## COMMON CONSTRUCTION WAGE SCALE

Date: November 7, 2012

City: SOUTH BEND

County: ST. JOSEPH

Project Description and Scope:

State of Indiana

NOV 19 2012

Indiana University South Bend (IDOL 20120665)

1. Wage determination for projects awarded by Indiana University South Bend, covered by ENT OF LABOR the Indiana Common Construction Wage Act on or after November 7, 2012 for a period OUR DIVISION of not longer than 3 months, that date being February 6, 2013.

**Governing Definitions** 

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".

Wage Rates

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
Skilled	\$21.15	\$12.30	\$33.45
		\$12.30	\$33.45
Unskilled	\$14.25	\$2.67	\$16.92
Skilled	\$31.40	\$15.34	\$46.74
Semiskilled	\$25.12	\$15.34	\$40.46
Unskilled	\$18.84	\$15.34	\$34.18
Skilled	\$32.94	\$24.81	\$57.75
Semiskilled	\$26.35	\$24.81	\$51.16
Unskilled	\$19.76	\$24.81	\$44.57
ole Masons			
Skilled	\$27.61	\$12.54	\$40.15
Semiskilled	\$20.71	\$12.54	\$33,25
Unskilled	\$13.81	\$12.34	\$26.15
nstruction			
Skilled	\$25.67	\$14.87	\$40.54
Semiskilled	\$20.54	\$10.94	\$31.48
Unskilled	\$14.12	\$10.75	\$24.87
	Skilled Semiskilled Unskilled Skilled Semiskilled Unskilled Semiskilled Unskilled Unskilled Unskilled Unskilled Semiskilled Unskilled Semiskilled Semiskilled Unskilled Semiskilled Unskilled	Class         Rate           Skilled         \$21.15           Semiskilled         \$21.15           Unskilled         \$14.25           Skilled         \$25.12           Unskilled         \$18.84           Skilled         \$25.12           Unskilled         \$18.84           Skilled         \$26.35           Unskilled         \$19.76           Dle Masons         \$27.61           Semiskilled         \$20.71           Unskilled         \$13.81           Instruction         \$25.67           Semiskilled         \$25.54	Class         Rate         Fringes           Skilled         \$21.15         \$12.30           Semiskilled         \$21.15         \$12.30           Unskilled         \$14.25         \$2.67           Skilled         \$31.40         \$15.34           Semiskilled         \$25.12         \$15.34           Unskilled         \$18.84         \$15.34           Skilled         \$32.94         \$24.81           Semiskilled         \$26.35         \$24.81           Unskilled         \$19.76         \$24.81           Dle Masons         \$24.81         \$12.54           Semiskilled         \$20.71         \$12.54           Unskilled         \$13.81         \$12.34           Instruction           Skilled         \$25.67         \$14.87           Semiskilled         \$20.54         \$10.94

		Hourly		At Mary	
Classification	Class	Rate	Fringes	Total	
					The section of the
C	demont & Water Tree	atmont			
Carpenters – Bridge, Roa	Skilled	\$25.59	\$14.10	\$39.69	un estimate de la servicione de la companya del companya del companya de la compa
	Semiskilled	\$20.47	\$14,10	\$34.57	er er er
di di Kalaya	Unskilled	\$15.35	\$14.10	\$29.45	
en e	Gliskilled	415.55			ar Alfa Ali
Carpet Layers/Floor Cove	rers	titi eggjar king a re		Brand F	The state of the s
i de la companya de	Skilled	\$25.67	\$14.87	\$40.54	
•	Semiskilled	\$20.54	\$10.94	\$31,48	1.
	Unskilled	\$14.12	\$10.75	\$24.87	
en . m.er . m. 25.11	<b>~</b>			· .	La reconstruction and a second
Cement Masons – Buildin		005.64	611.70	\$36.92	Same Street of the
•	Skilled	\$25.64	\$11.28 \$11.28	\$30.92 \$31.79	$\beta = \beta_{1}, \ \beta_{2}, \beta_{3}, \beta_{4}, \beta_{5}, \beta_{7}, \beta_{7}$
	Semiskilled	\$20.51	\$11.28	\$29.22	Section 1
	Unskilled	\$17.94	Ф11,2 <b>0</b>	Φ <i>L</i> 9.22	the state of
Cement Masons - Bridge	& Roadwork		•		
	Skilled	\$29.42	\$10.95	\$40.37	
	Semiskilled	\$23.53	\$10.95	\$34.48	
	Unskilled	\$17.65	\$10.95	\$28.60	ava 18 N. Va
	, <del>T</del>		And the second of the second	and the second s	er alt i disepat debe
Drywall Finishers					ef all all
	Skilled	\$25.68	\$11.97	\$37.65	and the second seco
	Semiskilled	\$19.26	\$10.70	\$29.96	granderen forsten in den en e
	Unskilled	\$14.12	\$9.67	\$23.79	e de la composition de la composition La composition de la
			1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	\$ 100 m	
Drywall Installers	C1 111 . 1	90 <i>5 67</i>	\$14.87	\$40.54	
A.V.	Skilled	\$25.67	***	\$31.48	
	Semiskilled	\$20.54	\$10.94 \$10.75	\$24.87	
	Unskilled	\$14.12	\$10.73	\$24.07	
Dynamite Men		-	·	:	
7	Skilled	\$20.53	\$11.93	\$32.46	•
	Semiskilled	N/A	N/A	· _	
	Unskilled	N/A	N/A		
Electricians					2.0
	Skilled	\$30.25	\$17.81	\$48.06	
	Semiskilled	\$19.66	\$10.87	\$30.53	
	Unskilled	\$12.10	\$8.43	\$20,53	
Elevator Constructors					
Elevator Constructors	Skilled	\$43.06	\$28.60	\$71.66	
		\$30.14	\$28.60 \$26.48	\$56.62	
	Semiskilled Unskilled	\$21.53	<b>420.10</b>	\$21.53	
	Onsainco	Ψ21.55		, 421,00	
Glaziers					
	Skilled	\$22.49	\$14.35	\$36.84	
	Semiskilled	\$16.87	\$14.35	\$31.22	
	Unskilled	\$11.25	\$14.35	\$25.60	
				×	· .
Hod Carriers	٠		******	$(x_{i},y_{i},x_{i})\in (x_{i},x_{i},x_{i},x_{i})$	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1
, No.	Skilled	N/A	N/A	00116	
See definitions	Semiskilled	\$19.23	\$11.93	\$31.16	
	Unskilled	N/A	N/A		

