COMMON CONSTRUCTION WAGE SCALE

Date: October 1, 2014

City: SOUTH BEND

County: ST. JOSEPH

State of Indiana

Project Description and Scope:

Indiana University South Bend (IDOL 20140550)

1. Wage determination for projects awarded by Indiana University South Bend covered by the Indiana Common Construction Wage Act on or after October 1, 2014 for a period of not longer than 3 months, that date being December 31, 2014.

Governing Definitions

The undersigned common construction wage committee has determined that for the above-cited project the following definitions of classifications shall be used when applying this wage scale to said project (Mark One):

- (X) The Indiana Department of Labor's Guide to Building Trades Classifications with Descriptions:
- () The United States Department of Labor's Dictionary of Occupational Titles; or
- () Other attached document.

A copy of the above marked document is attached to this document and labeled "Attachment A".

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.

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 projects.

Hourly				
Classification	Class	Rate	Fringes	Total
4 To 4 4 To . 4				
Asbestos Abatement	outt 1	601.50	610.05	604.46
	Skilled	\$21.50	\$12.95	\$34.45
	Semiskilled	\$21.50	\$12.95	\$34.45
	Unskilled	\$14.25	\$2.70	\$16.95
Asbestos Workers				
	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
Boilermakers				
	Skilled	\$32.94	\$24.81	\$57.75
	Semiskilled	\$26.35	\$24.81	\$51.16
	Unskilled	\$19.76	\$24.81	\$44.57
Bricklayers/Stone & Ma	rble Masons			
•	Skilled	\$27.61	\$13.14	\$40.75
	Semiskilled	\$20.71	\$13.14	\$33.85
	Unskilled	\$13.81	\$13.14	\$26.95
Carpenters – Building C	onstruction			
	Skilled	\$25.92	\$16.27	\$42.19
	Semiskilled	\$19.44	\$11.88	\$31.32
	Unskilled	\$14.26	\$11.73	\$25.99

		Hourly		
Classification	Class	Rate	Fringes	Total
Carpenters – Bridge, Road	Juneyly & Water Tree	tmont		
Carpenters - bridge, woat	Skilled	\$25.73	\$15.80	\$41.53
	Semiskilled	\$19.30	\$13.60	\$30.73
	Unskilled	\$14.15	\$11.49	\$25.44
	Onskined	\$14.13	\$11,29	\$25.74
Carpet Layers/Floor Cove	rers			
	Skilled	\$25.92	\$16.27	\$42.19
	Semiskilled	\$19.44	\$11.88	\$31.32
	Unskilled	\$14.26	\$11.73	\$25.99
Cement Masons - Building	a Construction			
Centent Wasons - Bunum	Skilled	\$26.04	\$12.28	\$38.32
	Semiskilled	\$20.91	\$12.03	\$32.94
	Unskilled	\$18.34	\$12.03	\$30.37
	0.15.111.44	41010 /	41-100	4
Cement Masons - Bridge	& Roadwork			
	Skilled	\$30.57	\$11.55	\$42.12
	Semiskilled	\$27.57	\$11.55	\$39.12
	Unskilled	\$18.30	\$11.55	\$29.85
Drywall Finishers				
Diywan Finishers	Skilled	\$26.32	\$13.03	\$39.35
	Semiskilled	\$19.74	\$11.76	\$31.50
	Unskilled	\$13.16	\$10.49	\$23.65
	Oliskined	\$13.10	ψ10.13	425.00
Drywall Installers				
	Skilled	\$25.92	\$16.27	\$42.19
	Semiskilled	\$19.44	\$11.88	\$31.32
	Unskilled	\$14.26	\$11.73	\$25.99
Dynamite Men				
Dynamite wien	Skilled	\$21.53	\$12.48	\$34.01
	Semiskilled	N/A	N/A	Ψ3 1.01
	Unskilled	N/A	N/A	_
	Oliskilled	1071	7 107 1	
Electricians				
	Skilled	\$31.13	\$19.31	\$50.44
	Semiskilled	\$20,23	\$12.20	\$32.43
	Unskilled	\$12.45	\$9.00	\$21.45
Elevator Constructors				
Elevator Constructors	Skilled	\$42.59	\$30.48	\$73.07
	Semiskilled	\$29.99	\$30.48	\$60.47
	Unskilled	\$23.69	\$28.50	\$52.19
	Chikinou	<i>\$25.09</i>	Q20.50	Ψ02>
Glaziers				
	Skilled	\$23.86	\$14.48	\$38.34
	Semiskilled	\$17.90	\$14.48	\$32.38
	Unskilled	\$11.93	\$14.48	\$26.41
Hod Carriers				
HOU CATHETS	Skilled	\$21.03	\$12.48	\$33.51
	Semiskilled	\$11.03 \$19.73	\$12.48	\$32.21
	Unskilled	\$19.73 \$19.03	\$12.48	\$31.51
	OHSKIHEG	Φ1 2.U3	\$12.70	ψ51.51

