

General Decision Number: IN130001 07/05/2013 IN1

Superseded General Decision Number: IN20120001

State: Indiana

Construction Types: Building, Heavy and Highway

Counties: La Porte, Lake, Porter and St Joseph Counties in Indiana.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes and apartments up to and including 4 stories, HEAVY AND HIGHWAY CONSTRUCTION PROJECTS

Modification Number Publication Date

0	01/04/2013
1	02/15/2013
2	03/01/2013
3	03/15/2013
4	04/05/2013
5	04/19/2013
6	04/26/2013
7	05/10/2013
8	05/17/2013
9	06/07/2013
10	06/14/2013
11	06/21/2013
12	06/28/2013
13	07/05/2013

ASBE0017-002 06/01/2013

LAKE AND PORTER COUNTIES

Rates Fringes

ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 46.95	23.85
HAZARDOUS MATERIAL HANDLER (INCLUDES PREPARATION, WETTING, STRIPPING REMOVAL SCRAPPING, VACUUMING, BAGGING AND DISPOSAL OF ALL INSULATION MATERIALS, WHETHER THEY CONTAIN ASBESTOS OR NOT, FROM MECHANICAL SYSTEMS).....	\$ 35.21	22.65

ASBE0075-001 06/02/2012

REMAINING COUNTIES

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 31.40	16.79
HAZARDOUS MATERIAL HANDLER (includes preparation, wetting, stripping, removal, scrapping, vaccuming, bagging, and disposal of all insulation materials, whether they contain asbestos or not, from mechanical systems).....	\$ 25.80	12.10

BOIL0001-005 01/01/2013

LAKE COUNTY, City of Hammond; North of 114th Street

	Rates	Fringes
BOILERMAKER.....	\$ 41.38	24.35

BOIL0374-003 01/01/2013

	Rates	Fringes
BOILERMAKER.....	\$ 33.78	25.19

BRIN0004-011 03/06/2012

MERRILLVILLE
LAKE, LAPORTE AND PORTER COUNTIES

	Rates	Fringes
Bricklayer, Stone Mason, Marble Mason, Terrazzo Worker, Tile Layer, Pointer, Cle.....	\$ 35.87	19.55
Marble and terrazzo finisher.....	\$ 22.32	7.35
Marble Setter, Terrazzo Worker & Tile Setter.....	\$ 29.10	12.72
TILE FINISHER.....	\$ 21.32	7.35

BRIN0004-018 06/01/2012

SOUTH BEND: ST. JOSEPH COUNTY

	Rates	Fringes
BRICKLAYER BRICKLAYER; STONE MASON; POINTER, CAULKER, CLEANER...\$	27.61	12.14
MARBLE AND TILE FINISHER....\$	27.15	9.97
MARBLE AND TILE LAYER.....\$	28.20	12.09

TERRAZZO FINISHER.....	\$ 28.15	9.97
TERRAZZO WORKER.....	\$ 28.20	12.09

 CARP0413-002 06/01/2013

St. Joseph County

Rates Fringes

CARPENTER.....	\$ 25.74	15.34
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 CARP0765-001 06/01/2013

HEAVY, HIGHWAY AND BUILDING CONSTRUCTION

LAKE, LAPORTE AND PORTER COUNTIES

Rates Fringes

CARPENTER.....	\$ 36.42	24.40
MILLWRIGHT.....	\$ 36.52	24.40

 CARP1029-001 06/01/2013

ADAMS, ALLEN, CASS, DEKALB, ELKHART, FULTON, GRANT, HOWARD,
 HUNTINGTON, KOSCIUSKO, LAGRANGE, MARSHALL, MIAMI, NOBLE, ST.
 JOSEPH, STEUBEN, TIPTON, WABASH, WELLS and WHITLEY COUNTIES

Rates Fringes

MILLWRIGHT.....	\$ 24.83	19.20
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 ELECO153-001 06/03/2013

ST JOSEPH COUNTY

Rates Fringes

Communication Technician.....	\$ 24.58	12.05
ELECTRICIAN.....	\$ 30.49	18.73

Includes the installation, operation, inspection, modification, maintenance and repair of systems used for the transmission and reception of signals of any nature, for any purpose, including but not limited to, sound and voice transmission/transference systems, communication systems that transmit or receive information and/or control systems, television and video systems, micro-processor controlled fire alarm systems, and security systems and the performance of any task directly related to such installation or service. The scope of work shall exclude the installation of electrical power wiring and the installation of conduit raceways exceeding fifteen (15)

feet in length.

 ELEC0531-001 09/03/2012

LAPORTE and PORTER COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 37.50	21.60

 ELEC0697-001 05/30/2011

LAKE COUNTY

	Rates	Fringes
ELECTRICIAN.....	\$ 37.70	22.39

 ELEC0697-004 08/26/2012

LAKE COUNTY

	Rates	Fringes
Telecommunication Technician.....	\$ 30.01	18.65

Work covers low voltage installation, maintenance and removal of telecommunication facilities (voice, sound, data and video) including, telephone and data inside wire, interconnect, terminal equipment, central offices, PABX, fiber optic cable and equipment, micro waves, V/SAT, bypass, CATV, WAN (WIDE AREA NETWORKS), LAN (local area networks), and ISDN (integrated system digital network). Does not cover any work which properly comes under the work description of Inside JW (Journeyman Wireman), but shall cover the pulling of wire in raceways, but not the installation of raceways.