			Hourly	100			
Classification	1000	Class	Rate		Fringes	1 :	Total
***************************************			······································				
Iron Workers							
		Skilled	\$26.38		\$18.38		\$44.76
		Semiskilled	\$25.06	.2	\$18.38	the following	\$43.44
		Unskilled	\$17.15		\$18.38		\$35.53
Laborers & Landsca	ping – B	-					
		Skilled	\$20.53		\$11.93		\$32.46
		Semiskilled	\$19.23		\$11.93		\$31.16
		Unskilled	\$18.53		\$11.93		\$30.46
Tahaman & Tandasa	T	Duides Doodwark V	Water Treat	mant & T	Jamalitian		
Laborers & Landsca	hmg – n		\$22.62	mieni or i	\$11.86		\$34.48
		Skilled			\$11.86		\$33.78
		Semiskilled	\$21.92				
		Unskilled	\$21.62		\$11.86	•	\$33.48
Mechanical Insulator	rs						
A I ALL WALLES AND A WARREST WHITE STATE OF THE STATE OF	~	Skilled	\$31.40		\$15.34		\$46,74
		Semiskilled	\$25,12		\$15.34		\$40.46
		Unskilled	\$18.84		\$15.34		\$34.18
		Chiskinou	Ψ10.0 Ι		410101		4
Millwrights							
<del>-</del>		Skilled	\$24.02		\$17.71	* *,	\$41.73
		Semiskilled	\$19.22		\$17.71		\$36.93
		Unskilled	\$14.42		\$17.71		\$32.13
Operating Engineers	- Buildi						
		Skilled	\$27.60		\$21.50		\$49.10
		Semiskilled	\$24.10		\$21.50		\$45.60
		Unskilled	\$20.55		\$19.50		\$40.05
A		. 10	T 4	e C. Thomas	lition		
Operating Engineers	– brag		\$39.20	i & Demi	\$25.20		\$64.40
		Skilled					\$54.30
		Semiskilled	\$29.35		\$24.95		
		Unskilled	\$22.55		\$20.90		\$43.45
Painters/Brush/Roll							
		Skilled	\$25.68		\$11.97		\$37.65
		Semiskilled	\$19.26		\$10.70		\$29.96
		Unskilled	\$14.12		\$9.67		\$23.79
		Chamilea	Φ1 1.12		Ψ3.07		420.15
Painters/Spray/Sand	blast						
		Skilled	\$26.18		\$11.97		\$38.15
		Semiskilled	\$19.64		\$10.70		\$30.34
		Unskilled	\$14,40		\$9.67		\$24.07
Paper/Vinyl Hanger	S						
		Skilled	\$25.68		\$11.97		\$37.65
		Semiskilled	\$19.26		\$10.70		\$29.96
		Unskilled	\$14.12		\$9.67		\$23.79
Ding Classes O Car	.e.						
Pipe-fitters & Steam	inters	C1-311 - 4	ውስስ ሳሳ		@17 <i>67</i>		<b>ው</b> ለጣ ለጣ
		Skilled	\$29.90		\$17.57		\$47.47
		Semiskilled	\$20.95		\$17.57		\$38.52
		Unskilled	\$13.45		\$17.57		\$31.02