		Hourly		
Classification	Class	Rate	Fringes	Total
Iron Workers	arar 1	005.05	110.50	\$45.55C
	Skilled	\$27.07	\$18.69	\$45.76
	Semiskilled	\$25.72	\$18.69	\$44.41
	Unskilled	\$16.24	\$18.69	\$34.93
Laborers & Landscaping	- Building Construct	tion		
	Skilled	\$20.53	\$12.48	\$33.01
	Semiskilled	\$19.23	\$12.48	\$31.71
	Unskilled	\$18.53	\$12.48	\$31.01
Tabanana @ Tandasanina	Duides Deedmank	Water Treatmen	. 6 Damailtian	
Laborers & Landscaping	_			\$2.5.00
	Skilled	\$22.82	\$12.41	\$35.23
	Semiskilled	\$22.39	\$12.41	\$34.80
	Unskilled	\$21.82	\$12.41	\$34,23
Mechanical Insulators				
	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
3601 1.14				
Millwrights	Skilled	624.02	£17.71	\$41.73
	Semiskilled	\$24.02	\$17.71	\$41.73 \$36.93
	Unskilled	\$19.22 \$14.42	\$17.71 \$17.71	\$30.93 \$32.13
	Onskined	Φ14.4Z	\$17.71	\$32.13
Operating Engineers - Br	uilding Construction			
	Skilled	\$28.10	\$23.85	\$51.95
	Semiskilled	\$24.60	\$23.85	\$48.45
	Unskilled	\$21.05	\$21.85	\$42.90
Operating Engineers – Br	eidaa Daadwaali Wa	tou Treatment &	Damalitian	
Operating Engineers - Di	Skilled	\$39.85	\$28.15	\$68.00
	Semiskilled	\$30.00	\$23.13 \$27.90	\$57.90
	Unskilled	\$23.20	\$23.85	\$47.05
•	Oliskilled	φ25.20	\$25,05	ψ-1.05
Painters-Brush/Roll				
	Skilled	\$26.32	\$13.03	\$39.35
	Semiskilled	\$19.74	\$11.76	\$31.50
	Unskilled	\$13.16	\$10.49	\$23.65
Painters-Spray/Sandblas	.			
Tamters-ohraytoundniss	Skilled	\$26,82	\$13.03	\$39.85
	Semiskilled	\$20.12	\$11.76	\$31.88
	Unskilled	\$13.41	\$10.49	\$23.90
	Onskined	Ψ15.71	φισιισ	\$23170
Paper/Vinyl Hangers				
	Skilled	\$26.32	\$13.03	\$39,35
	Semiskilled	\$19.74	\$11.76	\$31.50
	Unskilled	\$13.16	\$10.49	\$23.65
Pipe-fitters & Steamfitter	ve			
Tipe-meers & Steamitter	rs Skilled	\$29.90	\$17.57	\$47.47
	Semiskilled	\$29.90 \$20.95	\$17.57 \$17.57	\$38.52
	Unskilled	\$13.45	\$17.57	\$30.32
	Olianiiou	\$13.7J	Ψ17.57	ψ., 1.02

