317-234-4449

\*FAX NUMBER

\*FROM

\*TO

\*NUMBER OF PAGES



Tom Hartman Director of Facilities

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\*MESSAGE

Adopted Wage Scale Scale.

## COMMON CONSTRUCTION WAGE SCALE

CCW SCALL 20120435

Date: July 5, 2012

City:

County: ST. JOSEPH

State of Indiana

Project Description and Scope

# Penn-Hacris-Madison School Corporation (IDOL 20120435)

1. Wage determination for projects awarded by Penn-Harris-Madison School Corporation covered by the Indiana Common Construction Wage Act on or after July 5, 2012 for a period of not longer than 3 months, that date being October 4, 2012.

The undersigned common construction wage committee has determined that for the above-cited project the following definitions of classifications shall be used when applying this wage scale to said project (Mark One):

- (X) The Indiana Department of Labor's Guide to Building Trades Classifications with Descriptions:
- ( ) The United States Department of Labor's Dictionary of Occupational Titles; or
- ( ) Other attached document

A copy of the above marked document is attached to this document and labeled "Attachment A".

The wage rates under the column "Total" as set forth by the committee are the minimum wage rates to be paid and shall not prevent a contractor from paying a higher wage rate

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 projects.

	Hourly			
	Class	Rate	Fringes	Total
Classification	C-RA94			
Asbestos Abatement		MA 1 1 5	\$12.30	\$33.45
	Skilled	\$21.15	\$12.30	\$33.45
	Semiskilled	\$21.15	\$2.67	\$16 92
	Unskilled	\$14.25	52.67	W10 72
Asbestos Workers		62 × 40	\$15.34	\$46.74
	Skilled	\$31.40	\$15.34	\$40.46
	Semiskilled	\$25.12	\$15.34	\$34.18
	Unskilled	\$18 84	⊕ (⊅. J4	<b>Q</b> 7 1 1 1
Boilermakers		\$32.94	\$24.81	\$57.7:
	Skilled		\$24.81	\$51.10
	Semiskilled	\$26.35	\$24.81	\$44.5
	Unskilled	\$19.76	<b>524.61</b>	<u> </u>
Bricklayers/Stone & Mai	ble Masons	000.61	\$12.54	\$40.1
	Skilled	\$27 61	\$12.54	\$33.2
	Semiskilled	\$20.71	<del>-</del>	\$26.1
	Unskilled	\$13 81	\$12.34	<b>9,20.1</b>
Carpenters - Building C		000.00	\$14.87	\$40.5
	Ski)led	\$25.67		\$31.4
	Semiskilled	\$20 54	\$10.94	
	Unskilled	\$14.12	\$10.75	\$24.8

		Hourly	Fringes	Total
Classification	Class	Rate	Limbon	
Carpenters – Bridge, Roadwork & Water Treatment Skilled \$25.59			\$14.10	\$39.69
Carpenters - Bitage, A	Skilled	\$25.59	\$14.10	\$34.57
	Semiskilled	\$20.47	\$14.10	\$29.45
	Unskilled	\$15.35	914,10	
Carpet Layers/Floor Covere	rs	en e 42	\$14.87	\$40.54
Carpet Layers A 1001	Digitico	\$25.67	\$10.94	\$31.48
	Semiskilled	\$20.54	\$10.75	\$24.87
	Unskilled	\$14.12	<b>4</b> 10.1.	
Cement Masons - Building	Construction	00 E 5 5	\$11.28	\$36.92
Cement	Skritten	\$25.64	\$11.28	\$31.79
	Semiskilled	\$20.51	\$11.28	\$29.22
	Unskilled	\$17.94	.p1 x.∞∨	
Cement Masons - Bridge &	Roadwork		\$10.95	\$40.37
Cement Wasons - 211-6	Skilled	\$29.42	\$10.95	\$34.48
	Semiskilled	\$23.53	\$10.95	\$28.60
•	Unskilled	\$17.65	210.33	
Drywall Finishers			\$11.97	\$37.65
DLYWAR AMILIA	Skilled	\$25.68	\$10.70	<b>\$29.96</b>
	Semiskilled	<b>§19.26</b>		\$23.79
	Unskilled	\$14.12	\$9.67	<b>W25</b>
Drywall Installers			\$14.87	\$40.54
<b>200</b>	Skilled	\$25.67	\$10.94	\$31,48
	Semiskilled	\$20.54	\$10.75	\$24.87
	Unskilled	\$14.12	\$10.75	•
Dynamite Men		420.62	\$11.93	\$32.46
•	Skilled	\$20.53	N/A	_
	Semiskilled	N/A	N/A	
	Unskilled	N/A	IN/A	
Electricians		***	\$17.8 <b>)</b>	\$48.06
	Skilled	\$30.25	\$10.87	\$30.53
	Semiskilled	\$19.66	\$8.43	\$20.53
	Unskilled	\$12.10	30.43	<b>J</b>
Elevator Constructors		\$42 AE	\$28.60	\$71.66
	Skilled	\$43.06 \$30.14	\$26.48	\$56.62
	Semiskilled	\$30.14	<b>进业以.特</b> 位	\$21.5
	Unskilled	\$21.53	w-	. المستعلق
Glaziers	CHAIRY - A	\$22.2 <i>4</i>	\$14.10	\$36.3
	Skilled	\$22.24	\$14.10	\$31.8
	Semiskilled	\$17.79	\$14.10	\$25.2
	Unskilled	\$11.12	<b>⊅±4.1</b> U	<b>Φω. Ι.</b>
Hed Carriers	Obillad	N/A	N/A	
, a	Skilled Samiskilled	\$19.23	\$11.93	\$31.1
See definitions	Semiskilled Unskilled	319.23 N/A	N/A	
	SIDEMILIAN	137.7%	¥4.4.4	

