AFL-CIO

COMMON CONSTRUCTION WAGE SCALE

Date:

Monday December 5, 2011

Town:

Kentland

County:

Newton

INDIANA

Project Description and Scope:

Town of Kentland (IDOL 20112292)

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

CLASSIFICATION	<u>CLASS</u>	HOURLY RATE	FRINGES	TOTAL HOURLY WAGE RATE
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	\$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	\$20.13	\$55.48
	Semiskilled	\$26.51	\$20.13	\$46.64

Stone Masons	Masons Skilled \$35.35 \$20.13 \$55.48 Semiskilled \$26.61 \$20.13 \$46.64 Unskilled \$17.67 \$20.13 \$37.80					
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Semiskilled \$29.17 \$23.30 \$52.47 Unskilled \$18.88 \$23.30 \$42.18 Carpet Layers	Semiskilled \$29.17 \$23.30 \$52.47 Unskilled \$18.88 \$23.30 \$42.18 Layers		Unskilled	\$13.03	\$10.22	\$23.25
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 \$33.14 \$13.95 \$47.09 Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Drywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47 Carpet Layers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47 Carpet Layers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47 Carpet Layers Skilled \$29.17 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	Semiskilled \$29.17 \$23.30 \$52.47 Unskilled \$18.88 \$23.30 \$42.18 Layers	Carpenters	Skilled	\$34.32	\$23.30	\$57.62
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 \$33.14 \$13.95 \$47.09 Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Drywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47 Unskilled \$18.88 \$23.30 \$42.18 Installers Skilled \$33.14 \$13.95 \$47.09 Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47 Semiskilled \$29.17 \$23.30 \$52.47 Semiskilled \$29.17 \$23.30 \$52.47 Semiskilled \$29.17 \$23.30 \$52.47			\$29.17	\$23.30	\$52.47
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 \$33.14 \$13.95 \$47.09 Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Drywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47 Unskilled \$18.88 \$23.30 \$42.18 Int Masons		Unskilled	\$18.88		\$42.18
Semiskilled \$29.17 \$23.30 \$52.47 Unskilled \$18.88 \$23.30 \$42.18	Semiskilled \$29.17 \$23.30 \$52.47 Unskilled \$18.88 \$23.30 \$42.18 Installers Skilled \$33.14 \$13.95 \$47.09 Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	Carpet Layers		\$34.32		\$57.62
Cement Masons Skilled \$33.14 \$13.95 \$47.09 Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Drywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	Skilled \$33.14 \$13.95 \$47.09 Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Il Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47					\$52.47
Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Prywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Il Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47		Unskilled	\$18.88	\$23.30	\$42.18
Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Prywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	Semiskilled \$26.51 \$13.95 \$40.46 Unskilled \$19.88 \$13.95 \$33.83 Il Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	Cement Masons	Skilled	\$33.14	<i>\$13.95</i>	\$47.09
