

# COMMON CONSTRUCTION WAGE SCALE

Date: August 19th, 2014

City: Paoli

County: Orange

Project Description and Scope: Paoli Community School Corporation (IDOL 20140456)

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.

## TYPE OF CONSTRUCTION

- (X) Commercial Building  
( ) Heavy / Highway  
( ) Utility

<u>Classification</u>	<u>Class</u>	<u>Hourly Rate</u>	<u>Fringes</u>	<u>Total</u>
Asbestos Worker	Skilled	32.34	14.69	47.03
	Semiskilled	19.77	8.37	28.14
	Unskilled	13.71	8.10	21.81
Asbestos Abatement	Skilled	29.90	13.48	43.38
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
Boilermakers	Skilled	33.43	22.48	55.91
	Semiskilled	26.74	22.48	49.22
	Unskilled	20.06	22.48	42.54
Bricklayers	Skilled	<del>27.20</del> 27.50	<del>11.18</del> 10.32	<del>38.68</del> 37.52
	Semiskilled	<del>20.40</del> 20.63	<del>11.18</del> 10.32	<del>31.81</del> 30.72
	Unskilled	<del>13.60</del> 13.75	<del>11.18</del> 10.32	<del>24.93</del> 23.92
Carpenters	Skilled	<del>24.40</del> 25.20	<del>15.26</del> 17.56	<del>42.76</del> 39.66
	Semiskilled	<del>19.58</del> 20.16	<del>15.26</del> 17.56	<del>37.72</del> 34.78
	Unskilled	<del>14.64</del> 15.12	<del>15.26</del> 17.56	<del>32.68</del> 29.90
Carpet Layers	Skilled	24.40	<del>15.26</del> 16.26	40.66
	Semiskilled	<del>21.96</del>	12.13	34.09



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NWO

	Semiskilled	21.96 19.52	12.13 15.26	34.78 34.09
	Unskilled	14.64	15.26	29.90
<b>Cement Masons</b>	Skilled	20.88	8.32	29.20
	Semiskilled	19.84	8.32	28.16
	Unskilled	18.79	8.32	27.11
<b>Drywall Finishers</b>	Skilled	24.95	9.81	34.76
Drywall Finishers using automatic	Semiskilled	17.47	8.51	25.98
Tools (Ames, Tape Tech, etc) add	Unskilled	12.48	7.64	20.12
\$1.00 to hourly pay.				
<b>Drywall Installers</b>	Skilled	24.40	15.26	39.66
	Semiskilled	19.52	15.26	34.78
	Unskilled	14.64	15.26	29.90
<b>Electricians</b>	Skilled	27.56	11.96	39.52
	Semiskilled	23.43	10.89	34.32
	Unskilled	19.84	10.01	29.85
<b>Elevator Constructors</b>	Skilled	30.28	12.12	42.40
	Semiskilled	24.22	12.12	36.34
	Unskilled	21.20	12.12	33.32
<b>Glaziers</b>	Skilled	26.78	11.17	37.95
	Semiskilled	18.75	11.17	29.92
	Unskilled	13.39	11.17	24.56
<b>Iron Workers</b>	Skilled	23.85	13.94	37.79
	Semiskilled	22.66	13.94	36.60
	Unskilled	20.27	13.94	34.21
<b>Laborers</b>	Skilled	22.43	11.20	33.63
	Semiskilled	21.93	11.20	33.13
	Unskilled	21.18	11.20	32.38
<b>Laborers / Asbestos Abatement</b>	Skilled	21.93	11.20	33.13
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
<b>Mechanical Insulators</b>	Skilled	22.63	9.69	32.32
	Semiskilled	15.00	5.84	20.84
	Unskilled	10.50	5.84	16.34
<b>Millwrights</b>	Skilled	24.65	15.89	40.54
	Semiskilled	23.42	15.89	39.31
	Unskilled	14.79	15.89	30.68
<b>Operating Engineers</b>	Skilled	29.68	13.22	42.90