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		Hourly Rate	Fringes	Total
Classification	Class	<u> </u>		
Iron Workers		#0.2.80	\$18.38	\$44 76
Tion Markera	Skilled	\$26.38	\$18.38	\$43.44
	Semiskilled	\$25.06	\$18.38	\$35.53
	Unskilled	\$17.15		
Laborers - Building Constr	uction & Building Co	nstruction Lands	caping \$11.93	\$32.46
Laborers - Dunome	DIVIVICO		\$11.93	\$31 16
	Semiskilled	\$19.23	\$11.93	\$30 46
	Unskalled	\$18 53		
Laborers - Bridge, Roadw	ork. Water Treatmen	t, Demolition & H	cavy Highway Land	scaping \$34.48
Laborers - Bridge, Modes	Skilled	\$22.62		\$33.78
	Semiskilled	\$21.92	\$11.86	\$33.48
,	Unskilled	\$21.62	\$11.86	<b>⊕</b> 33.~¢
				\$46 74
Mechanical Insulators	Skilled	\$31.40	\$15.34	\$40.46
	Semiskilled	\$25.12	\$15.34	\$34.18
	Unskilled	\$18 84	\$15 34	g)-4.10
n differentialité			m ( 7 7 )	\$41,73
Millwrights	Skilled	\$24.02	\$17.71	\$36 93
	Semiskilled	\$19.22	\$17.71	\$32.13
	Unakilled	\$14.42	\$17.71	ر مرد و
Operating Engineers - B	uilding Construction		#A1.60	\$49 10
Opu anna Antonia	Skilled	\$27.60	\$21.50	\$45 60
	Semiskilled	\$24.10	\$21.50	\$40.05
	Unskilled	\$20.55	\$19.50	. 24003
Operating Engineers – E	ridge, Roadwork, Wi	ater Treatment &	Demolition	\$64.40
Operating Engineers -	Skilled	<b>#35 25</b>		\$54.30
	Semiskilled	\$29.35	\$24.95	\$43.45
	Unskilled	\$22.55	\$20.90	<b>940.4</b> 5
Painters/Brush/Roll			=== 0.77	\$37.65
Kanner 2/ Pr man 140.	Skilled	\$25.68	\$11.97	\$29.96
	Semiskilled	\$19.26	\$10.70	\$23.79
	Unskilled	\$14.12	\$9.67	D&3.19
Painters/Spray/Sandbla	ıst	w = · -	ento7	\$38 15
Y waste and an early and a second	Skilled	\$26.18	\$11.97 \$10.70	\$30.34
	Semiskilled	\$19.64	\$10.70	\$24.07
	Unskilled	\$14.40	<b>\$9</b> .67	<b></b>
Paper/Vinyl Hangers			¢11 07	\$37.65
Paper, viny, 122. g	Skilled	\$25 68	\$11 97	\$29.90
	Semiskilled	\$19.26	\$10.70	\$23.7
	Unskilled	\$14.12	\$9.67	323./
Pipe-fitters & Steamfit	ters		<u>ታንማ</u> ደጣ	\$47.4
William and the control of	Skilled	\$29 90	\$17.57	\$38.5
	Semiskilled	\$20 95	\$17.57	\$31.0
	Unskilled	<b>\$13 45</b>	<b>\$17.57</b>	ب. ڍ د ون

