AFL-CIO

COMMON CONSTRUCTION WAGE SCALE

Date:

Monday November 7, 2011

City:

Valparaiso

County:

Porter

INDIANA

Project Description and Scope:

Town of Porter (IDOL 20112268)

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
Workers			
	440.00	400.40	407.00
Skilled	\$43.80	\$23.40	\$67.20
Semiskilled	\$30.66	\$22.20	<i>\$52.86</i>
Unskilled	\$21.90	\$22.20	\$44.10
Skilled	\$32.85	\$22.20	<i>\$55.05</i>
•			
Skilled	\$33.43	<i>\$22.4</i> 8	\$55.91
Semiskilled	\$26.74	\$22.48	\$49.22
Unskilled	\$20.06	\$22.48	\$42.54
•	Workers Skilled Semiskilled Unskilled Skilled Skilled Semiskilled	CLASS RATE Workers 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

Physical Information				
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
	Semiskilled	\$26.51	\$19.38	\$45.89
	Unskilled	\$17.67	\$19.38	\$37.05
Tile Setters		eer er	040.00	<i>654.</i> 70
	Skilled	\$35.35	\$19.38 \$40.38	\$54.73 \$45.89
	Semiskilled Unskilled	\$26.51 \$17.67	\$19.38 \$19.38	\$45.69 \$37.05
Terrazzo Mechanic				
	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51	\$19.38	<i>\$45.89</i>
	Unskilled	\$17.67	\$19.38	\$37.05
Marble Setters	O. ''' .	***	* 40.00	
	Skilled	\$35.35	\$19.38	\$54.73
	Semiskilled	\$26.51 \$17.67	\$19.38	\$45.89 \$37.05
	Unskilled	\$17.67	\$19.38	φ37. <i>0</i> 3
Pointer/Cleaner/Caulker	~1.22 I	407.05	#40.00	
	Skilled	\$35.35	\$19.38	\$54,73 \$45,80
	Semiskilled Unskilled	\$26.51 \$17.67	\$19.38 \$19.38	\$45,89 \$37.05
	UISKIIGU	φ11.01	\$19.50	ψ07.00
Tile, Marble & Terrazzo Finishers	Okillod	\$26.06	ድፈር ኃኃ	\$36.28
	Skilled Semiskilled	\$20.00 \$19.55	\$10.22 \$10.22	\$30.20 \$29.77
	Unskilled	\$13.03	\$10.22 \$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	Olatina a	#0.4.00	600.00	#E7.00
	Skilled Semiskilled	\$34.32 \$29.17	\$23.30 \$23.30	\$57.62 \$52.47
	Unskilled	\$29.17 \$18.88	\$23.30 \$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	m. 1 - 22 - 3	00100	#	ΦΕ7.00
	Skilled	<i>\$34.32</i>	\$23.30	\$57.62

. . .	Semiskilled	\$29.17	\$23.30	.
,t	Unskilled	\$18.88	\$23.30	\$42.18
	Onskilled	φ10.00	\$20.00	ψ-72 1 <i>O</i>
=lantrinians				
lectricians	Skilled	\$37.00	\$21.18	\$58.18
	Semiskilled	\$22.20	\$20.74	\$42.94
	Unskilled	\$14.80	\$7.78	\$22.58
Elevator Constructors				
	Skilled	\$47.41	\$21.99	\$69.40
*	Semiskilled	\$37.93	\$21.99	<i>\$59.92</i>
	Unskilled	\$26.08	\$21.99	\$48.07
Glaziers				
31aZieis	Skilled	\$32.27	\$16.80	\$49.07
	Semiskilled	\$22.59	\$16.80	\$39.39
	Unskilled	\$22.09 \$16.14	\$16.80	\$32.9 <i>4</i>
	UNSKIIIEU	φ10.14	φ10.0U	φυ <i>Σ.3</i> 4
Iron Workers				
	Skilled	\$37.05	\$23.53	\$60.58
	Semiskilled	\$33.35	\$23.53	\$56.88
	Unskilled	\$27.79	\$23.53	\$51.32
Sheeter				
onecter	Skilled	\$37.25	\$23.53	\$60.78
	Semiskilled	\$37.20 \$33.60	\$23.53	\$57.13
	Semiskilled Unskilled	\$28.04	\$23.53	\$51.57
	OHAMIIGU	Ψ£.0.0-T	ψευ.σο	ψΨ1.V1
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				
LUNUI GIG I	Skilled	\$28.74	\$11.21	\$39.95
	Semiskilled	\$28.24	\$11.21	\$39.45
	Unskilled	\$27.74	\$11.21	\$38.95
	THE T ENGLS HEEF NEVEN	#m*** *	y ********	,
Laborers II				
Utility Wage	~	MAA AA	04101	Ø40.40
	Skilled	\$29.22	\$11.21	\$40.43
	Semiskilled	\$28.72	\$11.21	\$39.93
	Unskilled	\$28.22	\$11.21	\$39.43
Millwrights				
	Skilled	\$34.42	\$23.35	\$57.77
	Semiskilled	\$29.26	\$23.35	\$52.61
	Unskilled	\$18.93	\$23.35	\$42.28
	OHORINGA	ψ. r. σ. σ. σ	WALLO WAY	7.000
Operating Engineers		\$39.20	\$23.45	\$62.65

