



THE MILLE LACS BAND OF
OJIBWE INDIANS

Executive Branch of Tribal Government
Commissioner's Order 001-06

COPY

A COMMISSIONER'S ORDER TO ESTABLISH A SKILLED TRADES APPRENTICESHIP PROGRAM AND CERTIFICATION PROCESS FOR ALL CONSTRUCTION TRADE EMPLOYMENT ON THE RESERVATION EFFECTIVE OCTOBER 30TH, 2005.

WHEREAS, Pursuant to Title 13 Chapter 2 the Commissioner of Community Development has the authority to provide technical assistance to other departments, and

WHEREAS, The Commissioner of Community Development has the responsibility of providing general oversight on construction projects on the Reservation and on lands owned by entities of the Mille Lacs Band of Ojibwe, and

WHEREAS, This includes the responsibility to promote the principles, practices and policies that ensure that Band members have the maximum opportunity to participate in employment opportunities on Band construction projects now and into the future,

NOW THEREFORE, Be it ordered that an apprenticeship program be established to assist in the continual development of the Band construction labor force. The program will help Band members in documenting hours; and providing training to obtain certification in accordance with the attached process.

NOW THEREFORE, Be it further ordered that all construction contracts administered by the reservation or any of it's operating units or corporations in excess of \$75,000 are required to follow the guidelines of the apprenticeship program as specified, and that a paragraph shall be added to all construction solicitations to explain this requirement.

NOW THEREFORE, Be it further ordered that all Band construction laborers working on Band construction contracts will be required to present proof of qualifications to be evaluated and be certified as to the eligible rate of compensation. Compensation will be based on the Mille Lacs Band prevailing wage standards (see attached) and the highest skill level for which they qualify.

DATED At Vineland, Minnesota this 30th Day of October in the year two thousand and five

Expiration Date: September 30, 2015

Al Olson

Commissioner of Community Development

**APPROVED AS TO FORM
EXECUTION AND NUMBERING**

John Swimmer
Solicitor General

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Apprenticeship Training Program – process

Evaluation Process

Before the start date of any construction contract administered by the reservation or any of its operating units, or corporation's laborers, interested in working on the job will submit their qualifications to either the Indian Employment Rights Officer (IERO) or the Corporation's Tribal Employment Rights Contract Compliance Officer (TERCCO).

Acceptable forms of documentation include: union Card certifying their status, W-2 Statements or payroll records verifying the hours they have worked, school certificates and degrees, state licensure if appropriate, or a letter from their employer stating that they are either part of the core crew or qualified at a specific skill level. Laborers presenting union cards, state licensure or letters from the employer will be exempt from further evaluation. For other labors these documents will then be compared with the hourly on the job training requirements and educational requirements used by traditional labor organizations with apprenticeship ladders. If documentation is inadequate or missing, then a journeyman in the trade, the apprenticeship representative, and a trade school certifier will administer a skills test to the laborer. Tests used will be the tests used to place students in trade programs at educational institutions

Prevailing Wages October 2005

Prevailing wages are the regionally wages paid on Publicly Funded projects in an area. These wages were selected as the base wages for four reasons. First they are county specific so they will reflect the local labor markets. Second they are updated on a periodic basis, changes in the market can be incorporated into job pay scales for jobs that extend beyond 1 year. Third they provide a relatively current and unbiased reference for similar projects. Anyone with Internet access can look these wages up at any time. Fourth they are sufficiently specific to be used for most labor classes found in all of the trades. The following tables are a sample of the wages for four labor categories on October 7, 2005. The first table includes the base wage, the second includes fringe benefits plus wages. Wages will be adjusted on a periodic basis based on new data.

Sample Prevailing Commercial Construction Wages Excluding Fringes October 7, 2005

Trade	Aitkin Co.	Mille Lacs Co.	Pine Co.	Mille Lacs Band Prevailing Wage
Carpenter	20.60	20.83	28.83	23.42
Craft Laborer	20.88	20.88	26.08	22.61
Dry Wall Taper	25.02	27.93	25.02	25.99
Electrician	28.39	32.25	32.25	30.96

Sample Prevailing Commercial Construction Wages Including Fringes October 7, 2005

Trade	Aitkin Co.	Mille Lacs Co.	Pine Co.	Mille Lacs Band Prevailing Wage
Carpenter	32.54	30.84	40.04	34.47
Craft Laborer	29.89	29.89	36.74	32.17
Dry Wall Taper	34.93	38.39	34.93	36.08
Electrician	43.79	50.10	50.10	48.00

Source: Minnesota Department of Labor and Industry

NOTE: When two wage rates for the same Trade in the same county were shown the highest was chosen.

These wage rates can be found at:

<http://workplace.doli.state.mn.us/prevwage/commercial.php>

Examples of the Carpenters and Construction Craft Laborers are shown below, a table for all the trades will be provided in a separate binder:

Commercial Carpenter

Hours of Experience	Wage rate As a Percentage of Journeyman Pay
1-999	50%
1000-1999	60%
2000-2999	65%
3000-3999	70%
4000-4999	75%
5000-5999	80%
6000-6999	85%
7000+	100%

Construction Craft Laborers

Hours of Experience	Wage Rate As a percentage of Journeyman Pay
0-1500	85%
1500-3000	90%
3000-4000	95%
4000 +	100%

Source: Bureau of Apprenticeship Training US Department of Labor

Once qualifications are determined contractors will be required to pay Band members the highest wages for which they are qualified based on the apprenticeship percentages and the prevailing wage for the Mille Lacs Band.