		Hourly	1.75			
Classification	Class	Rate	<u> </u>	ringes	Sept.	Total
Plasterers	at 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	<b>607.01</b>		<b>010 7</b> 0		#20 44
	Skilled	\$26.81		\$12.63	n setsili. Lita sama	\$39.44
	Semiskilled	\$21.82		\$12,40		\$34.22
	Unskilled	\$17.96	*	\$12.28		\$30.24
Plumbers						
. 7.4.4	Skilled	\$29,90		\$17.57		\$47.47
	Semiskilled	\$20,95		\$17.57	and the second	\$38.52
	Unskilled	\$13.45		\$17.57	4.54	\$31.02
D - 1		14 .		: ,		w jet
Pointer/Caulker/Cleaners	Skilled	\$27.61		\$12.54		\$40.15
	Semiskilled	\$27.01		\$12.54		\$33.25
	Unskilled	\$13.81		\$12.34		\$26.15
	Unskilled	\$13.01		₽1 <i>2</i> .34		\$20.15
Roofers						
	Skilled	\$27.61	÷	\$12.14		\$39.75
$a \in \mathbb{I}$	Semiskilled	\$22.09		\$12.14	,	\$34.23
	Unskilled	\$13.81		\$3.54		\$17.35
Sheet Metal Workers						
Sheet Metal Workers	Skilled	\$28.74		\$19.54	1.5	\$48.28
	Semiskilled	\$18.68		\$18.07	e e e	\$36.75
	Unskilled	\$14.37		\$17.48		\$31.85
	Children	, =				,
Sound and Communication						1 11 N
	Skilled	24.65		12.73	Line as Mills	\$37.38
	Semiskilled	18.45		11.86	n an spir	\$30.31
	Unskilled	12.30	* .	7.72		\$20.02
Sprinkler Fitters	i.	4.7-4	· · · · · · · · · · · · · · · · · · ·			
	Skilled	\$33.37		\$17.48		\$50,85
	Semiskilled	\$21.58		\$17.13		\$38.71
	Unskilled	\$16.85		\$8.66		\$25.51
Teamsters - Building Consti		00416		67 FA		\$31.66
Pickup Trucks	Skilled	\$24.16		\$7.50 N/A	2 C	φ51.00
	Semiskilled	N/A		N/A		-
Simala Avda	Unskilled Skilled	N/A \$24.37		\$7.50		\$31.87
Single Axle	Semiskilled	N/A		N/A		Ψ31.07
	Unskilled	N/A		N/A		<b></b>
Tandem Tri Axle/Fuel Tk	Skilled	\$24.45		\$7.50		\$31.95
Tandem III Axie/Fuel 1k	Semiskilled	N/A		N/A		431.50
	Unskilled	N/A		N/A		_
Semi	Skilled	\$25.03		\$7.50		\$32.53
Som	Semiskilled	N/A		N/A		-
	Unskilled	N/A		N/A		-
	C					
Teamsters - Bridge & Road						14 1 14 1 14 1 14 1 14 1 14 1 14 1 14
Pickup Trucks	Skilled	\$26.31	9	\$11.66	1. Fy . Dec.	\$37.97
	Semiskilled	N/A	* . *	N/A		-
e e e	Unskilled	N/A		N/A	1.1	
Single Axle	Skilled	\$26.46		\$11.66		\$38.12
	Semiskilled	N/A		N/A		-
	Unskilled	N/A		N/A		-

		Hourly		
Classification	Class	Rate	Fringes	Total
Tandem Axle	Skilled	\$25.66	\$11.66	\$37.32
Tandem Axic	Semiskilled	N/A	N/A	Ψ37.32
	Unskilled	3.T/A	N/A	
Tri Axle	Skilled	N/A \$26.76	\$11.66	\$38.42
III Axic	Semiskilled	N/A	N/A	₩30, <b>1</b> 2
	Unskilled	N/A	N/A	. 7
Lowboy	Skilled	\$26.81	\$11.66	\$38.47
LOWOUY	Semiskilled	N/A	N/A	Ψ.σ.τ.
	Unskilled	N/A	N/A	
Semi	Skilled	\$26.71	\$11.66	\$38.37
Schin	Semiskilled	N/A	N/A	ψ30.37
	Unskilled	N/A	N/A	
Quad Axle	Skilled	\$26.96	\$11.66	\$38.62
Quad Axie	Semiskilled	320.90 N/A	N/A	. \$30.02
	Unskilled	N/A	N/A	-
Articulating Dump	Skilled	\$26.96	\$11.66	\$38.62
Articulating Dump	Semiskilled	320.96 N/A	N/A	338.02
	Unskilled	N/A	N/A N/A	i Arten
Combination Man	Skilled	\$29.10	\$11.66	\$40.76
Combination Man	Semiskilled	N/A	N/A	φ+0.70
	Unskilled	N/A	N/A	_
* .	Charmon	THE	14/17	
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				
	Skilled	\$29.20	\$12,47	\$41.67
	Semiskilled	\$21.90	\$12.47	\$34.37
w	Unskilled	\$14.60	\$12.47	\$27.07
Tile Finisher				
	Skilled	\$27.15	\$10.22	\$37.37
	Semiskilled	\$20.36	\$10.22	\$30,58
	Unskilled	\$13.58	\$10.22	\$23.80
Tile Mechanic				
	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.

<u>Semi-skilled</u>: 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.

Indiana State AFL-CIO Representative

Industry Representative Named by Awarding Agency

Appointed by Associated Builders and Contractors

Taxpayer Named by Awarding Agency

Taxpayer Named by County Legislative Body

Dated this 7th day of November 2012