

20130817

COMMON CONSTRUCTION WAGE SCALE**HEAVY-HIGHWAY****Date:** April 2, 2014**Town:****County:**

Hancock

Project Description and Scope:

Hancock County Highway Dept.

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	\$30.06	\$11.11	\$41.17
	Semiskilled	\$22.54	\$11.11	\$33.65
	Unskilled	\$15.03	\$11.11	\$26.14
Carpenters-Highway				
	Skilled	\$26.23	\$16.61	\$42.84 ✓
	Semiskilled	\$22.30	\$12.18	\$34.48
	Unskilled	\$14.43	\$11.85	\$26.28
Cement Masons				
	Skilled	\$26.00	\$14.14	\$40.14
	Semiskilled	\$20.80	\$14.14	\$34.94
	Unskilled	\$15.60	\$14.14	\$29.74
Electricians				
	Skilled	\$33.45	\$17.73	\$51.18
	Semiskilled	\$21.00	\$10.65	\$31.65
	Unskilled	\$14.20	\$8.84	\$23.04
Iron Workers				
	Skilled	\$29.29	\$19.42	\$48.71
	Semiskilled	\$23.43	\$19.42	\$42.85
	Unskilled	\$17.57	\$19.42	\$36.99
Laborers-Highway				
	Skilled	\$22.72	\$10.81	\$33.53 ✓
	Semiskilled	\$22.22	\$10.81	\$33.03
	Unskilled	\$21.72	\$10.81	\$32.53

Operating Engineers-Highway

Skilled	\$29.70	\$13.91	\$43.61 ✓
Semiskilled	\$27.98	\$13.91	\$41.89
Unskilled	\$26.31	\$13.91	\$40.22

**Painters - Road & Bridge Worker (New
or Existing Structural Steel)**

Skilled	\$29.49	\$11.88	\$41.37
Semiskilled	\$22.12	\$10.12	\$32.24
Unskilled	\$14.75	\$8.95	\$23.70

**Painters - Road & Bridge Worker (New or Existing
Concrete & Masonry Surfaces)**

Skilled	\$25.43	\$11.88	\$37.31
Semiskilled	\$19.07	\$10.12	\$29.19
Unskilled	\$12.72	\$8.95	\$21.67

**Piledrivers
(Carpenters)**

Skilled	\$26.23	\$16.61	\$42.84
Semiskilled	\$22.30	\$12.18	\$34.48
Unskilled	\$14.43	\$11.85	\$26.28

Pipefitters & Steamfitters

Skilled	\$33.17	\$15.46	\$48.63
Semiskilled	\$18.24	\$11.44	\$29.68
Unskilled	\$14.93	\$10.94	\$25.87

Plumbers

Skilled	\$33.17	\$15.46	\$48.63
Semiskilled	\$18.24	\$11.44	\$29.68
Unskilled	\$14.93	\$10.94	\$25.87

HVACR Service Tech

Skilled	\$32.20	\$15.43	\$47.63
Semiskilled	\$18.24	\$11.44	\$29.68
Unskilled	\$14.93	\$10.94	\$25.87

Pointer/Caulker/Cleaners

Skilled	\$30.06	\$11.11	\$41.17
Semiskilled	\$22.54	\$11.11	\$33.65
Unskilled	\$15.03	\$11.11	\$26.14