•	Semi	\$35.15 °	\$23.45	\$58.60	,
· · · · · · · · · · · · · · · · · · ·	Un-Skilled	\$22.55	\$18.90	\$41.45	
Operating Engineers					
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 Industrial Painter - Spray/Blast	Skilled	\$35.04	\$20.29	<i>\$55</i> .33	
maderiars annos oprays brace	Semiskilled	\$24.26	\$10.86	\$35.12	
	Unskilled	\$17.34	\$10.27	\$27.61	
Piledrivers	•				
	Skilled	\$40.77	\$24.32	<i>\$65.09</i>	
	Semiskilled	\$26.50	\$24.32	<i>\$50.82</i>	
	Unskilled	\$16.31	\$24.32	<i>\$40.63</i>	*
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	~; ~; ·	000 40	¢45.70	\$47.85	
	Skîlled	\$32.13	\$15.72 \$15.72	\$41.42	
	Semiskilled Unskilled	\$25.70 \$19.28	\$15.72 \$15.72	\$35.00	
	Uriskilleu	φ19.20	φ (υ. / Δ	φ33.00	
Plumbers	Chilled	¢26 70	\$18.67	<i>\$55.37</i>	
	Skilled Semiskilled	\$36.70 \$22.02	\$16.46	\$38.48	
	Unskilled	\$22.02 \$12.85	\$8.08	\$20.93	
	UHSKIIIEU	φ12.00	Ψ0.00	Ψ20.00	
Roofers	Skilled	\$34.46	\$18.10	<i>\$52.56</i>	
	Semiskilled	\$27.57	\$18.10	\$45.67	
	Unskilled	\$17.23	\$13.10	\$30.33	•
Sheet Metal Workers					
Onoce motor promoto	Skilled	\$40.32	\$18.64	\$58.96	
	Semiskilled	\$24.19	\$16.34	\$40,53	
	Unskilled	\$16.13	<i>\$15.24</i>	\$31.37	
Sprinkler Fitters					
•	Skilled	\$48.45	\$18.48	\$66.93	
	Semiskilled	\$31.25	<i>\$18.48</i>	\$49.73	
	Unskilled	\$21.40	\$9.68	\$31.08	
Stagecraft Workers	Skilled	\$28.06	\$7.95	\$36.01	•
Jugenait Worners	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	\$25.51	<i>\$10.55</i>	\$36.06
	Semiskilled	\$16.60	\$1,0.28	\$26.88
	Unskilled	\$12.75	\$10.16	\$22.91
Truck Mechanics	Skilled	\$32.49	\$17.08	\$49.57
HUN MEGHANICO	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

Awarding Agency Representative

KEYEN

ABC Representative

Taxpayer Named by Appointing Agency

BREWER BRUCKNEWER

Taxpaver Named by County Legislative Body

Monday November 7, 2011

Date

AFL-CIO

COMMON CONSTRUCTION WAGE SCALE

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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

CLASSIFICATION	CLASS	HOURLY RATE	<u>FRINGES</u>	TOTAL:
Heat & Frost Insulators and Allied	l 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

