

General Decision Number: IN180001 03/09/2018 IN1

Superseded General Decision Number: IN20170001

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

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/05/2018
1	01/12/2018
2	02/23/2018
3	03/09/2018

ASBE0017-002 06/01/2017

LAKE AND PORTER COUNTIES

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 50.50	25.80
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).....	\$ 37.80	24.54

ASBE0075-001 06/01/2017

REMAINING COUNTIES

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 31.50	20.79
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).....	\$ 23.00	14.40

BOIL0001-005 05/01/2017

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

	Rates	Fringes
BOILERMAKER.....	\$ 46.18	29.58

BOIL0374-003 01/01/2013

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

BRIN0004-011 06/01/2017

LAKE, LAPORTE AND PORTER COUNTIES

	Rates	Fringes
BRICKLAYER Bricklayer; Stone Mason; Pointer, Cleaner, Caulker...	\$ 37.05	21.64
Marble Finisher; Tile Finisher.....	\$ 28.29	14.57
Marble Mason; Terrazzo Worker; Tile Layer.....	\$ 37.05	21.64
Terrazzo Finisher.....	\$ 29.29	14.57

BRIN0004-018 06/01/2017

SOUTH BEND: ST. JOSEPH COUNTY

	Rates	Fringes
BRICKLAYER BRICKLAYER; STONE MASON; POINTER, CAULKER, CLEANER...	\$ 28.15	13.21
MARBLE AND TILE FINISHER....	\$ 28.29	14.57
MARBLE AND TILE LAYER.....	\$ 30.00	16.91
TERRAZZO FINISHER.....	\$ 29.29	14.57
TERRAZZO WORKER.....	\$ 31.00	16.91

CARP0413-002 04/01/2017

St. Joseph County

	Rates	Fringes
CARPENTER.....	\$ 26.82	19.81

CARP0765-001 06/01/2017

LAKE, LAPORTE AND PORTER COUNTIES

	Rates	Fringes
CARPENTER.....	\$ 37.56	26.42
MILLWRIGHT.....	\$ 37.66	26.42

CARP1029-001 06/01/2017

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.....	\$ 25.91	22.73

ELEC0153-001 06/05/2017

ST JOSEPH COUNTY

	Rates	Fringes
Communication Technician.....	\$ 26.00	16.20
ELECTRICIAN.....	\$ 33.60	21.88

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 05/29/2017

LAPORTE and PORTER COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 39.00	25.15

* ELEC0697-001 03/27/2017

LAKE COUNTY

	Rates	Fringes
ELECTRICIAN.....	\$ 40.73	57.13%+\$2.12

ELEC0697-004 08/28/2017

LAKE COUNTY

	Rates	Fringes
Telecommunication Technician.....	\$ 31.00	24.95

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 01/01/2017

LAKE & PORTER COUNTIES

(Calumet Area, North of U.S. Hwy 30)

	Rates	Fringes
Line Construction:		
EQUIPMENT OPERATOR 1:		
(Diggers 5th wheel type		
trucks, crawler type, D-4		
and smaller, bucket trucks		
and live boom type line		
trucks).....	\$ 29.51	5.65+29%
EQUIPMENT OPERATOR 3		
(Backhoe over 1/2 yard		
bucket capacity, cranes		
rated at 15 ton or more		
capacity) 95% of J.L. Rate..	\$ 36.49	5.65+29%
GROUNDMAN.....	\$ 22.19	5.65+29%
GROUNDMAN-TRUCK DRIVER.....	\$ 21.43	5.65+29%
LINEMAN.....	\$ 38.47	5.65+29%

ELEV0002-005 01/01/2018

ELEVATOR CONSTRUCTION

LAKE AND PORTER COUNTIES

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 54.85	32.645+a+b

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 with more than 5 years of service, and 6% of regular hourly rate for less than 5 years of service.

ELEV0044-002 01/01/2018

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 48.18	32.645+a+b

a) PAID HOLIDAYS: 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 with more than 5 years of service; 6% for less than 5 years' service.

