COMMON CONSTRUCTION WAGE SCALE

HEAVY- HIGHWAY

Date: January 22, 2008

Town: Indianapolis **County:** Marion

Project Description and Scope:

1. 20080011 FedEx Apron Expansion, Site work Phase III,
2. 20080012 Phase IV
3. South Perimeter Road 20080013

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 project.

Classification	Class	Hourly Rate	Fringes	Total:
Bricklayers				
	Skilled	$28.70	$9.26	$37.96
	Semiskilled	$25.83	$9.26	$35.09
	Unskilled	$14.35	$9.26	$23.61
Carpenters-Highway				
	Skilled	$24.06	$11.33	$35.39
	Semiskilled	$19.25	$8.96	$28.21
	Unskilled	$14.44	$8.96	$23.40
Cement Masons				
	Skilled	$23.15	$10.84	$33.99
	Semiskilled	$18.52	$10.84	$29.36
	Unskilled	$13.89	$10.84	$24.73
Electricians				
	Skilled	$30.65	$13.94	$44.59
	Semiskilled	$19.25	$9.10	$28.35
	Unskilled	$13.05	$7.32	$20.37
Iron Workers				
	Skilled	$24.20	$16.15	$40.35
	Semiskilled	$19.36	$16.15	$35.51
	Unskilled	$14.52	$16.15	$30.67
Laborers-Highway				
	Skilled	$21.02	$9.06	$30.08
	Semiskilled	$20.52	$9.06	$29.58
	Unskilled	$20.02	$9.06	$29.08

Operating Engineers-Highway				
	Skilled	$27.45	$10.71	$38.16
	Semiskilled	$25.73	$10.71	$36.44
	Unskilled	$20.59	$10.71	$31.30
Painters-Highway				
Group I	Skilled	$28.10	$9.70	$37.80
Group II	Semiskilled	$24.70	$9.70	$34.40
Group III	Unskilled	$14.20	$9.70	$23.90
Piledrivers				
(Carpenters)	Skilled	$24.06	$11.33	$35.39
	Semiskilled	$19.25	$8.96	$28.21
	Unskilled	$14.44	$8.96	$23.40
Pipefitters & Steamfitters				
	Skilled	$30.23	$13.58	$43.81
	Semiskilled	$16.63	$9.89	$26.52
	Unskilled	$13.60	$9.39	$22.99
Plumbers				
	Skilled	$30.23	$13.58	$43.81
	Semiskilled	$16.63	$9.89	$26.52
	Unskilled	$13.60	$9.39	$22.99
Pointer/Caulker/Cleaners				
	Skilled	$28.70	$9.26	$37.96
	Semiskilled	$25.83	$9.26	$35.09
	Unskilled	$14.35	$9.26	$23.61
Sound and Communication Workers				
	Skilled	$24.15	$10.23	$34.38
	Semiskilled	$20.55	$10.07	$30.62
	Unskilled	$13.30	$7.33	$20.63
Sprinkler Fitters				
	Skilled	$32.19	$13.30	$45.49
	Semiskilled	$22.53	$13.30	$35.83
	Unskilled	$16.10	$7.61	$23.71
Stone Masons				

	Skilled	$28.70	$9.26	$37.96
	Semiskilled	$25.83	$9.26	$35.09
	Unskilled	$14.35	$9.26	$23.61

Truck Drivers

Tandem	Skilled	$24.11	$7.87	$31.98
(over 15 tons single)	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Tri-Axle	Skilled	$24.11	$7.87	$31.98
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Semi-Low Boy	Skilled	$24.11	$7.87	$31.98
(Single Axle)	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Semi-Low Boy	Skilled	$24.11	$7.87	$31.98
(Tandem)	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A

Tile, Marble Setters

Skilled	$28.81	$8.53	$37.34
Semiskilled	$25.93	$8.53	$34.46
Unskilled	$12.96	$8.53	$21.49

Terrazzo Workers

Skilled	$29.39	$8.63	$38.02
Semiskilled	$26.45	$8.63	$35.08
Unskilled	$13.23	$8.63	$21.86

Tile, Marble, Finishers

Skilled	$19.71	$5.21	$24.92
Semiskilled	$17.86	$5.21	$23.07
Unskilled	$11.73	$5.21	$16.94

Terrazzo Helpers/Finishers

Skilled	$21.54	$5.20	$26.74
Semiskilled	$18.84	$5.20	$24.04
Unskilled	$11.73	$5.20	$16.93

Chemical Workers (Prep & Install Epoxy Coatings)

Skilled	$20.09	$4.50	$24.59

	Semiskilled	$19.09	$4.50	$23.59
	Unskilled	$11.73	$4.50	$16.23
Truck Mechanic	Skilled	$24.25	$7.87	$32.12
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A

[Add classifications as required by the project]

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 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	Awarding Agency Representative
Governor's Representative	Taxpayer Named by Appointing Agency
Taxpayer Named by County Legislative Body	1/22/2008 Date