 ELEC1393-003 12/01/2012

LAKE & PORTER COUNTIES
 (Calumet Area, North of U.S. Hwy 30)

	Rates	Fringes
Line Construction: EQUIPMENT OPERATOR (Backhoe over 1/2 yard bucket capacity, cranes rated at 15 ton or more capacity) 95% of J.L. Rate..	\$ 34.48	5.00+29%
EQUIPMENT OPERATOR: (Diggers 5th wheel type trucks, crawler type, D-4		

and smaller, bucket trucks and live boom type line trucks).....	\$ 28.13	5.00+29%
GROUNDMAN.....	\$ 22.49	5.00+29%
GROUNDMAN-TRUCK DRIVER.....	\$ 23.36	5.00+29%
LINEMAN.....	\$ 40.22	5.00+29%

ELEV0002-005 01/01/2013

ELEVATOR CONSTRUCTION

LAKE AND PORTER COUNTIES

Rates Fringes

ELEVATOR MECHANIC.....	\$ 49.08	25.185+a+b
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FOOTNOTES:

- a. Eight Paid Holidays: New Year's Day; Veterans Day, Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Friday after Thanksgiving and Christmas Day.
- b. Employer contributes 8% of regular hourly rate to vacation pay credit for employee who has worked in business more than 5 years. Employer contributes 6% of regular hourly rate to vacation pay credit for employee who has worked in business less than 5 years.

ELEV0044-005 01/01/2013

LAPORTE AND ST. JOSEPH COUNTIES

Rates Fringes

ELEVATOR MECHANIC.....	\$ 43.42	25.185+a+b
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PAID HOLIDAYS:

- a. New Year's Day, Memorial Day, Independence Day, Labor Day, Vetern's Day, Thanksgiving Day, the Friday after Thanksgiving, and Christmas Day.
- b. Employer contributes 8% of regular hourly rate to vacation pay credit for employee who has worked in business more than 5 years; 6% for less than 5 years' service.

ENGI0150-001 06/01/2012

BUILDING CONSTRUCTION POWER EQUIPMENT OPERATORS:

LAKE, LAPORTE, and PORTER COUNTIES

Rates Fringes

Power equipment operators:

GROUP 1.....	\$ 38.45	24.93
GROUP 2.....	\$ 37.65	24.93
GROUP 3.....	\$ 33.35	24.93
GROUP 4.....	\$ 31.15	24.93
GROUP 5.....	\$ 25.70	24.93

POWER EQUIPMENT OPERATOR CLASSIFICATIONS:

GROUP 1: Asphalt Plant; Autograde; Batch Plant); Benoto (requires 2 engineers; Boiler & throttle valve; Boring machine (mining machine); Caisson Rigs; Central redi-mix plant; Combination Backhoe Endloader with backhoe bucket over 1/2 cu. yd. or with attachments; Combination tigger hoist & air compressor; Compressor & throttle; Concrete Breaker (truck mounted); Concrete conveyor; Concrete conveyor (truck mounted); Concrete paver over 27E cu.ft.; Concrete paver 27E cu. ft. & under; Concrete placing boom; Concrete pump/grout pump with boom (truck mounted); Concrete pump with boom (truck mounted); concrete tower; Cranes and Backhoes (All Attachments); Cranes, Hammerhead Tower; Creter Crane; Derricks (all); Derricks (traveling); Forklift lull type; Forklift, 10 ton & over; Gradall, Hoist 1, 2, and 3 drums; Hoist (2 tigger I floor), Hydraulic Boom truck, Laser Screed, Locomotive (all), Motor patrol, Mucking Machine; Pile Driving and Skid rig, Pit machine, Prestress Machines, Pump cretes (and similar types), Rock Drill (self-propelled), Rock Drill Truck mounted; Slip form paver, Straddle buggies, Tractor with boom and side boom, Trenching Mechine; Winch Tractors, Welding machines (6-9),

GROUP 2: Air Compoessor (3) (feeding a common receiver); Asphalt Spreader; boilers; bulldozers; Combination Backhoe end loader with Backhoe bucket 1/2 cu. yd. and under or with attachments; Corboy drilling machine; Grader, Elevating; Grouting machines; Guard rail post driver; Highlift Shovel or frontend loader; Hoist (automatic), Hoist (all elevators); Hoist (tigger and single drum); Post hole digger; rollers (all); Scoop (tractor drawn); Stone crushers; Tournapull; Winch trucks

GROUP 3: Air compressor - small 210 and under (1 to 5 not to exceed a total of 300 feet); Air compressor - large over 210; Air compressor (2) feeding a common receiver; Combination - small equipment operator; Concrete mixer (two bag & over); Conveyor, portable; Forklift-under 10 ton; Generator; Pumps (1 to 3 not to exceed a total of 300 feet); Pumps, well points; Steam generators; Tractors, farm & similar type; Welding machines (2 thru 5); Winches, 4 electric drillo winches

GROUP 4: Bull gang (crane erection crew); Heaters, mechanical (1 to 5); Oilers; Switchmen

GROUP 5: Fork lifts (Housing and commercial only)

 ENGI0150-012 06/01/2012

BUILDING CONSTRUCTION

ST. JOSEPH COUNTY

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 27.60	20.05+a
GROUP 2.....	\$ 26.25	20.05+a
GROUP 3.....	\$ 25.45	20.05+a
GROUP 4.....	\$ 24.65	20.05+a
GROUP 5.....	\$ 22.05	20.05+a

FOOTNOTE: a. PAID HOLIDAYS: New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day After Thanksgiving, and Christmas Day.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS:

GROUP 1: Mechanic, Asphalt Plant, Asphalt Spreader, Auto Grader; Batch Plant, Benoto (requires 2 Engineers), Boiler and Throttle Valve, Boring Machine (road), Bulldozers (with engines of 140 net horse power or more) Caisson Rigs, Central Redi-mix Plant, Concrete Conveyor Systems, Concrete Power (over 27E cu. ft.), Concrete Paver (27E cu. ft. and under), Concrete Pumps/Grout concrete placer (Truck Mounted), Concrete Tower, Cranes and backhoes (all), Cranes, Hammerhead Tower, Creter Crane, Derricks (all), Forklift (capble of hoisting and mechanically moving forks horizontally), Grader, Elevating, Highlift Shovels or Front End Loaders (over 3 yd bucket), Hoists (2 or more drums), Locomotives (all), Laser screed, Motor Patrol, Pile Drivers and Skid Rig, Pre-Stress Machines, Pump Cretes & Similar Types, Rock Drill (Self-Propelled), Rock Drill (self propelled Truck Mounted), Scoops (tractor drawn), Slip-Form Paver, Tournapull, Tractor with Boom & Side Boom, Trenching Machine (12 or more inches in width), Combination Backhoe Front End Loader Machine with backhoe 1/2 yd bucket or attachments.