ENGI0150-001 06/01/2017

BUILDING CONSTRUCTION POWER EQUIPMENT OPERATORS:

LAKE, LAPORTE, and PORTER COUNTIES

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
GROUP 1.....	\$ 40.50	32.88
GROUP 2.....	\$ 39.70	32.88
GROUP 3.....	\$ 35.40	32.88
GROUP 4.....	\$ 33.20	32.88
GROUP 5.....	\$ 27.75	32.88

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 tugger 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 tugger 1 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 Compressor (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 (tugger 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 06/01/2017

BUILDING CONSTRUCTION

ST. JOSEPH COUNTY

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
GROUP 1.....	\$ 29.05	27.15
GROUP 2.....	\$ 27.70	27.15
GROUP 3.....	\$ 26.90	27.15
GROUP 4.....	\$ 26.10	27.15
GROUP 5.....	\$ 23.50	27.15

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 (capable 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, Stradddle 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 05/01/2017

POWER EQUIPMENT OPERATOR HEAVY/HIGHWAY

LAKE, LAPORTE, PORTER AND ST. JOSEPH COUNTIES

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
GROUP 1.....	\$ 40.50	32.00
GROUP 2.....	\$ 40.05	32.00
GROUP 3.....	\$ 39.60	32.00
GROUP 4.....	\$ 38.40	32.00
GROUP 5.....	\$ 37.35	32.00

POWER EQUITMENT 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 1 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 06/01/2017

ST. JOSEPH and LAPORTE (Remainder of County) COUNTIES

	Rates	Fringes
IRONWORKER.....	\$ 29.30	21.11

IRON0395-001 06/01/2017

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
IRONWORKER		
SHEETER.....	\$ 39.80	30.32
STRUCTURAL & ORNAMENTAL.....	\$ 39.55	30.32

LABO0041-001 06/01/2015

BUILDING CONSTRUCTION

LAKE COUNTY (Western Half)

	Rates	Fringes
Laborers:		
CAISSON AND TUNNEL WORK		
(Compressed & Free Air).....	\$ 37.33	18.10
GROUP 1.....	\$ 35.83	18.10
GROUP 2.....	\$ 36.58	18.10
GROUP 3.....	\$ 36.83	18.10

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 Chipping Hammer Operators; Asbestos Removal; Hazardous Waste Removal; All Boiler Setters Laborers, including expeditors, 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

LAB00041-004 04/01/2017

UTILITY CONSTRUCTION

LAKE COUNTY

	Rates	Fringes
LABORERS		
Group 1.....	\$ 31.07	15.63
Group 2.....	\$ 31.37	15.63
Group 3.....	\$ 32.07	15.63

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 04/01/2017

HEAVY and HIGHWAY CONSTRUCTION:

LAKE, LA PORTE, and PORTER COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 30.24	15.63
GROUP 2.....	\$ 30.54	15.63
GROUP 3.....	\$ 31.24	15.63

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 Placeing 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 Placeing 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

LABO0081-002 04/01/2017

UTILITY CONSTRUCTION

LA PORTE & PORTER COUNTIES

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 30.72	15.63
GROUP 2.....	\$ 31.02	15.63
GROUP 3.....	\$ 31.72	15.63

LABORERS 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-plate erector; Rip-rap installer (all products and materials); Road marking 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 compactor or tamper operator; Power saw operator; Pumpcrete assembly man; Screed man or screw man on asphalt paver; Rebar installer; Sandblaster man; Sealer applicator for asphalt (toxic); Setting and placing prestressed or precast concrete structural memebbers; 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; Transverse and longitudinal hand bull float man; 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 wagon drillman; Concrete barrier rail form setter; Dynamite and powder man; General leadman; Concrete Saw Joint Control cutting

LABO0081-004 06/01/2015

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

	Rates	Fringes
Laborers		
GROUP 1.....	\$ 35.83	18.10
GROUP 2.....	\$ 36.58	18.10
GROUP 3.....	\$ 36.83	18.10

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

LAB00645-002 04/01/2017

UTILITY CONSTRUCTION

ST JOSEPH COUNTY

	Rates	Fringes
Laborers:		
GROUP 1.....	\$ 23.42	14.30
GROUP 2.....	\$ 23.72	14.30
GROUP 3.....	\$ 24.42	14.30

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 exy-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.