Plasterers			Hourly		
Skilled S26.81 \$12.43 \$39.24 Semiskilled \$21.82 \$12.40 \$34.22 Unskilled \$17.96 \$12.28 \$30.24 \$12.80 \$34.22 Unskilled \$21.82 \$12.40 \$34.22 \$12.80 \$30.24 \$17.96 \$12.28 \$30.24 \$17.96 \$12.28 \$30.24 \$17.96 \$17.57 \$34.52 \$17.57 \$31.52 \$17.57 \$31.52 \$17.57 \$31.02 \$17.02	Classification	Class	Rate	Fringes	Total
Skilled S26.81 \$12.43 \$39.24 Semiskilled \$21.82 \$12.40 \$34.22 Unskilled \$17.96 \$12.28 \$30.24 \$12.80 \$34.22 Unskilled \$21.82 \$12.40 \$34.22 \$12.80 \$30.24 \$17.96 \$12.28 \$30.24 \$17.96 \$12.28 \$30.24 \$17.96 \$17.57 \$34.52 \$17.57 \$31.52 \$17.57 \$31.52 \$17.57 \$31.02 \$17.02					
Semiskilled \$21.82	Plasterers	01.115	00 < 01	010.10	420.04
Numbers					
Plumbers					
Skilled \$29.90 \$17.57 \$47.47		Unskilled	\$17.96	\$12.28	\$30.24
Skilled \$29.90 \$17.57 \$47.47	Plumbers				
Pointer/Caulker/Cleaners		Skilled	\$29.90	\$17.57	\$47.47
Pointer/Caulker/Cleaners		Semiskilled	\$20.95		
Skilled S27.6 S13.14 S40.75 Semiskilled S20.7 S13.14 S33.85 S13.14 S40.75 Semiskilled S20.7 S13.14 S33.85 S40.75 Semiskilled S22.09 S13.14 S35.23 S40.75 S40		Unskilled	\$13.45	\$17.57	\$31.02
Skilled S27.6 S13.14 S40.75 Semiskilled S20.7 S13.14 S33.85 S13.14 S40.75 Semiskilled S20.7 S13.14 S33.85 S40.75 Semiskilled S22.09 S13.14 S35.23 S40.75 S40					
Semiskilled \$20.71 \$13.14 \$33.85	Pointer/Caulker/Cleaners	eletta.	\$27.61	612.14	\$40.75
Note		= "			
Skilled S27.61 S13.14 \$40.75					
Skilled \$27.61 \$13.14 \$40.75		Uliskined	\$12.01	\$13,14	\$20.73
Semiskilled \$22.09	Roofers				
Sheet Metal Workers		Skilled	\$27.61	\$13.14	\$40.75
Sheet Metal Workers		Semiskilled	\$22.09	\$13.14	\$35.23
Skilled \$28.74 \$19.54 \$48.28 Semiskilled \$18.68 \$18.07 \$36.75 \$36.75 \$36.75 \$36.75 \$31.85 \$30.000 \$31.48 \$31.85 \$30.000 \$31.48 \$31.85 \$30.000 \$31.86 \$31.85 \$		Unskilled	\$13.81	\$3.54	\$17.35
Skilled \$28.74 \$19.54 \$48.28 Semiskilled \$18.68 \$18.07 \$36.75 \$36.75 \$36.75 \$36.75 \$31.85 \$30.000 \$31.48 \$31.85 \$30.000 \$31.48 \$31.85 \$30.000 \$31.86 \$31.85 \$	Shoot Motol Workers				
Semiskilled \$18.68 \$18.07 \$36.75	Sheet Metal Workers	Skilled	\$28.74	\$19.54	\$48.28
Unskilled \$14.37 \$17.48 \$31.85					
Sound and Communication Workers					
Skilled \$24.65 \$12.73 \$37.38 Semiskilled \$18.45 \$11.86 \$30.31 Unskilled \$12.30 \$7.72 \$20.02 \$2		Oliskiiled	41.1.0 .	******	Ψ31.00
Semiskilled Unskilled \$12.30 \$7.72 \$20.02	Sound and Communication				
Name					
Sprinkler Fitters					
Skilled \$33.37 \$17.48 \$50.85 Semiskilled \$21.58 \$17.13 \$38.71 Unskilled \$16.85 \$8.66 \$25.51		Unskilled	\$12.30	\$7.72	\$20.02
Skilled \$33.37 \$17.48 \$50.85 Semiskilled \$21.58 \$17.13 \$38.71 Unskilled \$16.85 \$8.66 \$25.51	Sprinkler Fifters				
Semiskilled \$21.58 \$17.13 \$38.71 Unskilled \$16.85 \$8.66 \$25.51 Teamsters - Building Construction	Sprinner 1 itters	Skilled	\$33.37	\$17.48	\$50.85
Teamsters – Building Construction Pickup Trucks Skilled Semiskilled N/A N/A N/A \$7.50 \$31.66 Pickup Trucks Skilled N/A N/A N/A N/A - Single Axle Skilled N/A N/A N/A - Semiskilled N/A N/A N/A - - Tandem Tri Axle/Fuel Tk Skilled N/A N/A N/A - Semiskilled N/A N/A N/A - - Teamsters – Bridge & Roadwork - - Pickup Trucks Skilled Semiskilled N/A N/A N/A - Pickup Trucks Skilled N/A N/A N/A - Semiskilled N/A N/A N/A - Unskilled N/A N/A N/A - Semiskilled N/A N/A N/A - Semiskilled N/A N/A N/A -					
