

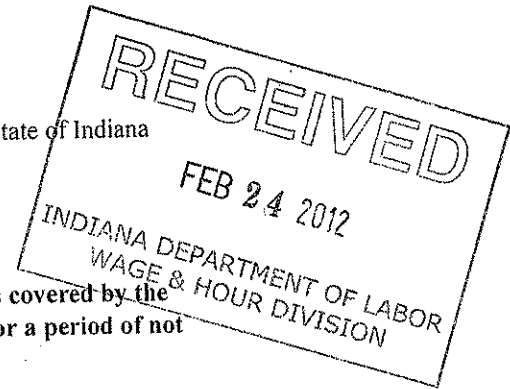
COMMON CONSTRUCTION WAGE SCALE

Date: February 21, 2012

City: ELKHART

County: ELKHART

State of Indiana



Project Description and Scope:

Elkhart Community Schools (IDOL 20120121)

1. Wage determination for projects awarded by Elkhart Community Schools covered by the Indiana Common Construction Wage Act on or after February 21, 2012 for a period of not longer than 3 months, that date being May 20, 2012.

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.

Classification	Class	Hourly Rate	Fringes	Total
Asbestos Abatement	Skilled	\$20.45	\$12.00	\$32.45
	Semiskilled	\$20.45	\$12.00	\$32.45
	Unskilled	\$14.25	\$2.57	\$16.82
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 Masons	Skilled	\$27.61	\$12.34	\$39.95
	Semiskilled	\$20.71	\$12.34	\$33.05
	Unskilled	\$13.81	\$12.34	\$26.15
Carpenters – Building Construction	Skilled	\$25.67	\$14.47	\$40.14
	Semiskilled	\$20.54	\$14.47	\$35.01
	Unskilled	\$16.26	\$13.62	\$29.88

Classification	Class	Hourly Rate	Fringes	Total
Carpenters - Bridge & Roadwork				
	Skilled	\$25.02	\$14.16	\$39.18
	Semiskilled	\$20.02	\$14.16	\$34.18
	Unskilled	\$15.01	\$14.16	\$29.17
Carpet Layers/Floor Coverers				
	Skilled	\$25.67	\$14.47	\$40.14
	Semiskilled	\$20.54	\$14.47	\$35.01
	Unskilled	\$16.26	\$13.62	\$29.88
Cement Masons - Building Construction				
	Skilled	\$25.64	\$11.28	\$36.92
	Semiskilled	\$20.51	\$11.28	\$31.79
	Unskilled	\$17.94	\$11.28	\$29.22
Cement Masons - Bridge & Roadwork				
	Skilled	\$29.42	\$10.95	\$40.37
	Semiskilled	\$23.53	\$10.95	\$34.48
	Unskilled	\$17.65	\$10.95	\$28.60
Drywall Finishers				
	Skilled	\$25.68	\$11.97	\$37.65
	Semiskilled	\$19.26	\$10.70	\$29.96
	Unskilled	\$14.12	\$9.67	\$23.79
Drywall Installers				
	Skilled	\$25.67	\$14.47	\$40.14
	Semiskilled	\$20.54	\$14.47	\$35.01
	Unskilled	\$16.26	\$13.62	\$29.88
Dynamite Men				
	Skilled	\$22.53	\$11.28	\$33.81
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Electricians				
	Skilled	\$30.00	\$17.12	\$47.12
	Semiskilled	\$19.50	\$15.11	\$34.61
	Unskilled	\$12.00	\$7.93	\$19.93
Elevator Constructors				
	Skilled	\$43.06	\$28.60	\$71.66
	Semiskilled	\$30.14	\$26.48	\$56.62
	Unskilled	\$21.53	-	\$21.53
Glaziers				
	Skilled	\$22.24	\$14.10	\$36.34
	Semiskilled	\$17.79	\$14.10	\$31.89
	Unskilled	\$11.12	\$14.10	\$25.22
Hod Carriers				
	Skilled	N/A	N/A	-
See definitions	Semiskilled	\$21.23	\$11.28	\$32.51
	Unskilled	N/A	N/A	-

Classification	Class	Hourly Rate	Fringes	Total
Iron Workers	Skilled	\$25.80	\$18.11	\$43.91
	Semiskilled	\$20.64	\$18.11	\$38.75
	Unskilled	\$15.48	\$18.11	\$33.59
Laborers – Building Construction	Skilled	\$22.53	\$11.28	\$33.81
	Semiskilled	\$21.23	\$11.28	\$32.51
	Unskilled	\$20.53	\$11.28	\$31.81
Operating Engineers – Bridge, Roadwork, Water Treatment & Demolition	Skilled	\$23.82	\$11.21	\$35.03
	Semiskilled	\$23.39	\$11.21	\$34.60
	Unskilled	\$22.82	\$11.21	\$34.03
Mechanical Insulators	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
Millwrights	Skilled	\$24.02	\$17.71	\$41.73
	Semiskilled	\$19.22	\$17.71	\$36.93
	Unskilled	\$14.42	\$17.71	\$32.13
Operating Engineers – Building Construction	Skilled	\$27.60	\$20.30	\$47.90
	Semiskilled	\$24.10	\$20.30	\$44.40
	Unskilled	\$20.55	\$17.65	\$38.20
Operating Engineers – Bridge, Roadwork, Water Treatment & Demolition	Skilled	\$28.80	\$19.01	\$47.81
	Semiskilled	\$24.45	\$19.01	\$43.46
	Unskilled	\$20.10	\$16.66	\$36.76
Painters/Brush/Roll	Skilled	\$25.68	\$11.97	\$37.65
	Semiskilled	\$19.26	\$10.70	\$29.96
	Unskilled	\$14.12	\$9.67	\$23.79
Painters/Spray/Sandblast	Skilled	\$26.18	\$11.97	\$38.15
	Semiskilled	\$19.64	\$10.70	\$30.34
	Unskilled	\$14.40	\$9.67	\$24.07
Paper/Vinyl Hangers	Skilled	\$25.68	\$11.97	\$37.65
	Semiskilled	\$19.26	\$10.70	\$29.96
	Unskilled	\$14.12	\$9.67	\$23.79
Pipefitters & Steamfitters	Skilled	\$27.86	\$14.97	\$42.83
	Semiskilled	\$16.72	\$14.97	\$31.69
	Unskilled	\$11.14	\$7.60	\$18.74