Drywall Installers Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47	## Skilled \$34.32 \$23.30 \$57.62 Semiskilled \$29.17 \$23.30 \$52.47				\$13.95	\$40.46
Semiskilled \$29.17 \$23.30 \$52.47	Semiskilled \$29.17 \$23.30 \$52.47		Unskilled	\$19.88	\$13.95	\$33.83
Semiskilled \$29.17 \$23.30 \$52.47	Semiskilled \$29.17 \$23.30 \$52.47	Prywall Installers	Skilled	\$34.32	\$23.30	\$57.62
Unskilled \$18.88 \$23.30 \$42.18	Unskilled \$18.88 \$23.30 \$42.18			\$29.17	\$23.30	\$52.47
		·	Unskilled	\$18.88	\$23.30	\$42.18
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Electricians	Skilled	\$37.70	\$26.04	\$63.74
	Semiskilled	\$30.16	<i>\$21.36</i>	<i>\$51.52</i>
	Unskilled	\$18.85	\$14.35	\$33.20
Elevator Constructors	Skilled	\$47.41	\$21.99	\$69.40
	Semiskilled	\$37.93	\$21.99	\$59.92
	Unskilled	<i>\$26.08</i>	\$21.99	\$48.07
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	\$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
	Semiskilled	\$33.60	\$23.53	<i>\$57.13</i>
	Unskilled	\$28.04	\$23.53	<i>\$51.57</i>
Fence Erector	Skilled	\$29.52	\$19.68	\$49.20
	Semiskilled	<i>\$28.42</i>	\$19.68	\$48.10
	Unskilled	\$20.67	\$19.68	\$40.35
Laborers I	Skilled	\$28.74	\$11.21	\$39.95
	Semiskilled	\$28.24	\$11.21	\$39.45
	Unskilled	\$27.74	\$11.21	\$38.95
Laborers II				
Utility Wage	Skilled	\$29.57	\$11.21	\$40.78
- -	Semiskilled	\$29.07	\$11.21	\$40.28
	Unskilled	\$28.57	\$11.21	\$39.78
Millwrights	Skilled	\$34.42	\$23.35	\$57.77
	Semiskilled	\$29.26	\$23.35	\$52.61
	Unskilled	\$18.93	\$23.35	\$42.28
Operating Engineers	Skilled	\$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 Semiskilled	\$46.60 \$45.10	\$21.70 \$21.70	\$68.30 \$66.80	
	Unskilled	\$40.15	\$21.70	\$61.85	
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	\$34.32	\$23.30	\$55.92	
	Semiskilled	\$29.17	\$23.30	<i>\$50.91</i>	
	Unskilled	\$18.88	\$23.30	\$40.88	
Pipefitters & Steamfitters	Skilled	\$44.05	\$24.48	<i>\$68.53</i>	
·	Semiskilled	\$34.36	\$11.46	\$45.82	
	Unskilled	\$17.62	\$3.00	\$20.62	
Plasterers	Skilled	\$32.10	<i>\$15.75</i>	\$47.85	
	Semiskilled	\$25.68	\$15.75	\$41.43	
	Unskilled	\$19.26	<i>\$15.75</i>	\$35.01	
Plumbers	Skilled	\$36.70	\$18.67	<i>\$55.37</i>	٠
	Semiskilled	\$22.02	\$16.46	\$38.48	
	Unskilled	\$12.85	\$8.08	\$20.93	
Roofers	Skilled	\$34.46	\$18.10	\$52.56	
	Semiskilled	\$27.57	\$18.10	<i>\$45</i> .67	
	Unskilled	\$17.23	\$13.10	\$30.33	
Sheet Metal Workers	Skilled	\$40.32	\$18.64	\$5 8.96	
•	Semiskilled	\$24.19	\$16.34	\$40.53	
	Unskilled	\$16.13	\$15.24	\$31.37	
Sprinkler Fitters	Skilled	\$33.69	<i>\$15.</i> 95	\$49 .64	
•	Semiskilled	\$23.58	\$15.95	\$39 .53	
	Unskilled	\$16.85	\$8.35	\$25.20	
Stagecraft Workers	Skilled Semiskilled	\$28.06 \$19.64	\$7.95 \$5.56	\$36.01 \$25.20	
	Unskilled	\$12.63	\$3.58	\$16.21	
Teamsters	Skilled	\$32.49	\$17.08	\$40.E7	٠
reamsters	GKIII e u	Ф 32.49	\$17.00	\$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.