Stone Masons Skilled \$35.35 \$19.38 \$45.89 Unskilled \$17.67 \$19.38 \$45.89 Unskilled \$26.51 \$19.38 \$45.89 Unskilled \$17.67 \$19.38 \$37.05 \$19.38	· ·	Unskilled	\$17.67	<i>\$19.38</i>	\$37. <i>05</i>
Semiskilled Unskilled \$26.51 \$19.38 \$45.89 \$37.05				· · · · · -	,
Semiskilled \$26.51 \$19.38 \$45.89 \$37.05	one Masons	Skilled	\$35.35	\$19.38	<i>\$54.73</i>
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Semiskilled \$26.51 \$19.38 \$45.89 \$37.05 \$17.67 \$19.38 \$37.05 \$37.05 \$19.38 \$19.38 \$19.3		Unskilled			
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Unskilled					
Terrazzo Mechanic Skilled \$35.35 \$19.38 \$54.73 \$26.51 \$19.38 \$45.89 \$26.51 \$19.38 \$37.05					
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Marble Setters					
Semiskilled \$26.51 \$19.38 \$45.89		UTISKIII EO	φ11.01	\$19.58	\$31.UD
Semiskilled \$26.51 \$19.38 \$45.89	arble Setters	Skilled	\$35.35	\$1 0 38	\$54.72
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Pointer/Cleaner/Caulker					
Semiskilled \$26.51 \$19.38 \$45.89 Unskilled \$17.67 \$19.38 \$37.05 \$37.02 \$36.28 \$39.37 \$39.32 \$39.77 \$39.32 \$39.77 \$39.32 \$39.77 \$39.32 \$3		- Trans vist brid	y r r w r		<i>441.44</i>
Semiskilled \$26.51 \$19.38 \$45.89 Unskilled \$17.67 \$19.38 \$37.05 \$37.02 \$36.28 \$39.37 \$39.32 \$39.77 \$39.32 \$39.77 \$39.32 \$39.77 \$39.32 \$3	inter/Cleaner/Caulker	Skilled	\$35.35	\$19.38	<i>\$54.</i> 73
Skilled \$26.06 \$10.22 \$36.28					
Semiskilled \$19.55 \$10.22 \$29.77 Unskilled \$13.03 \$10.22 \$23.25 Carpenters	•	Unskilled	\$17.67	\$19.38	\$37.05
Semiskilled \$19.55 \$10.22 \$29.77 Unskilled \$13.03 \$10.22 \$23.25 Carpenters					
Carpenters Skilled \$34.32 \$23.30 \$57.62 \$20.47 Unskilled \$18.88 \$23.30 \$42.18 Carpet Layers Skilled \$34.32 \$23.30 \$57.62 \$20.47 Unskilled \$29.17 \$23.30 \$57.62 \$20.47 Unskilled \$18.88 \$23.30 \$42.18 Cement Masons Skilled \$34.63 \$21.38 \$56.01 \$20.78 \$21.38 \$49.08 Unskilled \$27.70 \$21.38 \$49.08 Unskilled \$20.78 \$21.38 \$42.16	•				
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Semiskilled \$29.17 \$23.30 \$52.47 Unskilled \$18.88 \$23.30 \$42.18	mat Laure	Chilled	<u> የ</u> ዕል ዓሳ	¢22.20	<i>ቀርግ ድ</i> ሳ
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Semiskilled \$27.70 \$21.38 \$49.08 Unskilled \$20.78 \$21.38 \$42.16 Drywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	ment Masons	Skilled	\$34.63	\$21.38	\$56.01
Unskilled \$20.78 \$21.38 \$42.16 Drywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47					
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Semiskilled \$29.17 \$23.30 \$52.47					
Unskilled \$18.88 \$23.30 \$42.18					
	ł.	Unskilled	<i>\$18.88</i>	\$23.30	\$42.18
	•	•		• .	