GROUP 2: Air Compressor (600 cu. ft. and over), Bob Cat (over 3/4 cu. yd.), Boilers, Broom (all powered propelled), Bull Dozers with engines of less than 140 net horsepower, combination backhoe front end loader 1/2 yf bskhhoe or under, Compressor and Throttle Valve, Concrete Breaker (truck mounted), Concrete Mixer (of moore than 21 cu. ft. capacity), Forklift (with fixed or tilt mast), Greaser Engineer, Highlift shovel or front endloader 3 yd bucket and under, Hoists (1 drum), Hydraulic Boom Truck, Post Hole Digger (vehicle mounted), Pump Cretes (squeeze crete type

pumps, Gypsum, bulker , Rollers(all), Steam Generators, Stone Crushers, Straddled Buggies, Tractors, Winch Trucks (with "a" frame.

GROUP 3: Buck Hoist, Combination (small equipment operator), .Conveyor (portable), Grouting Machine, Hoist Elevators (material and personnel), Hydraulic Power Units, Grouting and Pile Driving, Stud Welder, Trenching Machines less than 12 inches in width, Welding Machines (8 through 15).

GROUP 4: Bobcat (up to and including 3/4 cu. yd.). Compressor (over 210 cu. ft. and less than 600 cu. ft.), Generator (over 50 kw.), Heaters, Mechanical, Hoists (all elevator, permanent installation), Hoist (automatic), Hoist (tugger single drum), Oilers, Pumps, Well Points and electric submersible, Small Rubber Tired End Loaders (1/4 cu. yd. and under), Tractors (farm type) Welding Machines (2 through 8).

GROUP 5: Bobcats and forklifts (commercial or residential).

 ENGI0150-014 05/01/2012

POWER EQUIPMENT OPERATOR HEAVY/HIGHWAY

LAKE, LAPORTE, PORTER AND ST. JOSEPH COUNTIES

Rates Fringes

Power equipment operators:

GROUP 1.....	\$ 39.20	23.70
GROUP 2.....	\$ 38.75	23.70
GROUP 3.....	\$ 38.30	23.70
GROUP 4.....	\$ 37.10	23.70
GROUP 5.....	\$ 36.05	23.70

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Asphalt plants (construction), Asphalt plant (permanent), Auto Patrol (Maintainer), Automatic Dry Batch Plant, Automated Concrete Placer, Automated Sub-Grader, Automated Slip Form Paver, Automated Finish Machine, Combination Backhoe Front, End Loader Machine (1/2 cu. yd.), Backhoe bucket or over or with attachments), Combination backhoe 1 cu yd, Backhoe bucket or over or with attachments, Ballast Regulator (RR), Belt Loader (stationary), Boring Machine (road), Bulldozer, Concrete Mixer(27 cu. ft. or over), Concrete Pump (truck mounted), Concrete Breaker (truck mounted and self-propelled), Core Drilling Machine, Cranes and Backhoes (all attachments), Cranes, Hammerhead, Creter Crane, Crushers (concrete, rock, recycling, etc.), Derricks , Derricks (traveling), Dredge Operator, Formless Curb and Gutter Machine (36 inches and over), Formless Curb and Gutter Machine under 36 inches,

Gradall and Machines (of a like nature), Guardrail Post Driver (truck mounted), Lead Greaser, Helicopter, Highlift Shovel (3 yd. and over), Hoist (1 drum), Hoist (2, and 3 drums), Hydraulic Power Units (grouting, piledriving and extracting) Hydro or water blaster (self-propelled), Locomotive Operators, Mechanic, Welder, Mucking Machine, Panelboard Concrete Plant (central mix type), Paver (Hetherington), Pile Driver (Skid or Crawler), Road Paving Mixer, Rock Drill Crawler or Skid Rig, Rock Drill (truck Mounted), Ross Carrier, Roto Mill Grinder (36" and over), Roto mill grinder (less than 36"), Throttle Valve and Compressor or Clever Brooks Type Combination, Throttle Valve and Fireman Combination or Horizontal or Upright Boiler, Tournapull or similar type equipment, Tractor (boom), Tractor Drawn Belt Loader with attached Pusher (requires two engineers), Trench Machine, Tug Boat Operator, Wheel Excavator, Winch Tractor with "a" frame, Scoops, Turnapull or similar types machine used in Tandem (add \$1.00 to class I hourly rate for each machine attached there to).

GROUP 2: Combination Backhoe Front End Loader Machine with less than 1/2 cu. yd., Backhoe Bucket or with attachments, Bituminous Mixer, Bituminous Paver, Bridge Deck Finisher, Concrete Mixer (less than 27 cu. ft.), Compressor and throttle valve, Compressor (common receiver 3), Greaser, Highlift Shovels (under 3 cu. yds.), Jersey Spreader or Base Paver, Pavement Bump Grinder (self-propelled), Roller (Asphalt, waterbound, Macadam, Bituminous Macadam, Brick Surface, Sheepfoot Roller (self-propelled with blade), Surface Heater and Planer, Tamper (multiple vibrating, asphalt waterbound macadam, bituminous macadam, brick surface), Tractor (push), Tractor with scoop, Widener, Apsco or similar type.

GROUP 3: Back Filler, Bituminous Distributor, Broom and Belt Machine, Bull Float, Compressor (common receiver 2), Concrete cutter wheel type (rockwell), Concrete Finishing Machine, Concrete Spreader (power driven), Digger, Post Hole (power driven), Finishing Machine and Bull Float, Forklift, Form Grader, Form Tamper (motor driven), Hydraulic (boom truck) when used for hauling materials, Laser screed, Multiple Tamping Machine, Paving Breaker, Roller (earth and subbase material), Roller sheepfoot (self-propelled), Sub-grader, Tamper, Multiple Vibrating (earth and subbase material), Tractaire with Drill, Tractor (with all drawn attachments except backhoe and including Highlift, Endloader of 1 cu. yd. capacity and less.