		Hourly	Fringes	Total
Classification	Class	Rate		
C3#33311			046.70	\$39.44
Plasterers	ments d	\$26 81	\$12.63	\$34.22
	Skilled	\$21.82	\$12.40	\$30.24
	Semiskilled Unskilled	\$17.96	\$12 28	<b>40</b>
	Oliskined			545 57
Plumbers		<b>\$</b> 29.90	\$17.57	\$47.47 \$38.52
Mamners	Skilled	\$20.95	\$17 57	
	Semiskilled Unskilled	\$13.45	\$17.57	\$31.02
			242.54	\$40.15
Pointer/Caulker/Cleaners	milled	\$27.61	\$12.54	\$33.25
<b>6</b> - T	Skilled Semiskilled	\$20.71	\$12.54	\$26.15
	Unskilled	\$13.81	\$12.34	<b>32</b> 4
			ria 14	\$39.75
Roofers	Skilled	\$27.61	\$12.14	\$34.23
	Semiskilled	\$22.09	\$12.14	\$17.35
	Unskilled	\$13.81	\$3.54	wee this
				\$47.50
Sheet Metal Workers	Skilled	\$28.74	\$18.76	\$36.04
	Semiskilled	\$18.68	\$17.36	\$31,16
	Unskilled	\$14.37	\$16.79	\$31,10
Sound and Communicatio	n Warkers		242.00	\$36.63
Sound and Communication	Skilled	\$24.58	\$12.05	\$30.31
	Semiskilled	\$18.45	\$11.86	\$20.02
	Unskilled	\$12.30	<b>\$7.72</b>	<b>320.02</b>
Sprinkler Fitters			017 AD	\$50 85
Springer victors	Skilled	\$33.37	\$17.48	\$38.71
	Semiskilled	\$21.58	\$17.13	\$25.51
	Unskilled	\$16.85	\$8.66	W.J.J.
Teamsters - Building Cor	nstruction		<b>20.00</b>	\$31.66
Pickup Trucks	Skilled	\$24,16	\$7 SO	<b>J31.00</b>
***************************************	Semiskilled	N/A	N/A	_
	Unskilled	N/A	N/A	\$31.87
Single Axle	Skilled	\$24.37	\$7.50 N/A	. 431.07
	Semiskilled	N/A	N/A	_
	Unskilled	N/A	\$7.50	\$31.95
Tandem Tri Axle/Fuel Tk	Skilled	\$24.45		JJ 4.72
	Semiskilled	N/A	N/A N/A	
	Unskilled	N/A	\$7.50	\$32.53
Semi	Skilled	\$25.03	N/A	
	Semiskilled Unskilled	N/A N/A	N/A	•
		* ·/ * ·		
Teamsters - Bridge & R	oadwork	\$26.31	\$11.66	\$37.9
Pickup Trucks	Skilled	N/A	N/A	-
	Semiskilled	N/A	N/A	•
	Unskilled	\$26.46	\$11.66	\$38.1.
Single Axle	Skilled	326.46 N/A	N/A	_
	Semiskilled	N/A	N/A	•
	Unskilled	NIA	¥ 41.7 m	

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		Hourly Rate	Fringes	Total
Classification	Class	XXXX		
Tandem Axle	on itted	\$25.66	\$11.66	\$37 32
	Skilled Semiskilled	N/A	N/A	•
		N/A	N/A	-
	Unskilled	\$26.76	\$11.66	\$38.42
Tri Axle	Skilled	N/A	N/A	•
	Semiskilled Unskilled	N/A	N/A	**
_		\$26.81	\$11.66	\$38.47
Lowboy	Skilled Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
<u>.</u> .	Skilled	\$26.71	\$11.66	\$38 37
Semi	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	•
		\$26.96	\$11.66	\$38.62
Quad Axle	Skilled Semiskilled	N/A	· N/A	-
		N/A	N/A	-
	Unskilled	\$26.96	\$11.66	\$38.62
Articulating Dump	Skilled	N/A	N/A	-
	Semiskilled	N/A	N/A	-
	Unskilled	\$29.10	\$11.66	\$40.76
Combination Man	Skilled Semiskilled	N/A	N/A	PA .
	Unskilled	N/A	N/A	-
and the state and				
Terrazzo Finisher	Skilled	\$28.15	\$10.22	\$38.37
	Semiskilled	\$21.11	\$10.22	\$31.33
	Unskilled	\$14.08	\$10.22	\$24 30
Terrazzo Mechanic			0.0.47	\$41.67
I di i manana	Skilled	\$29.20	\$12.47	\$34.37
	Semiskilled	\$21.90	\$12.47	\$27.07
	Unskilled	\$14.60	\$12 47	\$27.07
Tile Finisher		<b>ምንግ</b> ነፋ	\$10.22	\$37.37
	Skilled	\$27.15 \$20.36	\$10.22	\$30.58
	Semiskilled (Jnskilled	\$20.36 \$13.58	\$10.22	\$23 80
Tile Mechanic				***
i He lateringing	Skilled	\$28.20	\$12.47	\$40 67
	Semiskilled	\$21.15	\$12 47	\$33 62
	Unskilled	\$14.10	\$12 47	\$26.57

### 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, Burcau 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.

Indiana State AFL-CIO Representati

Industry Representative Named by Awarding

Taxpayer Named by Awarding Agency

Agency

Appointed by Associated Builders and

Contractors

Dated this day of July 2012