20041002

Shelby County: Characteristics of the Construction Environment

The majority of construction companies and employees within the county are not covered by collective bargaining agreements. Around 98% of all construction companies and their employees are open shops and are not signatory to collective bargaining agreements.

In Indiana, the attached chart shows:

1) the union membership as a Percent of Employment in Indiana, and
2) the union density in the construction industry from 1983 through 2002.

It shows that union members make up only 32.6% of the construction workers in the state. So, Shelby County, shows less density than the state, in regards to a union workforce.

Based on the above facts, even using the State of Indiana's numbers: With two-thirds of construction wages paid in Shelby County as open shop rates and not collectively bargained, the wages below represent the most commonly paid construction wages in Shelby County at this time.

Classifications of craft and classes – construction wage survey information for Shelby County, (5-16-7-1 a 1-b, Wage committee meets for the purpose of ascertaining what the common wage is in the county). ***Common construction wage means a scale of wages for each class of work ... that is not less than the common construction wage of all construction wages being paid in the county where the project is located.***

Shelby County - 2004

Classifications	Classes/Wages/Fringes/Total			
Asbestos Abatement				
Removes and discards asbestos materials				
	Skilled	$16.10	$4.03	$20.13
	Semi-skilled	$12.08	$3.02	$15.10
Masons				
Lays and sets building materials, brick & stone and finishes surfaces				
	Skilled	$16.05	$4.02	$20.09
	Semi-skilled	$12.05	$3.01	$15.06
	Unskilled	$ 9.94	$2.41	$12.05
Carpenter				
Constructions, erects, installs & repairs various woods And wallboards				
	Skilled	$16.50	$4.13	$20.63
	Semi-skilled	$12.38	$3.09	$15.47
	Unskilled	$ 9.90	$2.48	$12.38
Interior Finish Technician				
Erects metal framing, installs drywall, seals & plasters				
	Skilled	$15.65	$3.91	$19.56
	Semi-skilled	$11.74	$2.93	$14.67
	Unskilled	$ 9.35	$2.34	$11.69

ATTACHMENT 3

Electrician

Plans, installs, & repairs wiring, fixtures, lines & Instrumentation controls

Skilled	$17.40	$4.35	$21.75
Semi-skilled	$13.05	$3.26	$16.31
Unskilled	$10.44	$2.61	$13.05

Glazier-

Installs glass in windows or on surfaces

Skilled	$16.80	$3.50	$20.30
Semi-skilled	$13.00	$2.50	$15.50
Unskilled	$ 8.00	$2.00	$10.00

Mechanical Insulator

Covers, seals, fits, measures, cuts, attaches insulating materials

Skilled	$15.90	$3.98	$19.88
Semi-skilled	$11.93	$2.98	$14.91
Unskilled	$ 9.54	$2.39	$11.93

Ironworker

Raises, places, unites girders & columns of structural steel

Skilled	$17.90	$4.48	$22.38
Semi-skilled	$13.43	$3.36	$11.79
Unskilled	$10.74	$2.69	$13.43

Metal Building Assembler

Assembles prefabricated metal buildings

Skilled	$15.22	$3.04	$18.26
Semi-skilled	$11.42	$2.28	$13.70
Unskilled	$ 9.13	$1.83	$10.96

Millwright

Installs machinery and equipment

Skilled	$17.00	$4.25	$21.25
Semi-skilled	$12.75	$3.19	$15.94
Unskilled	$10.20	$2.55	$12.75

Painter

Applies various liquid coverings to surfaces

Skilled	$15.10	$3.02	$18.12
Semi-skilled	$11.33	$2.27	$13.60
Unskilled	$ 9.06	$1.81	$10.87

Roofer

Covers roofs with roofing materials

Skilled	$15.65	$3.13	$18.78
Semi-skilled	$11.74	$2.35	$14.09
Unskilled	$ 9.03	$1.81	$10.84

Sprinkler Fitter

Installs & repairs fire protection systems

Skilled	$16.67	$4.17	$20.84
Semi-skilled	$12.50	$3.13	$15.63
Unskilled	$10.00	$2.50	$12.50

Floor Covering

Sets tile, terrazzo, applies pigment & marble, lays carpet

Skilled	$15.00	$3.00	$18.00
Semi-skilled	$11.25	$2.25	$13.45
Unskilled	$ 9.00	$1.80	$10.80

Truck Driver

CDL licensed to transport equipment, liquid, packaged or granular dirt & moves personnel

Skilled	$15.95	$3.99	$19.94

Operating Engineer

Operates all types of power construction & heavy equipment

Skilled	$16.80	$4.20	$21.00
Semi-skilled	$12.60	$3.15	$15.75

Mechanical Technician

Fabricates, assembles, installs, repairs, sheet metal products and hvac equipment

Skilled	$16.87	$4.22	$21.09
Semi-skilled	$12.65	$3.16	$15.81
Unskilled	$10.12	$2.53	$12.65

Pipe Worker

Fabricates, assembles, installs & maintains piping and piping systems, fixtures and equipment for processing systems & drainage systems

Skilled	$17.18	$4.30	$21.48
Semi-skilled	$12.89	$3.22	$16.11
Unskilled	$10.31	$2.58	$12.89

General Labor

Laborers, helpers in general

Skilled	$11.50	$2.88	$14.38

Source: Associated Builders & Contractors of Indiana, Inc.
6825 Hillsdale Court, Indianapolis, IN 46250
www.abc-indy.org, (800) 333-9844

All wage information is from Shelby County employers or contractors licensed in the county. To ensure confidentiality, the information is presented in summary form in order to prevent individual company information from being shared, and to avoid any appearance of antitrust implications.

Stipulation as to employment of apprentices as semi-skilled: Apprentices will be permitted to work at the semi-skilled rate for the class of work when they are enrolled in an apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship Training or as employees in training. Their wage rate will be governed according to the standards of their registered program along with their ratio to journeyman, which is 1-1.

The above percentages used for semi-skilled and unskilled (75% & 60% respectively), were based on the system of incremental increases encouraged in the traditional apprenticeship training model. (See attached documentation of certification).

Project Name IOTELLIPLEX PARK PHASE II AND III

Common Wage Committee Dated this day 6/18/04

OPPOSED

Representing the Governor of Indiana

OPPOSED

Indiana AFL-CIO

Commisioner-County (taxpayer

Awarding Agency (taxpayer)

Awarding Agency (industry Rep.)