GROUP 4: Air Compressors, Conveyor (all), Fireman on Boiler, Generator, Grout Machine, Power curing Spraying Machine (self-propelled), Broom (self-propelled), Seaman Tiller, Skid steer loaders, Spike Machine (RR), Stripping Machine (paint, self-propelled), Throttle Valve, Welding Machine,

Well Points System.

GROUP 5: Deck Hand, Hetherington Driver, Mechanical Heater (1 to 5), Outboard or Inboard Motor Boat, Oiler, Power Saw (Concrete Power Driven), Water Pump, Grasscutter.

IRON0292-001 06/01/2013

ST. JOSEPH and LAPORTE (Remainder of County) COUNTIES

	Rates	Fringes
IRONWORKER.....	\$ 27.07	18.21

IRON0395-001 06/01/2012

LAKE, PORTER AND LAPORTE (FROM LAKE MICHIGAN ON NORTH TO 50 MILES S. OF LAKE MICHIGAN ON THE S. AND FROM IN/IL STATE LINE ON W. TO 3 MILES E. OF IN. COUNTIES

	Rates	Fringes
Ironworkers:		
SHEETER.....	\$ 38.25	23.73
STRUCTURAL & ORNAMENTAL.....	\$ 38.00	23.73

LABO0041-001 06/01/2013

BUILDING CONSTRUCTION

LAKE COUNTY (Western Half)

	Rates	Fringes
Laborers:		
CAISSON AND TUNNEL WORK (Compressed & Free Air).....	\$ 36.98	16.10
GROUP 1.....	\$ 35.48	16.10
GROUP 2.....	\$ 16.23	16.10
GROUP 3.....	\$ 36.48	16.10

LABORER CLASSIFICATIONS:

GROUP 1: Building and Construction Laborers; Scaffold Builders (other than for Mason or Plasterers); Railroad Workers, Masonry Wall Workers, (interior & exterior); Portable Water, Pumps with discharge up to 3 inches; Handling of Creosote Lumber or Like Treated Material (excluding railroad material); Asphalt Rakers and Lutemen; Earth compactors; Jackmen and Sheetmen Working Ditches Deeper than Six (6) Feet in Depth; Laborers Working Ditches Six (6) Feet in Depth or Deeper; Assembly of Unicrete Pump; Tile Layers (sewer or field) and Sewer Pipe Layers

(metallic or non-metallic); Motor Driven Wheelbarrows and Concrete Buggies; Hyster Operators; Pump Crete Assemblers; Core Drill Operators; Cement, Lime or Silica Clay Handler (bulk or bag); Handling of Toxic Materail Damaging to Clothing; Pneumatic Spikers; Deck Engine and Winch Operators; Water main and Cable Ducking (metallic and non-metallic); Screed Man or Screw Operator on Asphalt Paver; Chain Saw and Demolition Saw Operators; Concrete Saw; Concrete Conveyor Assemblers; Applying of Curing Compound; Sinking of Wellpoints; Dewatering Header Systems

GROUP 2: Plaster Tenders, Masons Tenders; Mortar Mixers; Welders (acetylene or electric); Cutting Torch or Burner; Cement Nozzle Laborers; Cement Gun Operators; Scaffold Builders for Plasterers; Scaffold Builders for Masons; Water Blast Machine Operators; Air Tool Operators and all Pneumatic Tool Operators, Air and Electric Vibrators and Chpping Hammer Operators; Asbestos Removal; Hazardous Waste Removal; All Boiler Setters Laborers, including expediters, bottom men, bell men, and Mason Tenders

GROUP 3: Dynamite Men; Drillers, Air Track or Wagon Drilling for explosives.

CAISSON AND TUNNEL WORK (Compressed & Free Air)

GROUP 1: Cage Tenders, Dump Men, Flagman, Signalman, Top Laborers, Rod Men, Concrete Repairmen, Motor Men, Muckers, Grout Machine, Track Layers, Air Hoist, Key Board, Agitator Car, Car Pushers, Concrete Laborers, Grout Laborers, Sttl Setters, Tuggers, Switchmen, Mucking Machine, Laser Beam, Liner Plate & Ring Setter, Shield Drivers, Power Knife, Burners, Pipe Jacking Machine, Skinners, Maintenance Technician, Miner, Bricklayer Tenders, Concrete Blowers, Drillers, Erectors, Form Men, Jackhammermen, Mining Machine, Dynamite Men, Drillers-air track or wagon drilling for explosives.

Premium for all employees working in compressed air shall be as follows:

0 - 15 lbs.	\$1.00 per hour
16 - 20 lbs.	1.50 per hour
21 - 26 lbs.	2.00 per hour
27 - 33 lbs.	3.00 per hour
34 & over	4.00 per hour

LABO0041-004 04/01/2013

LAKE COUNTY (WESTERN HALF)

Rates Fringes

LABORERS

Group 1.....	\$ 28.74	12.25
Group 2.....	\$ 29.04	12.25
Group 3.....	\$ 29.74	12.25

LABORERS CLASSIFICATIONS (HEAVY AND HIGHWAY)