Pickup Trucks Skilled \$24.16 \$7.50 \$31.66 Semiskilled N/A N/A - Unskilled N/A N/A - Single Axle Skilled \$24.37 \$7.50 \$31.87 Semiskilled N/A N/A - Unskilled N/A N/A - Tandem Tri Axle/Fuel Tk Skilled \$24.45 \$7.50 \$31.95 Semiskilled N/A N/A - - Unskilled N/A N/A - - Semiskilled N/A N/A N/A - Teamsters – Bridge & Roadwrk Skilled \$26.31 \$11.66 \$37.97 Teamsters – Bridge & Roadwrk Skilled \$26.31 \$11.66 \$37.97 Semiskilled N/A N/A - Unskilled N/A N/A - Unskilled N/A N/A - Semiskilled N/A N/A - Singl		Unskilled			
Pickup Trucks Skilled \$24.16 \$7.50 \$31.66 Semiskilled N/A N/A - Unskilled N/A N/A - Single Axle Skilled \$24.37 \$7.50 \$31.87 Semiskilled N/A N/A - Unskilled N/A N/A - Tandem Tri Axle/Fuel Tk Skilled \$24.45 \$7.50 \$31.95 Semiskilled N/A N/A - - Unskilled N/A N/A - - Semiskilled N/A N/A N/A - Teamsters – Bridge & Roadwrk Skilled \$26.31 \$11.66 \$37.97 Teamsters – Bridge & Roadwrk Skilled \$26.31 \$11.66 \$37.97 Semiskilled N/A N/A - Unskilled N/A N/A - Unskilled N/A N/A - Semiskilled N/A N/A - Singl					
Semiskilled N/A N/	-			AT 40	not co
Unskilled N/A N/A N/A Single Axle Skilled \$24.37 \$7.50 \$31.87	Pickup Trucks		•		\$31.66
Single Axle Skilled \$24.37 \$7.50 \$31.87					-
Semiskilled N/A N/A					en 1 n 2
Unskilled N/A N/A N/A N/A	Single Axle				\$31.87
Tandem Tri Axle/Fuel Tk Skilled \$24.45 \$7.50 \$31.95 Semiskilled N/A N/A - Unskilled N/A N/A - Semi Skilled \$25.03 \$7.50 \$32.53 Semiskilled N/A N/A - Unskilled N/A N/A - Pickup Trucks Skilled \$26.31 \$11.66 \$37.97 Semiskilled N/A N/A - Unskilled N/A N/A - Single Axle Skilled \$26.46 \$11.66 \$38.12 Semiskilled N/A N/A -					-
Semiskilled N/A N/A -	Tourism Tri Assis West Tie				\$21.05
Unskilled N/A N/A -	randem in Axie/ruei ik				\$31.73 -
Semi Skilled \$25.03 \$7.50 \$32.53 Semiskilled N/A N/A - Unskilled N/A N/A - Teamsters – Bridge & Roadwork Pickup Trucks Skilled \$26.31 \$11.66 \$37.97 Semiskilled N/A N/A - Unskilled N/A N/A - Single Axle Skilled \$26.46 \$11.66 \$38.12 Semiskilled N/A N/A -	•				_
Semiskilled N/A N/A -	Semi				\$32.53
Unskilled N/A N/A - Teamsters – Bridge & Roadwork Pickup Trucks Skilled \$26.31 \$11.66 \$37.97 Semiskilled N/A N/A - Unskilled N/A N/A - Single Axle Skilled \$26.46 \$11.66 \$38.12 Semiskilled N/A N/A -	Beim				ψ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ.σ
Teamsters – Bridge & Roadwork Pickup Trucks Skilled \$26.31 \$11.66 \$37.97 Semiskilled N/A N/A - Unskilled N/A N/A - Single Axle Skilled \$26.46 \$11.66 \$38.12 Semiskilled N/A N/A -					•
Pickup Trucks Skilled \$26.31 \$11.66 \$37.97 Semiskilled N/A N/A - Unskilled N/A N/A - Single Axle Skilled \$26.46 \$11.66 \$38.12 Semiskilled N/A N/A -		Oliskinea	1071	1471	
Semiskilled N/A N/A - Unskilled N/A N/A - Unskilled N/A N/A - Single Axle Skilled \$26.46 \$11.66 \$38.12 Semiskilled N/A N/A -		work			
Unskilled N/A N/A - Single Axle Skilled \$26.46 \$11.66 \$38.12 Semiskilled N/A N/A -	Pickup Trucks				\$37.97
Single Axle Skilled \$26.46 \$11.66 \$38.12 Semiskilled N/A N/A -					-
Semiskilled N/A N/A -					*
	Single Axle				\$38.12
Unskilled N/A N/A -					-
		Unskilled	N/A	N/A	-