**Sound and Communication
Workers**

	Skilled	\$26.70	\$11.72	\$38.42
	Semiskilled	\$22.70	\$11.54	\$34.24
	Unskilled	\$14.70	\$7.49	\$22.19
Sprinkler Fitters				
	Skilled	\$34.04	\$18.13	\$52.17
	Semiskilled	\$22.13	\$18.13	\$40.26
	Unskilled	\$15.32	\$13.55	\$28.87
Stone Masons				
	Skilled	\$30.06	\$11.11	\$41.17
	Semiskilled	\$22.54	\$11.11	\$33.65
	Unskilled	\$15.03	\$11.11	\$26.14
Tile, Marble Setters				
	Skilled	\$28.98	\$10.85	\$39.83
	Semiskilled	\$26.09	\$10.85	\$36.94
	Unskilled	\$13.08	\$10.85	\$23.93
Terrazzo Workers				
	Skilled	\$29.57	\$10.96	\$40.53
	Semiskilled	\$26.62	\$10.96	\$37.58
	Unskilled	\$13.35	\$10.96	\$24.31
Tile, Marble, Finishers				
	Skilled	\$19.96	\$7.07	\$27.03
	Semiskilled	\$18.11	\$7.07	\$25.18
	Unskilled	\$12.45	\$7.07	\$19.52
Terrazzo Helpers/Finishers				
	Skilled	\$19.07	\$7.06	\$26.13
	Semiskilled	\$16.37	\$7.06	\$23.43
	Unskilled	\$12.44	\$7.06	\$19.50
Chemical Workers (Prep & Install Epoxy Coatings)				
	Skilled	\$20.94	\$5.65	\$26.59
	Semiskilled	\$18.95	\$5.65	\$24.60
	Unskilled	\$12.29	\$5.65	\$17.94
Brick Pavers				
	Skilled	\$24.40	\$10.80	\$35.20
	Semiskilled	\$21.97	\$10.80	\$32.77
	Unskilled	\$11.15	\$10.80	\$21.95
Teamsters				
	Skilled	\$25.81	\$9.71	\$35.52
	Semiskilled	N/A	N/A	N/A

	Unskilled	N/A	N/A	N/A
Mechanic	Skilled	\$27.09	\$9.71	\$36.80
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Semi Water Trucks & S	Skilled	\$25.76	\$9.71	\$35.47
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Low Boys (single axel)	Skilled	\$25.17	\$9.71	\$35.42
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Low Boys (Tandem Axel)	Skilled	\$25.81	\$9.17	\$35.52
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Low Boys (Tandem-Tandem Axel)	Skilled	\$25.86	\$9.71	\$35.57
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A

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.

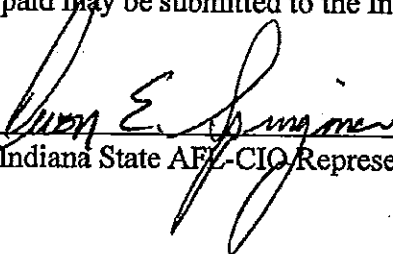
The above definitions shall not apply to workers in the classification of Laborer.

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.

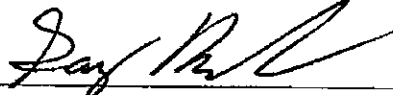
Workers engaged in such an apprenticeship program will be permitted to work at less than the predetermined rate set out above for the work they perform. Such apprentices must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage 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

Associated Builders and Contractors
Representative


Taxpayer Named by County Legislative
Body


Awarding Agency Representative


Taxpayer Named by Appointing Agency

4-2-14
Date

Suggested Common Construction Wage Hearing Agenda

1. Election of Committee Chair Person *Gary Bo* ✓
2. Call to order by Committee Chair Person ✓
3. Introduction of Committee Members ✓
4. Verification of Open Door Compliance ✓
5. Statement of Committee's purpose ✓
 - a. Meet in accordance with Open Door Law *(checked in paper & door last Thursday)*
 - b. Evaluate reports regarding wages paid in the county ✓
 - c. To determine the most common wage (including fringe benefits) for each ✓
classification and level of job skill required by the project
6. Overview of the Act ✓
 - a. Act covers most state and local public works projects
 - b. Wages adopted in this hearing apply to all projects covered by the Common Construction Wage Act let within three (3) months of the date of this hearing
 - c. Five (5) person committee. One from Awarding Agency, AFL-CIO, the Associated Builders and Contractors and two Taxpayers from the project county
 - d. Union Township court case defined common as mathematical mode, not average. Mode is the number that appears the most often in any list of numbers.
7. Overview of Project ✓
8. Presentation of Data and Testimony
 - a. Data from Awarding Agency *None*
 - b. Data from Public *None*
 - c. Data from AFL-CIO Representative ✓ *Deven*
 - d. Data from the Associated Builders and Contractors *Data present but no Rep*
9. Questions and Discussion
 - a. Open to the Public ✓
 - b. If addressing committee, please state your name for the record ✓
10. Determination and Adoption of Wage Scale
 - a. Determination of Job Classifications needed for all projects ✓
 - b. Evaluation and Discussion of Data ✓
 - c. Close Floor to Public Discussion ✓
11. Adoption of Wage Scale
 - a. Motion to Adopt ✓
 - b. Second the Motion ✓
 - c. Open to Discussion ✓
 - d. Majority of Quorum carries the motion *AFL-CIO*
12. Closing Comments
13. Adjournment