LAB00645-004 04/01/2017

HEAVY AND HIGHWAY

ST. JOSEPH COUNTY

	Rates	Fringes
LABORERS		
GROUP 1.....	\$ 23.22	14.30
GROUP 2.....	\$ 23.52	14.30
GROUP 3.....	\$ 24.22	14.30

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 exy-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 06/01/2017

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

	Rates	Fringes
GLAZIER.....	\$ 42.45	34.18

PAIN0091-004 06/01/2017

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
PAINTER		
Brush & Roller, Drywall		
Taping & Finishing,		
Vinyl/Paper Hanging.....	\$ 26.00	14.05
Spray.....	\$ 26.50	14.05

PAIN0460-003 06/01/2017		

PORTER, LAKE and the remainder of LA PORTE COUNTY)

	Rates	Fringes
Painters:		
DRYWALL FINISHING.....	\$ 34.80	22.76
PAINTER.....	\$ 34.00	22.76

PAIN1165-005 07/01/2017		

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

	Rates	Fringes
GLAZIER.....	\$ 34.85	21.62

PAIN1165-009 07/01/2017		

ST. JOSEPH COUNTY

	Rates	Fringes
GLAZIER.....	\$ 27.66	16.38

PLAS0101-006 06/01/2014		

HEAVY/HIGHWAY

ST. JOSEPH COUNTY

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 30.57	11.50

PLAS0101-007 06/01/2014		

BUILDING CONSTRUCTION

ST. JOSEPH COUNTY

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 26.44	12.20
PLASTERER.....	\$ 26.81	12.40

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 06/01/2014

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.....\$ 36.01		22.15
HEAVY & HIGHWAY		
CONSTRUCTION		
Cement Mason.....\$ 30.89		17.34

PLUM0172-006 05/29/2017

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

	Rates	Fringes
Plumber, Pipefitter,		
Steamfitter.....\$ 32.81		19.80

PLUM0210-001 06/01/2017

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

Rates	Fringes
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PLUMBER.....	\$ 39.32	23.41
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PLUM0597-003 06/01/2017

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

	Rates	Fringes
PIPEFITTER.....	\$ 47.50	30.02

ROOF0023-006 06/01/2017

LA PORTE and ST. JOSEPH COUNTIES

	Rates	Fringes
ROOFER		
COMPOSITION.....	\$ 28.76	14.50
SLATE & TILE.....	\$ 29.76	14.50

ROOF0026-003 06/01/2017

LAKE AND PORTER COUNTIES

	Rates	Fringes
ROOFER.....	\$ 35.44	19.89

SFIN0281-001 06/01/2015

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

	Rates	Fringes
Sprinkler Fitters.....	\$ 47.10	23.05

SFIN0669-002 04/01/2017

	Rates	Fringes
SPRINKLER FITTER.....	\$ 37.96	19.25

SHEE0020-013 07/01/2017

ST. JOSEPH COUNTY

	Rates	Fringes
Sheet metal worker.....	\$ 30.02	25.29

SHEE0020-015 07/01/2017

LAKE, LAPORTE, and PORTER COUNTIES

	Rates	Fringes
Sheet metal worker.....	\$ 42.98	23.41

TEAM0135-004 04/01/2017

LA PORTE COUNTY

	Rates	Fringes
TRUCK DRIVER (BUILDING CONSTRUCTION ONLY)		
GROUP 1.....	\$ 28.49	A
GROUP 2.....	\$ 28.99	A
GROUP 3.....	\$ 29.19	A
GROUP 4.....	\$ 29.34	A
GROUP 5.....	\$ 29.84	A

A: \$33.70 PER DAY & 426.80 PER WEEK.