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

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

Named by Appointing Agency

ABC Representative

Monday December 5, 2011

Date

Body

AFL-CIO

COMMON CONSTRUCTION WAGE SCALE

Date: Monday December 5, 2011

County:

Newton INDIANA

Town:

Kentland

Project Description and Scope:

Town of Kentland (IDOL 20112292)

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

		HOURLY	·	TOTAL HOURLY
		RATE	FRINGES	WAGE RATE
CLASSIFICATION	CLASS		American (L. S. J. L. Sect. Com. Sec.	
Heat & Frost Insulators and Allied	1 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	\$55.9 1
	Semiskilled	\$26.74	\$22.48	\$49.22
	Unskilled	\$20.06	\$22.48	\$42.54
Bricklayers	Skilled	\$35.35	\$20.13	<i>\$55.48</i>

	Semiskilled	\$26.51	\$20.13	\$46.64
	Unskilled	\$17.67	\$20.13	\$37.80
		,	·	·
Stone Masons	Skilled	\$35.35	\$20.13	<i>\$55.48</i>
	Semiskilled	\$26.51	\$20.13	<i>\$46.64</i>
	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
	01-ttt	***	600.40	¢== 40
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	\$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
The, marble & Terrazzo Fillistiers	Semiskilled	\$20.00 \$19.55	\$10.22 \$10.22	\$30.26 \$29.77
	Unskilled	\$13.03	\$10.22 \$10.22	\$23.25
,	Onskilled	φ1 <i>3.0</i> 3	φ10.22.	φ23.23
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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
		•		
Drawall installant	الماسية	ድጋ 4 ኃላ	# 02.20	# 57 ^
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 Semiskilled	\$37.70 \$30.16	\$26.04 \$21.36	\$63.74 \$51.52
	Unskilled	\$18.85	<i>\$14.35</i>	\$33.20
Elevator Constructors	Skilled	\$47.41	\$21.99	\$69.40
	Semiskilled Unskilled	\$37.93 \$26.08	\$21.99 \$21.99	\$59.92 \$48.07
	Onskinda	Ψ20.00	WZ 1.00	\$70.07
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	\$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
	Semiskilled	\$33.60	\$23.53	\$57.13
	Unskilled	\$28.04	\$23.53	\$51.57
Fence Erector	Skilled	\$29.52	<i>\$19.68</i>	\$49.20
	Semiskilled	\$28.42	\$19.68	\$48.10
	Unskilled	\$20.67	\$19.68	\$40.35
Laborers I	Skilled	\$35.78	\$14.55 \$14.55	\$50.33
·	Semiskilled Un-Skilled	\$35.08 \$34.28	\$14.55 \$14.55	\$49.63 \$48.83
	OTI-Skilled	φ04.20	φ / 4.00	ψ-τυ.00
Laborers II	Skilled	\$36.53	\$14.55	\$51.08
	Semiskilled	\$35.83	\$14.55	\$50.38
	Un-Skilled	\$35.03	<i>\$14.55</i>	\$49.58
				,
Laborers II A	Skilled	\$36.78	\$14.55	\$51.33 \$50.63
Asbestos Removal	Semiskilled Un-Skilled	\$36.08 \$35.28	\$14.55 \$14.55	\$50.63 \$49.83
	OIFSKIIIGU	φ55.20	ψ14.00	Ψ+3.00
Millwrights	Skilled	\$34.42	\$23.35	\$57.77
	Semiskilled	\$29.26	\$23.35	\$52.61
	Un-Skilled	\$18.93	\$23.35	\$42.28
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Operating Engineers	Skilled	\$38.70	\$23.98	\$62.68	
Operating Engineers	Skilleu Semi	\$33.35	\$23.98 \$23.98	\$57.33	
	Un-Skilled	\$19.70	\$20.88	\$40.58	
Oneveting Engineers	Skilled	\$46.60	\$21.70	\$68.30	
Operating Engineers Great Lakes Floating Agreement	Semiskilled	\$45.10	\$21.70 \$21.70	\$66.80	
Great Lakes Floating Agreement	Unskilled	\$40.15	\$21.70	\$61.85	
Painters	Skilled	\$33.99	\$20.29	\$ <i>54</i> .28	
Painter/Vinyl Hanger	Semiskilled	\$23.52	\$10.86	\$34.28	
	Unskilled	\$16.82	\$10.27	\$27.09	
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	
	Unskilled	\$17.34	\$10.27	\$27.61	
Piledrivers	Skilled	\$34.32	\$23.30	\$55.92	
	Semiskilled	\$29.17	\$23.30 \$23.30	\$50.91 \$40.88	
	Unskilled	\$18.88	\$23,30	φ4V.00	
Pipefitters & Steamfitters	Skilled	\$44.05	\$24.48	\$68.53	
	Semiskilled Unskilled	\$34.36 \$17.62	\$11.46 \$3.00	\$45.82 \$20.62	
	Unakilieu	φ11.02	ψ0.00	V.C. 02	
Plasterers	Skilled	\$32.10	\$15.75	\$47.85 \$41.43	
	Semiskilled Unskilled	\$25.68 \$19.26	\$15.75 \$15.75	\$35.01	
		φ19.20	ψ10.10	, , , , , , , , , , , , , , , , , , ,	
Plumbers	Skilled	\$36.70	\$18.67	\$55.37	
	Semiskilled Unskilled	\$22.02 \$12.85	\$16.46 \$8.08	\$38.48 \$20.93	
	Uriskilleu	φ12.00	φυ.συ	Ψων. νν	
Roofers	Skilled	\$34.46	\$18.10	\$52.56	
	Semiskilled	\$27.57 \$17.23	\$18.10 \$13.10	\$45.67 \$30.33	
	Unskilled	φ±1.23	Ψ10.10	φου.σσ	
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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	\$33.69	\$15.95	\$49.64
	Semiskilled	\$23.58	\$15.95	\$39.53
	Unskilled	\$16.85	\$8.35	\$25.20
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:

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

<u>Skilled:</u>

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 /egislative

Awarding Agency Representative

Named by Appointing Agency

ABC Representative

Body

Monday December 5, 2011

Date