GROUP 1: Construction Laborer, Carpenter Tender, Fence Erector, Grade Checker, Guard Rail Erector, Continuous Steel Rod or Mat Installer, Wire Mesh Layer, Joint Man (Mortar, Mastic, and all other types), Lighting Installer (Permanent or Temporary), Lineman for Automatic Grade Maker on Paving Machines, Mortar Man, Multi-Plant Erector, Rip-rap Installer (all Products and Materials), Road Marking and Delineation Laborer, Setting and Placing of all Precast Concrete Products, Sing Installation including supporting structure, Spraying of all Epoxy, Curing Compound, or Like Material, Flagperson, Air Tool, Power Tool Operator, Asphalt Raker Man, Batch Truck Dumper, Bridge Hand Rail Erector, Handler (bulk or bag cement), Chain Saw Man, Concrete Puddler, Concrete Rubber, Concrete Saw Operator, Core Drill Operator, Eye Level, Hand Blade Operator Hydro Seeder Man, Motor Driven Georgia Buggy Operator, Power Driven Compactor or Taper Operator, Power Saw Operator, Pump Crete Assembly Man, Sreed Man or Screw Man on Asphalt Paver, Regar Installer, Sandblaster Man, Sealer Applicator for Asphalt (toxic), Setting and Placing pre-stressed on Pre-cast Concrete Structural Members, Side Rail Setters (for Sidewalk, Side Ditches, Radii, and Pavement), Spreader Box Tender (manua or power driven), Straw Blower Man, Subsureface Drain and Culvert Pipe Layer, Concrete Conveyor, Horizontal Boring and Jackman and Sheetman, Pipe Greade Man, Winch and Windless Operator Conduit Installer, Sod Layer

GROUP 2: Cutting Torch Burner, Laser Beam Aligner, Manhole Erector, Sewer Pipe Layer, Water Line Installer, Temporary or Permanent Welders (electric or Oxy Acetylene)

GROUP 3: Air Track and Wagon Drillman, Dynamite and Powder Man, Concrete Barrier Rail Form Setter, Concrete Saw Joint Control Cutting

LABO0081-001 04/01/2013

HEAVY and HIGHWAY CONSTRUCTION:

LAKE (Eastern Half), LA PORTE, and PORTER COUNTIES

Rates Fringes

Laborers:

GROUP 1.....	\$ 28.74	12.25
GROUP 2.....	\$ 29.04	12.25
GROUP 3.....	\$ 29.74	12.25

LABORERS CLASSIFICATIONS (HEAVY AND HIGHWAY)

GROUP 1: Construction Laborer; Carpenter Tender; Fence Erector; Grade Checker; Guard Rail Erector; Continuous Steel Rod or Mat Installer; Wire Mesh Layer; Joint Man (Mortar, Mastic, and all other types); Lighting Installer (Permanent or Temporary); Lineman for Automatic Grade Maker on Paving Machines; Mortar Man; Multi-Plant Erector; Rip-rap Installer (all Products and Materials); Road Marking and Delineation Laborer; Setting and Placing of all Precast Concrete Products; Sing Installation including Supporting Structure; Spraying of all Epoxy, Curing Compound, or Like Material; Flagperson; Air Tool, Power Tool Operator; Asphalt Raker Man; Batch Truck Dumper; Bridge Hand Rail Erector; Handler (bulk or bag cement); Chain Saw Man; Concrete Puddler; Concrete Rubber; Concrete Saw Operator; Core Drill Operator, Eye Level; Hand Blade Operator Hydro Seeder Man; Motor Driven Georgia Buggy Operator; Power Driven Compactor or Tamper Operator; Power Saw Operator; Pump Crete Assembly Man; Screed Man or Screw Man on Asphalt Paver; Rebar Installer; Sandblaster Man; Sealer Applicator for Asphalt (toxic); Setting and Placing Prestressed on Precast Concrete Structural Members; Side Rail Setters (for Sidewalk, Side Ditches, Radii, and Pavement); Spreader Box Tender (manual or power driven); Straw Blower Man; Subsurface Drain and Culvert Pipe Layer; Concrete Conveyor; Horizontal Boring and Jackman and Sheetman; Pipe Grade Man; Winch and Windlass Operator Conduit Installer, Sod Layer.

GROUP 2: Cutting Torch Burner; Laser Beam Aligner; Manhole Erector; Sewer Pipe Layer; Water Line Installer, Temporary or Permanent; Welders (electric or Oxy-Acetylene).

GROUP 3: Air Track and Wagon Drillman; Dynamite and Powder Man; Concrete Barrier Rail Form Setter; General Laborer; concrete saw, joint control cutting

LABO0081-004 06/01/2013

LAKE (Eastern Half), LA PORTE, and PORTER COUNTIES

Rates Fringes

Laborers

GROUP 1.....	\$ 35.48	16.10
GROUP 2.....	\$ 36.23	16.10
GROUP 3.....	\$ 36.48	16.10

LABORER CLASSIFICATIONS (Building Construction)

GROUP 1: Building and Construction Laborers; Scaffold Builders (other than for Mason or Plasterers); Mechanic

Tenders; Rodmen and Chainmen, Railroad Workers, Masonry Wall Workers, (interior & exterior); Roofer Tenders, Cement Finisher Tenders, Carpenter Tenders, Portable Water, Pumps with discharge up to 3 inches; Waterproofing; Hauling of Creosote Lumber or Lutemen; Asphalt Rakers; Kettlem, Earth Compactors; Jackman and Sheetmen in Ditches more than 6 ft. deep; Laborers in ditches 6' deep or deeper; Assembly of Uncrete Pump; Tile Layers (sewer or field); Sewer Pipe Layers; Motor driven Wheelbarrows and Concrete Buggies; Hyster Operator; Pump Crete Assemblers; Core Drill Operator; Cement, Line or Silica Clay Handers; Handling of Toxic Materials damaging to clothing; Pneumatic Spikers; Deck Engine and Winch Operator; Water Main and Cable Ducking; Screed Man or Screw Operator on Asphalt Paver; Chain Saw and Demolition Saw Operator; Concrete Conveyor Assembler

GROUP 2: Plaster Tenders, Masons Tenders; Mortar Mixers; Welders (acetylene or electric); Cutting Torch or Burner; Cement Nozzle; Cement Gun; Scaffold Builders when working for Plasterers, and Mason; Water Blast Machine Operator; Air Tool Operators and all Pheumatic Tool Operators; Air and Electric Vibrators and Chipping Hammer Operators; Asbestos Removal; Hazardous Waste Removal

GROUP 3: Dynamite Men; Drillers, Air Track or Wagon Drilling for explosives; Laborer Specialist

LABO0645-001 06/01/2013

BUILDING CONSTRUCTION

ST JOSEPH COUNTY

Rates Fringes

Laborers:

GROUP 1.....	\$ 20.53	12.25
GROUP 2.....	\$ 21.03	12.25
GROUP 3.....	\$ 21.53	12.25

BUILDING CONSTRUCTION

GROUP 1: Building and Construction Laborers; Scaffold Builders (other than for Plasterers); Mechanic Tenders; Window Washers and cleaners; Waterboys and Toolhousemen; Roofers Tenders; Railroad Workers; Masonry Wall Washers (interior and exterior); Cement Finisher Tenders; Carpenter Tenders; All Portable Water pumps with discharge up to (3) inches; Plaster Tenders; Mason Tenders; Flag & Signal Person.