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Single Axle Trucks, seven (7) cu. yds. or less than ten and one-half (10 1/2) tons, dumpsters, scoop-mobiles five (5) cu.yds. and under or less than seven and one-half (7 1/2) tons, mixer trucks three (3) cu.yds. and under, air compressors and welding machines, including those pulled by separate units, batch trucks-wet or dry- 2"34-E" batches or less, truck driver helpers, warehousemen, mechanic's helpers, greasers and tiremen, all pick-up trucks and other vehicles. Drivers on dumpsters or similar dumpsters, mounted on four (4) wheel truck rated two (2) cu.yds. or less, and small pallet type fork-lift operator and drivers on pallet jacks or similar type equipment.

GROUP 2: Drivers on tandem axle eighteen (18) cu.yds. or twenty- four (24) tons gross, six (6) wheel trucks, Koehring or similar dumpsters, tract trucks, Euclids, hug bottom dumps, tournapulls, trouanatrailers, tournarockers, or similar equipment when used for transportation purposes under nine (9) cu.yds. or less than thirteen and one-half (13 1/2) tons, tandems and semi-trailer service trucks, mixer trucks over three (3) cu.yds. and including six and one-half (6 1/2) cu.yds., fork lift, four (4) wheel A-frame trucks when used for transportation purposes, four (4) wheel winch trucks, pavement breakers, batch trucks-wet or dry- over 2 up to and including 4-"34-E" batches two (2) men oil distributors, fork-lift under four (4) ton and vacuum trucks.

GROUP 3: Koehring or similar dumpsters, tract trucks, semi-trailer water trucks, Euclids, hug bottom dumps, tournapulls, tournatrailers, tournarockers, tractor trailers, tandems, Q- frame winch trucks, hydrolift trucks or similar equipment when used for transportation purposes, mixer trucks over six and one- half (6 1/2) cu.yds, batch trucks wet or dry over 4 - "34-E" batches single equipment operated by employees withing this Bargaining unit. Six (6) wheel pole trailers and one (1) man oil distributors, fork-lift over four (4) ton and mobile mixers.

GROUP 4: Drivers on heavy equipment over sixteen (16) cu.yds. or twenty-four (24) ton, such as Koehring or similar dumpsters, tract trucks, Euclids, hug bottom dumps, tournapulls, tournarockers or similar equipment when used

for transportation purposes, pole trailers over six (6) wheels, water pulls, low-boy trailers tandem axles, quad axle or more no-weight limitation, diesel and/or heavy equipment mechanics.

GROUP 5: Mechanic furnishing his own tools.

TEAM0135-011 04/01/2017

	Rates	Fringes
TRUCK DRIVER (HEAVY AND HIGHWAY CONSTRUCTION (LaPorte & St. Joseph Counties))		
GROUP 1.....	\$ 28.16	15.14
GROUP 2.....	\$ 28.21	15.14
GROUP 3.....	\$ 28.26	15.14
GROUP 4.....	\$ 28.31	15.14
GROUP 5.....	\$ 28.36	15.14
GROUP 6.....	\$ 28.41	15.14
GROUP 7.....	\$ 28.46	15.14
GROUP 8.....	\$ 28.51	15.14
GROUP 9.....	\$ 28.56	15.14
GROUP10.....	\$ 28.01	15.14
GROUP11.....	\$ 28.56	15.14
GROUP12.....	\$ 28.66	15.14

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 06/01/2017

	Rates	Fringes
TRUCK DRIVER (BUILDING, HEAVY AND HIGHWAY CONSTRUCTION (INCLUDING ASPHALT PAVING WORK))		
LAKE AND PORTER COUNTIES		
GROUP 1.....	\$ 32.29	25.76
GROUP 2.....	\$ 32.49	25.76
GROUP 3.....	\$ 32.69	25.76
GROUP 4.....	\$ 32.89	25.76
GROUP 5.....	\$ 33.24	25.76
GROUP 6.....	\$ 34.54	25.76

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 06/01/2017

	Rates	Fringes
TRUCK DRIVER		
BUILDING CONSTRUCTION (St. Joseph County)		
GROUP 1.....	\$ 26.66	a+b
GROUP 2.....	\$ 26.87	a+b
GROUP 3.....	\$ 26.95	a+b
GROUP 4.....	\$ 27.53	a+b

FOOTNOTE:

a. FRINGE BENEFITS: \$386.70 per week

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

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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 a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or

"UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 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. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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