Electricians	Skilled Semiskilled	\$37.00 \$22.20	\$21.18 \$20.74	\$58.18 \$42.94
	Unskilled	\$14.80	\$7.78	\$22.58
Elevator Constructors	Skilled	\$47.41	\$21.99	\$69.40
	Semiskilled Unskilled	\$37.93 \$26.08	\$21.99 \$21.99	\$59.92 \$48.07
Glaziers	Skilled Somialeillad	\$32.27	\$16.80	\$49.07
	Semiskilled Unskilled	\$22.59 \$16.14	\$16.80 \$16.80	\$39.39 \$32.94
Iron Workers	Skilled	\$37. <i>05</i>	\$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
	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	\$19.68	\$48.10
	Unskilled	\$20.67	\$19.68	\$40.35
Laborers I	Skilled	\$35.78	\$14.55	\$50.33
	Semiskilled Un-Skilled	\$35.08 \$34.28	\$14.55	\$49.63
	OH-Skilled	Ф34.20	\$14.55	\$48.83
Laborers II	Skilled	\$36.53	\$14.55	\$51.08
	Semiskilled Un-Skilled	\$35.83 \$35.03	\$14.55 \$14.55	\$50.38 \$49.58
Laborers II A				
Asbestos Removal	Skilled	\$36.78	\$14.55	\$51.33
	Semiskilled	\$36.08	<i>\$14.55</i>	\$50.63
	Un-Skilled	\$35.28	<i>\$14.55</i>	\$49.83
Millwrights	Skilled	\$34.42	\$23,35	\$57.77
	Semiskilled	\$29.26	\$23.35	<i>\$52.61</i>
•	Unskilled	\$18.93	\$23.35	\$42.28
	,		•	

Operating Engineers	Skilled	\$38.70	\$23.98	\$62.68
	Semi	\$33.35	\$23.98	\$57.33
	Un-Skilled	\$19.70	\$20.88	\$40.58
Operating Engineers	Skilled	\$46.60	\$21.70	\$68.30
Great Lakes Floating Agreement	Semi	\$45.10	\$21.70	\$66.80
	Un-Skilled	\$40.15	\$21.70	\$61.85
Painters	Obillad	മാര വവ	ቃሳሊ ባለ	#E4 00
	Skilled Samiskillad	\$33.99 \$33.53	\$20.29 \$10.96	\$54.28
Painter/Vinyl Hanger	Semiskilled Unskilled	\$23.52 \$16.82	\$10.86 \$10.27	\$34.28 \$27.09
	Ullakiligu	φ10.02	φ10.21	⊅∠1.∪3
Painters	Skilled	\$34.79	\$20.29	\$55.08
Drywall Finisher	Semiskilled	<i>\$24.08</i>	\$10.86	\$34.94
	Unskilled	\$17.22	\$10.27	\$27.49
Painters	Distila d	ው ንደ <i>በል</i>	#00.00	ter og
Painters Industrial Painter - Spray/Blast	Skilled Semiskilled	\$35.04 \$24.26	\$20.29 \$10.86	\$55,33 \$35.12
шии <i>она Ганка - оргауна</i> вс	Unskilled	\$17.34	\$10.86 \$10.27	\$35.12 \$27.61
Piledrivers	Skilled	\$40.77	\$24,32	<i>\$65.09</i>
	Semiskilled	\$26.50	\$24.32	\$50.82
5" dition Ormanial Disam	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	<i>\$47.85</i>
	Semiskilled	\$25.70	\$15.72	\$41.42
•	Unskilled	\$19.28	\$15.72	\$35.00
Plumbers	.Skilled	\$36.70	\$18.67	<i>\$55.37</i>
Flunincia	Semiskilled	\$30.70 \$22.02	\$16.46	\$38.48
	Unskilled	\$12.85	\$8.08	\$20.93
	~	201.10	~ . ~ ~	***
Roofers	Skilled	\$34.46 \$27.57	\$18.10	<i>\$52.56</i>

	Unskilled	\$17.23	\$13.10	\$30.33
05 4 25 - 4 2144 - 1	0.77			
Sheet Metal Workers	Skilled	\$40.32	\$18.64	\$58.96
	Semiskilled	\$24.19	\$16.34	\$40.53
	Unskilled	\$16.13	\$15.24	\$31.37
Sprinkler Fitters	Skilled	\$48.45	#40 A0	#cc 00
Sprinkler Fillers		•	\$18.48	\$66.93
	Semiskilled	\$31.25	<i>\$18.48</i>	\$49.73
	Unskilled	\$21.40	\$9.68	<i>\$31.08</i>
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	<i>\$16.25</i>	\$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	<i>\$42.75</i>
Tologogyaniantina	OlaWa al	40T T4	0.40 FF	400.00
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
•	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

Taxpayer Named by County Legislative

Awarding Agency Representative

Taxpayer Named by Appointing Agency

ABC Representative

Body

Monday November 7, 2011

Date