GROUP 2: Waterproofing; Handling of Creosot Lumber or like treated material (excluding railroad material); Asphalt

Rakers and Lutemen; Kettlemen; Air Tool Operators and all Pneumatic Tool Operators; Air and Electric Vibrators and Chipping Hammer Operators; Earth Compactors Jackmen and Sheetmen working Ditches deeper than (6) ft.in depth; Laborers working in ditches (6) ft.in depth or deeper; Assembly of Unicrete Pump; Tile Layers (sewer or field) and Sewer Pipe Layer (metallic or non-metallic); Motor driven Wheelbarrows and Concrete Buggies; Hyster Operators; Pump Crete Assemblers; Core Drill Operators; Cement, Lime or Silica Clay Handlers (bulk or bag); Handling of Toxic Materials damaging to clothing; Pneumatic Spikers; Deck Engine and Winch Operators; Water Main and Cable Ducking (metallic and non-metallic); Screed Man or Screw Operator on Asphalt Paver; Chain and Demolition Saw Operators; Concrete Conveyor Assemblers.

GROUP 3: Water Blast Machine Operator; Mortar Mixers; Welders (Acetylene or electric); Cutting Torch or Burner; Cement Nozzle. Laborers; Cement Gun Operator; Scaffold Builders when Working for Plasterers. Dynamite Men; Drillers - Air Track or Wagon Drilling for explosives Hazardous and Toxic material handler, asbestos removal or handler.

LABO0645-002 04/01/2013

(UTILITY CONSTRUCTION)

ST JOSEPH COUNTY

Rates Fringes

Laborers:

GROUP 1.....	\$ 22.62	12.25
GROUP 2.....	\$ 22.92	12.25
GROUP 3.....	\$ 23.62	12.25

LABORER CLASSIFICATIONS (UTILITY CONSTRUCTION)

GROUP 1: Construction laborer; Fence erector; Flagger; Grade checker; Guard rail erector; Wire mesh layer; Joint man (mortar, mastic and all other types); Lighting installer (permanent or temporary); Lineman for automatic grade maker on paving machines; Mortar man; Multi-plateerector; Rip-rap installer (all products and materials); Road markin and delineation laborer; Setting and placing of all precast concrete products; Sign installation including supporting structure; Spraying of all epoxy, curing compound, or like material; sod layer; Air tool, power tool, and power equipment operator; Asphalt lute man; Asphalt raker man; Batch truck dumper; Bridge handrail erector; Handler (bulk or bag cement); Chain saw man; concrete puddler; concrete rubber; Concrete saw operator; Core drill operator, eye level; Hand blade operator; Hydro seeder man; Motor-driven Georgia buggy operator; Power-driven cmpactor or tamper

operator; Power saw operator; Pumpcrete assembly man; Screed man or screw man or asphalt paver; Rebar installer; Sandblaster man; Sealer applicator for asphalt (toxic); Setting and placing prestressed or precast concrete structural members; Side rail setter (for sidewalks, side ditches, radii, and pavements); Spreader box tender (manual or power-driven); Straw blower man; Subsurface drain and culvert pipe layer; Concrete conveyor assembly man; Horizontal boring and jacking man; Jackman and sheetman; Pipe grade man; winch and windlass operator.

GROUP 2: Cutting torch burner; Laser beam aligner; Manhole erector; Sewer pipe layer; Water line installer, temporary or permanent; Welder (electric or oxy-acetylene) in connection with waterline and sewer work, Hod Carrier (tending bricklayers); TVing and associated grouting of utility lines.

GROUP 3: Air track and wage drillman; Concrete barrier rail form setter; Dynamite and powder man; General leadman; Concrete Saw Joint Cutting.

LABO0645-004 04/01/2013

ST. JOSEPH COUNTY

Rates Fringes

LABORERS

GROUP 1.....	\$ 22.62	12.25
GROUP 2.....	\$ 22.92	12.25
GROUP 3.....	\$ 23.62	12.25

LABORER CLASSIFICATIONS (HEAVY AND HIGHWAY CONSTRUCTION)

GROUP 1: Construction laborer; Fence erector; Flagger; Grade checker; Guard rail erector; Wire mesh layer; Joint man (mortar, mastic and all other types); Lighting installer (permanent or temporary); Lineman for automatic grade maker on paving machines; Mortar man; Multi-plateerector; Rip-rap installer (all products and materials); Road markin and delineation laborer; Setting and placing of all precast concrete products; Sign installation including supporting structure; Spraying of all epoxy, curing compound, or like material; sod layer; Air tool, power tool, and power equipment operator; Asphalt lute man; Asphalt raker man; Batch truck dumper; Bridge handrail erector; Handler (bulk or bag cement); Chain saw man; concrete puddler; concrete rubber; Concrete saw operator; Core drill operator, eye level; Hand blade operator; Hydro seeder man; Motor-driven Georgia buggy operator; Power-driven cmpactor or tamper operator; Power saw operator; Pumpcrete assembly man; Screed man or screw man or asphalt paver; Rebar installer; Sandblaster man; Sealer applicator for asphalt (toxic);

Setting and placing prestressed or precast concrete structural members; Side rail setter (for sidewalks, side ditches, radii, and pavements); Spreader box tender (manual or power-driven); Straw blower man; Subsurface drain and culvert pipe layer; Concrete conveyor assembly man; Horizontal boring and jacking man; Jackman and sheetman; Pipe grade man; winch and windlass operator

GROUP 2: Cutting torch burner; Laser beam aligner; Manhole erector; Sewer pipe layer; Water line installer, temporary or permanent; Welder (electric or oxy-acetylene) in connection with waterline and sewer work, Hod Carrier (tending bricklayers); TVing and associated grouting of utility lines.