		Hourly		
Classification	Class	Rate	Fringes	Total
Tandem Axle	Skilled	\$25.66	\$11.66	\$37.32
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	_
Tri Axle	Skilled	\$26.76	\$11.66	\$38.42
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Lowboy	Skilled	\$26.81	\$11.66	\$38.47
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Semi	Skilled	\$26.71	\$11.66	\$38.37
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Quad Axle	Skilled	\$26.96	\$11.66	\$38.62
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Articulating Dump	Skilled	\$26.96	\$11.66	\$38.62
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A ·	-
Combination Man	Skilled	\$29.10	\$11.66	\$40.76
	Semiskilled	N/A	N/A	
	Unskilled	N/A	N/A	•
Terrazzo Finisher				
	Skilled	\$28.79	\$10.42	\$39.21
	Semiskilled	\$21.59	\$10.42	\$32.01
	Unskilled	\$14.40	\$10.42	\$24.82
Terrazzo Mechanic			•	
	Skilled	\$29.41	\$13.18	\$42.59
	Semiskilled	\$22.06	\$13.18	\$35.24
	Unskilled	\$14.71	\$13.18	\$27.89
Tile Finisher				
	Skilled	\$27.79	\$10.42	\$38.21
	Semiskilled	\$20.84	\$10.42	\$31.26
	Unskilled	\$13.90	\$10.42	\$24.32
Tile Mechanic				
	Skilled	\$28.41	\$13.18	\$41.59
	Semiskilled	\$21.31	\$13.18	\$34.49
	Unskilled	\$14.21	\$13.18	\$27.39

Definitions:

<u>Skilled</u>: 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.

<u>Semi-skilled:</u> 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.

<u>Unskilled:</u> 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

Appointed by Associated Builders and

Contractors

Industry Representative Named by Awarding Agency

Taxpayer Named by Awarding Agency

Taxpayer Named by County Legislative Body

Dated this 1st day of October 2014