South Bend **County: ST. JOSEPH** **State of Indiana**

We the undersigned common construction wage committee, appointed pursuant to Indiana Code 5-16-17, as amended in 1995, do hereby fix and determine the following common construction wage scales to apply on the:

School City of Mishawaka:

1. Athletic Complex - Baker Park - Softball/Baseball Diamonds;

Type of Construction Building

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.

Classification	*Class*	*Hourly Rate*	*Fringes*	*Total*
Asbestos Worker				
Journeyman	Skilled	$28.65	$10.59	$39.24
	Semiskilled	$22.92	$10.59	$33.51
	Unskilled	$17.19	$10.59	$27.78
Asbestos Abatement				
Journeyman	Skilled	$18.75	$9.70	$28.45
	Semiskilled	$13.00	$6.90	$19.90
	Unskilled	$11.00	$0.65	$11.65
Boilermakers				
Journeyman	Skilled	$30.00	$17.81	$47.81
	Semiskilled	$24.00	$17.81	$41.81
	Unskilled	$21.00	$17.81	$38.81
Bricklayers				
Journeyman	Skilled	$26.75	$10.59	$37.34
	Semiskilled	$20.06	$10.59	$30.65
	Unskilled	$13.37	$10.59	$23.96
Carpenters				
Journeyman	Skilled	$24.74	$10.71	$35.45
	Semiskilled	$19.79	$10.71	$30.50
	Unskilled	$15.69	$9.86	$25.55
Carpet Layer				
Journeyman	Skilled	$23.66	$10.47	$34.13
	Semiskilled	$18.93	$10.47	$29.40
	Unskilled	$15.05	$9.62	$24.67
Cement Masons				
Journeyman	Skilled	$23.79	$10.18	$33.97
	Semiskilled	$19.03	$10.18	$29.21
	Unskilled	$14.27	$10.18	$24.45
Drywall Finishers				
Journeyman	Skilled	$22.33	$8.41	$30.74
	Semiskilled	$16.75	$5.55	$22.30
	Unskilled	$11.17	$5.55	$16.72

Drywall Installers				
Journeyman	Skilled	$23.66	$10.47	$34.13
	Semiskilled	$18.93	$10.47	$29.40
	Unskilled	$15.05	$9.62	$24.67
Dynamite Men				
Journeyman	Skilled	$20.58	$7.08	$27.66
	Semiskilled	N/A	N/A	
	Unskilled	N/A	N/A	
Electricians				
Journeyman	Skilled	$27.75	$13.72	$41.47
	Semiskilled	$18.04	$12.31	$30.35
	Unskilled	$11.10	$6.61	$17.71
Elevator Constructors				
	Skilled	$36.85	$19.23	$56.08
	Semiskilled	$25.79	$17.41	$43.20
	Unskilled	$18.42	$0.35	$18.77
Glaziers				
Journeyman	Skilled	$24.14	$10.20	$34.34
	Semiskilled	$19.31	$10.20	$29.51
	Unskilled	$12.07	$10.20	$22.27
Iron Workers				
Journeyman	Skilled	$23.00	$15.81	$38.81
	Semiskilled	$18.40	$15.81	$34.21
	Unskilled	$13.80	$15.81	$29.61
Laborers	Skilled	$20.58	$8.98	$29.56
	Semiskilled	$20.08	$8.98	$29.06
	Unskilled	$19.58	$8.98	$28.56
Millwrights				
Journeyman	Skilled	$22.46	$12.79	$35.25
	Semiskilled	$17.97	$12.79	$30.76
	Unskilled	$13.48	$12.79	$26.27
Operating Engineers				
Journeyman	Skilled	$24.60	$16.70	$41.30
	Semiskilled	$21.10	$16.70	$37.80
	Unskilled	$17.55	$14.05	$31.60
Painters/Brush/Roll				
Journeyman	Skilled	$23.03	$9.38	$32.41
	Semiskilled	$17.27	$6.10	$23.37
	Unskilled	$11.52	$6.10	$17.62
Painters/Sprays/Sandblast				
Journeyman	Skilled	$23.53	$9.38	$32.91
	Semiskilled	$17.27	$6.10	$23.37
	Unskilled	$11.52	$6.10	$17.62
Automatic Drywall Tools				
Journeyman	Skilled	$23.28	$9.38	$32.66
	Semiskilled	$17.27	$6.10	$23.37
	Unskilled	$11.52	$6.10	$17.62
Vinyl/Paper Hanger				
Journeyman	Skilled	$23.03	$8.83	$31.86
	Semiskilled	$17.27	$6.10	$23.37
	Unskilled	$11.52	$6.10	$17.62

Pipefitters & Steamfitters				
Journeyman	Skilled	$28.35	$12.56	$40.91
	Semiskilled	$21.25	$12.56	$33.81
	Unskilled	$12.75	$12.56	$25.31
Plasterers				
Journeyman	Skilled	$24.04	$11.43	$35.47
	Semiskilled	$19.24	$11.43	$30.67
	Unskilled	$14.43	$11.38	$25.81
Plumbers				
Journeyman	Skilled	$28.35	$12.56	$40.91
	Semiskilled	$21.25	$12.56	$33.81
	Unskilled	$12.75	$12.56	$25.31
Pointer/Caulker/Cleaners				
Journeyman	Skilled	$26.25	$9.93	$36.18
	Semiskilled	$21.00	$9.93	$30.93
	Unskilled	$13.12	$9.93	$23.05
Roofers				
Journeyman	Skilled	$25.41	$9.47	$34.88
	Semiskilled	$20.33	$9.47	$29.80
	Unskilled	$10.67	$2.87	$13.54
Sheet Metal Workers				
Journeyman	Skilled	$26.85	$14.49	$41.34
	Semiskilled	$20.14	$13.71	$33.85
	Unskilled	$13.43	$13.01	$26.44
Sound and Communication Workers				
Journeyman	Skilled	$22.85	$8.73	$31.58
	Semiskilled	$19.42	$8.62	$28.04
	Unskilled	$11.43	$6.32	$17.75
Sprinkler Fitters				
Journeyman	Skilled	$31.29	$12.75	$44.04
	Semiskilled	$20.34	$12.75	$33.09
	Unskilled	$15.65	$6.81	$22.46
Teamsters				
Pickup Truck	Skilled	$19.33	$6.85	$26.18
	Semiskilled	N/A	N/A	
	Unskilled	N/A	N/A	
Single Axle	Skilled	$19.54	$6.85	$26.39
	Semiskilled	N/A	N/A	
	Unskilled	N/A	N/A	
Tandem, Tri Axle, Fuel	Skilled	$19.67	$6.85	$26.52
	Semiskilled	N/A	N/A	
	Unskilled	N/A	N/A	
Semi-low Boy	Skilled	$19.67	$6.85	$26.52
	Semiskilled	N/A	N/A	
	Unskilled	N/A	N/A	
Tile Mechanics				
Journeyman	Skilled	$25.73	$9.63	$35.36
	Semiskilled	$20.06	$9.63	$29.69
	Unskilled	$12.86	$9.63	$22.49
Tile Finishers				
Journeyman	Skilled	$23.86	$8.64	$32.50
	Semiskilled	$17.89	$8.64	$26.53
	Unskilled	$11.93	$8.64	$20.57

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.

SIGNATURES OF APPOINTEES

Appointee named by the Indiana State AFL-CIO	Industry Appointee named by the Awarding Agency
Appointee named by the Governor of Indiana	Taxpayer Appointee named by the Awarding Agency
Taxpayer Appointee named by the County Legislative Body	6-Feb-08 Date