<b>Class 1 or A</b>	<b>Semiskilled</b>	28.68	13.22	41.90
	<b>Unskilled</b>	20.55	13.22	33.77
<b>Painters / Brush / Roll</b>	<b>Skilled</b>	24.95	9.81	34.76
	<b>Semiskilled</b>	17.47	8.51	25.98
	<b>Unskilled</b>	12.48	7.64	20.12
<b>Painters / Spray / Sandblast</b>	<b>Skilled</b>	25.95	9.81	35.76
	<b>Semiskilled</b>	18.57	8.51	27.08
	<b>Unskilled</b>	13.48	7.64	21.12
<b>Pipefitters &amp; Steamfitters</b>	<b>Skilled</b>	32.82	14.96	47.78
	<b>Semiskilled</b>	21.33	14.96	36.29
	<b>Unskilled</b>	15.43	14.96	30.39
<b>Plasterers</b>	<b>Skilled</b>	23.48	9.54	33.02
	<b>Semiskilled</b>	21.13	9.54	30.67
	<b>Unskilled</b>	18.78	9.54	28.32
<b>Plumbers</b>	<b>Skilled</b>	32.82	14.96	47.78
	<b>Semiskilled</b>	21.33	14.96	36.29
	<b>Unskilled</b>	15.43	14.96	30.39
<b>Pointer / Caulker / Cleaners</b>	<b>Skilled</b>	27.45	10.07	37.52
	<b>Semiskilled</b>	20.59	10.07	30.66
	<b>Unskilled</b>	13.73	10.07	23.80
<b>Roofers</b>	<b>Skilled</b>	23.78	8.61	32.39
	<b>Semiskilled</b>	16.65	6.01	22.66
	<b>Unskilled</b>	11.90	2.35	14.25
<b>Sheet Metal Workers</b>	<b>Skilled</b>	31.72	18.14	49.86
	<b>Semiskilled</b>	23.79	16.93	40.72
	<b>Unskilled</b>	15.86	15.55	31.41
<b>Sound &amp; Communication Workers</b>	<b>Skilled</b>	27.56	11.96	39.52
	<b>Semiskilled</b>	23.43	10.89	34.32
	<b>Unskilled</b>	19.84	10.01	29.85
<b>Sprinkler Fitters</b>	<b>Skilled</b>	31.29	12.75	44.04
	<b>Semiskilled</b>	20.34	12.75	33.09
	<b>Unskilled</b>	15.65	6.81	22.46
<b>Stone Masons</b>	<b>Skilled</b>	27.20	10.32	37.52
	<b>Semiskilled</b>	20.40	10.32	30.72
	<b>Unskilled</b>	13.60	10.32	23.92
<b>Teamsters</b>	<b>Skilled</b>	25.76	10.30	36.06
	<b>Semiskilled</b>	N/A	N/A	N/A



	Unskilled	N/A	N/A	N/A
<b>Technical Engineers</b>	Skilled	17.20	6.90	24.10
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A
<b>Tile, Marble Setters</b>	Skilled	28.90	9.56	38.46
	Semiskilled	26.01	9.56	35.57
	Unskilled	13.00	9.56	22.56
<b>Terrazzo Setters</b>	Skilled	29.50	9.66	39.16
	Semiskilled	26.55	9.66	36.21
	Unskilled	13.28	9.66	22.94
<b>Tile, Marble, Terrazzo Finishers</b>	Skilled	21.62	5.84	27.46
	Semiskilled	18.92	5.84	24.76
	Unskilled	12.29	5.84	18.13
<b>Truck Mechanics</b>	Skilled	25.76	10.30	36.06
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A

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**TYPE OF CONSTRUCTION**  
☐ **COMMERCIAL BUILDING**  
☒ **HEAVY/HIGHWAY**  
☐ **UTILITY**

<u>Classification</u>	<u>Class</u>	<u>Hourly Rate</u>	<u>Fringes</u>	<u>Total</u>
<b>Carpenters</b>	Skilled	23.94	15.54	39.48
	Semiskilled	19.15	15.54	34.69
	Unskilled	14.36	15.54	29.90
<b>Electricians</b>	Skilled	27.56	11.96	39.52
	Semiskilled	23.43	10.89	34.32
	Unskilled	19.84	10.01	29.85
<b>Iron Workers</b>	Skilled	23.75	15.32	39.07
	Semiskilled	21.38	15.32	36.70





