unskilled	\$17.34	\$6.05	\$23.39
Pointer/Caulker/Clear	ners			
A VIRIOI/ CAURINOR/ CION	Skilled	\$27.00	\$13.32	\$40.32
	Semiskilled	\$20.25	\$13.32	\$33.57
	Unskilled	\$13.50	\$13.32	\$26.82
Roofers			•	
Konicis	Skilled	\$24.33	\$10.01	\$34.34
	Semiskilled	\$17.03	\$7.41	\$24.44
	Unskilled	\$12.17	\$2.60	\$14.77

Sheet Metal Workers				
Speet Metal Mouvers	Skilled	\$31.01	\$18.84	\$49.85
	Semiskilled	\$20.16	\$15.21	\$35.37
	Unskilled	\$15.51	\$13.42	\$28.93
Sound and Communic	cation			
Workers	ตา.:กร.ส์	\$25.51	\$9.93	\$35.44
	Skilled Semiskilled	\$15.31	\$9.62	\$24.93
	Unskilled	\$12.76	\$5.63	\$18.39
Sprinkler Fitters		022.40	\$16.00	\$49.69
	Skilled	\$33.69	\$16.00	\$36.15
	Semiskilled Unskilled	\$21.90 \$16.85	\$14.25 \$8.10	\$30.13 \$24.95
	Chamaca	D 10100		
Stone Masons	Skilled	\$27.00	\$13.32	\$ 40.32
	Semiskilled	\$20.25	\$13.32	\$33.57
	Unskilled	\$13.50	\$13.32	\$26.82
20	Skilled	\$23.09	\$10.67	\$33.76
Teamsters	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Technical Engineers				
i, common on Smoot	Skilled	\$25.78	\$15.59	\$41.37
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Tile & Marble Setter	S			
	Skilled	\$28.90	\$9 .5 6	\$38.46
	Semiskilled	\$26.01	\$9.56	\$35.57
	Unskilled	\$13.00	\$9.56	\$22.56
Terrazzo Workers				
	Skilled	\$29.50	\$9.66	\$39.16
	Semiskilled	\$26.55	\$9.66	\$36.21
	Unskilled	\$13.28	\$9.66	\$22.94
Terrazzo Helpers/Fin				سدیسی
	Skilled	\$21.62	\$5.84	\$27.46
	Semiskilled	\$18.92	\$5.84	\$24.76
	Unskilled	\$12.29	\$5.84	\$18.13

Tilc& Marble Helper	s/Finishers		•	
Tition latting xxeshes	Skilled	\$18.92	\$5.84	\$24.76
	Semiskilled	\$16.22	\$5.84	\$22.06
	Unskilled	\$12.29	\$5.84	\$18.13

[Add classifications as required by the project]

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 wno is not registered or otherwise employed in a bona tide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and has twelve or more months 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-CHO Representative

Awarding Agency Representative

ABC

Taxpayer Named by Appointing Agency

Taxpayer Named by County Legislative

Body

Date: OCTOBER 13, 2011

Formal updated 6/08/2008