Classification	Class	Hourly Rate	Fringes	Total
Plasterers				
	Skilled	\$25.69	\$11.82	\$37.51
	Semiskilled	\$20.55	\$11.82	\$32.37
	Unskilled	\$15.41	\$11.82	\$27.23
Plumbers				
	Skilled	\$27.86	\$14.97	\$42.83
	Semiskilled	\$16.72	\$14.97	\$31.69
	Unskilled	\$11.14	\$7.60	\$18.74
Pointer/Caulker/Cleaners				
	Skilled	\$27.61	\$12.34	\$39.95
	Semiskilled	\$20.71	\$12.34	\$33.05
	Unskilled	\$13.81	\$12.34	\$26.15
Roofers				
	Skilled	\$27.61	\$11.87	\$39.48
	Semiskilled	\$22.09	\$11.87	\$33.96
	Unskilled	\$13.81	\$3.27	\$17.08
Sheet Metal Workers				
	Skilled	\$28.74	\$18.76	\$47.50
	Semiskilled	\$18.68	\$17.36	\$36.04
	Unskilled	\$14.37	\$16.79	\$31.16
Sound and Communication Workers				
	Skilled	\$24.58	\$12.05	\$36.63
	Semiskilled	\$18.45	\$11.86	\$30.31
	Unskilled	\$12.30	\$7.72	\$20.02
Sprinkler Fitters				
	Skilled	\$33.69	\$16.00	\$49.69
	Semiskilled	\$21.90	\$14.25	\$36.15
	Unskilled	\$16.85	\$8.15	\$25.00
Teamsters – Building Construction				
Pickup Trucks	Skilled	\$23.66	\$6.94	\$30.60
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Single Axle	Skilled	\$23.87	\$6.94	\$30.81
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Tandem Tri Axle/Fuel Tk	Skilled	\$23.95	\$6.94	\$30.89
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Semi	Skilled	\$24.53	\$6.94	\$31.47
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Teamsters – Bridge & Roadwork				
Pickup Trucks	Skilled	\$25.66	\$11.35	\$37.01
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Single Axle	Skilled	\$25.81	\$11.35	\$37.16
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-

Classification	Class	Hourly Rate	Fringes	Total
Tandem Axle	Skilled	\$25.91	\$11.35	\$37.26
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Tri Axle	Skilled	\$26.11	\$11.35	\$37.46
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Lowboy	Skilled	\$26.16	\$11.35	\$37.51
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Semi	Skilled	\$26.11	\$11.35	\$37.46
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Quad Axle	Skilled	\$26.31	\$11.35	\$37.66
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Articulating Dump	Skilled	\$26.31	\$11.35	\$37.66
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Combination Man	Skilled	\$28.76	\$11.35	\$40.11
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Terrazzo Finisher				
	Skilled	\$27.42	\$10.22	\$37.64
	Semiskilled	\$20.57	\$10.22	\$30.79
	Unskilled	\$13.71	\$10.22	\$23.93
Terrazzo Mechanic				
	Skilled	\$28.93	\$11.94	\$40.87
	Semiskilled	\$21.70	\$11.94	\$33.64
	Unskilled	\$14.47	\$11.94	\$26.41
Tile Finisher				
	Skilled	\$26.42	\$10.22	\$36.64
	Semiskilled	\$19.82	\$10.22	\$30.04
	Unskilled	\$13.21	\$10.22	\$23.43
Tile Mechanic				
	Skilled	\$27.93	\$11.94	\$39.87
	Semiskilled	\$20.95	\$11.94	\$32.89
	Unskilled	\$13.97	\$11.94	\$25.91

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.

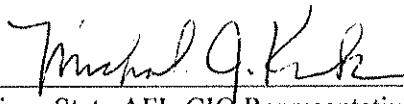
Apprenticeship Programs:

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.

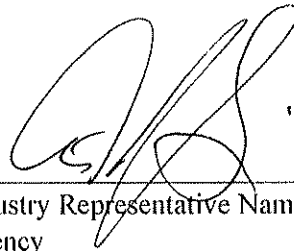
Workers engaged in such an apprenticeship program will be permitted to work at less than the predetermined rate set out above for the work they perform. Such apprentices must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage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

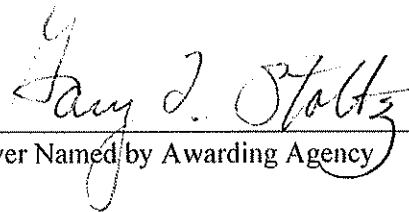
Disputes regarding the appropriate classification of workers and the amounts said workers should be paid may be submitted to the Indiana Department of Labor for investigation.



Indiana State AFL-CIO Representative

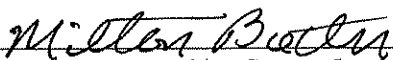


Industry Representative Named by Awarding Agency



Taxpayer Named by Awarding Agency

Appointed by Associated Builders and Contractors



Taxpayer Named by County Legislative Body

Dated this 21st day of February 2012