GROUP 3: Air track and wage drillman; Concrete barrier rail form setter; Dynamite and powder man; General leadman; Concrete Saw Joint Cutting

 PAIN0027-004 06/01/2012

LAKE COUNTY, West of Highway #41, including HAMMOND area

	Rates	Fringes
GLAZIER.....	\$ 39.50	27.97

 PAIN0091-004 06/01/2011

LA PORTE (Everything East of Hwy 39 and North of Hwy 20, including the Cities of LaPorte and Michigan City); ST. JOSEPH COUNTIES

	Rates	Fringes
Painters:		
Brush & Roller, Drywall		
Taping & Finishing,		
Vinyl/Paper Hanging.....	\$ 25.68	11.85
Spray.....	\$ 26.18	11.85

 PAIN0460-003 07/30/2012

PORTER, LAKE and the remainder of LA PORTE COUNTY)

	Rates	Fringes
Painters:		
DRYWALL FINISHING.....	\$ 34.79	20.38
PAINTER.....	\$ 33.99	20.38

 PAIN1165-005 08/01/2012

LAKE (EAST OF HIGHWAY #41 EXCLUDING HAMMOND AREA), LAPORTE and PORTER COUNTIES

	Rates	Fringes
GLAZIER.....	\$ 32.87	18.00

PAIN1165-009 07/01/2012		

ST. JOSEPH COUNTY

	Rates	Fringes
GLAZIER.....	\$ 22.49	14.25

PLAS0101-006 06/01/2012		

HEAVY/HIGHWAY

ST. JOSEPH COUNTY

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 29.92	10.90

PLAS0101-007 01/01/2011		

BUILDING CONSTRUCTION

ST. JOSEPH COUNTY

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 25.64	11.20
PLASTERER.....	\$ 24.81	11.25

PLAS0165-001 06/01/2012		

LAKE COUNTY (EXCEPT BY THE NORTHEAST SECTION LYING NORTH OF CROWN POINT AND EAST OF GRIFFITH)

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER		
BUILDING CONSTRUCTION.....	\$ 37.28	18.53
HEAVY & HIGHWAY		
CONSTRUCTION.....	\$ 33.94	13.80
PLASTERER.....	\$ 31.30	15.10

PLAS0406-001 06/01/2012		

LAKE COUNTY (NORTHWARD ON LAKE COUNTY LINE TO AND INCLUDING THE

CITY OF MERRILLVILLE, BUT NOT THE CITY LIMITS OF CROWN POINT)
and PORTER COUNTIES

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER		
BUILDING CONSTRUCTION.....	\$ 35.48	21.68
HEAVY & HIGHWAY		
CONSTRUCTION.....	\$ 32.00	15.74
PLASTERER.....	\$ 31.68	14.72

PLAS0438-001 06/01/2013

LAPORTE COUNTY, EASTERN PORTION OF PORTER COUNTY WEST TO BUT
NOT INCLUDING CHESTERTON IN THE NORTH AND WEST TO AND INCLUDING
KOUTS IN THE SOUTH

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER		
BUILDING CONSTRUCTION		
Cement Mason.....	\$ 34.76	22.15
HEAVY & HIGHWAY		
CONSTRUCTION		
Cement Mason.....	\$ 30.89	17.34

PLUM0172-006 06/03/2013

LA PORTE COUNTY (CITY OF LAPORTE) and ST. JOSEPH COUNTIES

	Rates	Fringes
Plumber, Pipefitter, Steamfitter.....	\$ 30.50	17.53

PLUM0210-001 06/01/2013

LAKE, LAPORTE (Excluding the City of LaPorte) and PORTER
COUNTIES

	Rates	Fringes
PLUMBER.....	\$ 37.87	20.81

PLUM0597-003 06/01/2013

LAKE (Entire County), LA PORTE (Excluding the city of La
Porte), PORTER (Entire County)

Rates Fringes

PIPEFITTER.....\$ 46.00 26.63

 ROOF0023-006 06/01/2012

LA PORTE and ST. JOSEPH COUNTIES

Rates Fringes

Roofers:

COMPOSITION.....\$ 27.61 12.07
 SLATE & TILE.....\$ 28.11 12.07

 ROOF0026-003 06/01/2011

LAKE AND PORTER COUNTIES

Rates Fringes

ROOFER.....\$ 34.66 17.72

 SFIN0281-001 06/01/2013

PORTER COUNTY (North of U.S. Route 30)

Rates Fringes

Sprinkler Fitters.....\$ 47.65 19.65

 SFIN0669-001 01/01/2013

LAKE AND PORTER COUNTIES

Rates Fringes

SPRINKLER FITTER.....\$ 33.37 17.63

 SFIN0669-002 01/01/2013

Rates Fringes

SPRINKLER FITTER.....\$ 33.37 17.63

 SHEE0020-013 07/01/2012

ST. JOSEPH COUNTY

Rates Fringes

Sheet metal worker.....\$ 28.74 19.36

 SHEE0020-015 07/01/2012

LAKE, LAPORTE, and PORTER COUNTIES

	Rates	Fringes
Sheet metal worker.....	\$ 41.44	17.71

* TEAM0135-011 04/01/2013

	Rates	Fringes
Truck drivers: (HEAVY AND HIGHWAY CONSTRUCTION (LaPorte & St. Joseph Counties))		
GROUP 1.....	\$ 27.41	12.31
GROUP 2.....	\$ 27.46	12.31
GROUP 3.....	\$ 27.51	12.31
GROUP 4.....	\$ 27.56	12.31
GROUP 5.....	\$ 27.61	12.31
GROUP 6.....	\$ 27.66	12.31
GROUP 7.....	\$ 27.71	12.31
GROUP 8.....	\$ 27.76	12.31
GROUP 9.....	\$ 27.81	12.31
GROUP10.....	\$ 27.26	12.31
GROUP11.....	\$ 27.81	12.31
GROUP12.....	\$ 27.91	12.31