	Unskilled	19.00	15.32	34.32
<b>Laborers</b>	Skilled	23.62	11.21	34.83
	Semiskilled	22.92	11.21	34.13
	Unskilled	22.62	11.21	33.83
<b>Operating Engineers</b>	Skilled	29.90	13.16	43.06
Class 1 or A	Semiskilled	28.90	13.16	42.06
	Unskilled	26.25	13.16	39.41
<b>Painters</b>	Skilled	28.10	9.70	37.80
	Semiskilled	24.70	9.70	34.40
	Unskilled	14.20	9.70	23.90
<b>Sprinkler Fitters</b>	Skilled	31.29	12.75	44.04
	Semiskilled	20.34	12.75	33.09
	Unskilled	15.65	6.81	22.46
<b>Teamsters</b>	Skilled	25.76	10.30	36.06
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A

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**TYPE OF CONSTRUCTION:**

- ( ) COMMERCIAL BUILDING  
 ( ) HEAVY/HIGHWAY  
 (X) UTILITY

<u>Classification</u>	<u>Class</u>	<u>Hourly Rate</u>	<u>Fringes</u>	<u>Total</u>
<b>Asbestos Workers</b>	Skilled	27.83	11.54	39.37
	Semiskilled	20.25	7.48	27.73
	Unskilled	17.72	7.36	25.08
<b>Bricklayers</b>	Skilled	27.20	10.32	37.52
	Semiskilled	20.40	10.32	30.72
	Unskilled	13.60	10.32	23.92



<b>Carpenters</b>	Skilled	23.94	15.54	39.48
	Semiskilled	19.15	15.54	34.69
	Unskilled	14.36	15.54	29.90
<b>Electricians</b>	Skilled	27.56	11.96	39.52
	Semiskilled	23.43	10.89	34.32
	Unskilled	19.84	10.01	29.85
<b>Iron Workers</b>	Skilled	23.75	15.32	39.07
	Semiskilled	21.38	15.32	36.70
	Unskilled	19.00	15.32	34.32
<b>Laborers</b>	Skilled	23.82	11.21	35.03
	Semiskilled	23.02	11.21	34.23
	Unskilled	22.82	11.21	34.03
<b>Operating Engineers</b>	Skilled	29.68	13.22	42.90
<b>Class 1 or A</b>	Semiskilled	28.68	13.22	41.90
	Unskilled	20.55	13.22	33.77
<b>Pipefitters &amp; Steamfitters</b>	Skilled	32.82	14.96	47.78
	Semiskilled	21.33	14.96	36.29
	Unskilled	15.43	14.96	30.39
<b>Plumbers</b>	Skilled	32.82	14.96	47.78
	Semiskilled	21.33	14.96	36.29
	Unskilled	15.43	14.96	30.39
<b>Pointer / Caulker / Cleaners</b>	Skilled	27.45	10.07	37.52
	Semiskilled	20.59	10.07	30.66
	Unskilled	13.73	10.07	23.80
<b>Sheet Metal Workers</b>	Skilled	30.72	18.14	49.86
	Semiskilled	23.79	16.93	40.72
	Unskilled	15.86	15.55	31.41
<b>Sprinkler Fitters</b>	Skilled	31.29	12.75	44.04
	Semiskilled	20.34	12.75	33.09
	Unskilled	15.65	6.81	22.46
<b>Stone Masons</b>	Skilled	27.20	10.32	37.52
	Semiskilled	20.40	10.32	30.72
	Unskilled	13.60	10.32	23.92
<b>Teamsters</b>	Skilled	25.76	10.30	36.06
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A



<b>Truck Mechanics</b>	Skilled	25.76	10.30	36.06
	Semiskilled	N/A	N/A	N/A
	Unskilled	N/A	N/A	N/A

(ADD CLASSIFICATIONS AS REQUIRED BY 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 the criteria for being categorized as a semiskilled 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 Laborers.*

## 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.



Billy Mc (Opposed)  
Indiana State AFL-CIO

Cathy Brunton  
Awarding Agency Representative

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ABC Representative

Myra Owens  
Taxpayer Named by Appointing Agency

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Taxpayer Named by County Legislative Body

8-19-2014 \_\_\_\_\_  
Date