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Single/batches axle straight trucks; Batch trucks, wet or dry 3 (34E) axle or less; Single axle Grease and maintenance truck

GROUP 2: Single axle fuel and water trucks

GROUP 3: Single axle "dog-legs", and tandem truck or dog-legs; Winch trucks or A-frames when used for transportation purposes; Drivers on batch trucks, wet or dry over 3 (34E) batches and tandem axle grease and maintenance truck

GROUP 4: Tandem axle fuel trucks; tandem axle water trucks; butuminous distributors (two-man)

GROUP 5: Tandem trucks over 15 tons payload; Single axle semi trucks; Farm tractors hauling material; Mixer trucks (all types); Trucks pulling tilt-top trailer single axle; Single axle low- boys; Truck-mounted pavement breakers

GROUP 6: Tandem trucks or "dog-legs"; Semi-water Truck; Sprinkler Truck; Heavy equipment-type water wagons, 5,000 gallons and under; butuminous distributors (one-man)

GROUP 7: Tri-axle trucks; Tandem axle semi trucks; Equipment when not self-loaded or pusher loaded, such as Koehring or similar dumpsters, track trucks, Euclid bottom dump and hug bottom dump, tournatrailers, tournarockers, Acey wagons or

for similar equipment (12 cu yds or less); Mobile mixer truck; Tandem Axle trucks pulling tilt-top trailer; Tandem - Axle lowboy; Tri- Axle batch Truck; Tri-Axle grease and maintenance truck

GROUP 8: Tandem-tandem semi trucks; Truck mechanics and welders; Heavy equipment-type water wagon over 5,000 gallons; Tri-Axle Trucks pulling tilt-top trailer; Low-boys, tandem-tandem axle

GROUP 9: Low-boys, tandem tri-axle; Acey wagons up to and including 3 buckets; Equipment when not self-loaded or pusher loaded, such as koehring or similar dumpsters, Track Trucks, Euclid bottom dump and hug bottom dump, Tournatrailers, Tournarockers, Acey wagons or for similar equipment (over 12 cu yds.)

GROUP 10: Pick-up trucks

GROUP 11: Helpers; Greasers; Tire men; Batch board tenders; Warehouseman

GROUP 12: Acey wagon (over 3 buckets); Quad Axle Trucks; Articulating Dump

TEAM0142-002 06/01/2012

Rates Fringes

Truck drivers: (BUILDING CONSTRUCTION ONLY)

LAPORTE COUNTY

Drivers.....	\$ 23.06	495.70/wk
Mechanics.....	\$ 20.28	495.70/wk

Truck drivers: (BUILDING, HEAVY AND HIGHWAY CONSTRUCTION (INCLUDING ASPHALT PAVING WORK))

LAKE AND PORTER COUNTIES

GROUP 1.....	\$ 32.09	18.83
GROUP 2.....	\$ 32.29	18.83
GROUP 3.....	\$ 32.49	18.83
GROUP 4.....	\$ 32.69	18.83
GROUP 5.....	\$ 33.04	18.83
GROUP 6.....	\$ 34.34	18.83

BUILDING, HEAVY & HIGHWAY AND ASPHALT PAVING LAKE AND PORTER COUNTIES

GROUP 1: 2 and 3 Axle
GROUP 2: 4 Axle
GROUP 3: 5 Axle
GROUP 4: 6 Axle
GROUP 5: Over 6 Axles

GROUP 6: Articulated Dumps

TEAM0364-004 05/31/2013

Rates Fringes

Truck drivers:

BUILDING CONSTRUCTION (St. Joseph County)

GROUP 1.....	\$ 22.97	a+b
GROUP 2.....	\$ 22.97	a+b
GROUP 3.....	\$ 22.97	a+b
GROUP 4.....	\$ 23.07	a+b

FOOTNOTE:

- a. HEALTH & WELFARE: \$253.60 per week for each employee.
PENSION: \$138.10 per week for each employee.
- b. HOLIDAYS: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

TRUCK DRIVERS BUILDING CLASSIFICATIONS

- GROUP 1: Pickup Trucks
 - GROUP 2: Single Axle Trucks
 - GROUP 3: Tandem, Triaxle and Fuel Trucks
 - GROUP 4: Semi Trailer Trucks
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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is union or non-union.

Union Identifiers

An identifier enclosed in dotted lines beginning with characters other than "SU" denotes that the union classification and rate have found to be prevailing for that classification. Example: PLUM0198-005 07/01/2011. The first four letters, PLUM, indicate the international union and the four-digit number, 0198, that follows indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2011, following these characters is the effective date of the most current negotiated rate/collective bargaining agreement which would be July 1, 2011 in the above example.

Union prevailing wage rates will be updated to reflect any changes in the collective bargaining agreements governing the rates.

0000/9999: weighted union wage rates will be published annually each January.

Non-Union Identifiers

Classifications listed under an "SU" identifier were derived from survey data by computing average rates and are not union rates; however, the data used in computing these rates may include both union and non-union data. Example: SULA2004-007 5/13/2010. SU indicates the rates are not union majority rates, LA indicates the State of Louisiana; 2004 is the year of the survey; and 007 is an internal number used in producing the wage determination. A 1993 or later date, 5/13/2010, indicates the classifications and rates under that identifier were issued as a General Wage Determination on that date.

Survey wage rates will remain in effect and will not change until a new survey is conducted.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION