



# DANE COUNTY DEPARTMENT of PUBLIC WORKS, HIGHWAY and TRANSPORTATION

**County Executive**  
Kathleen M. Falk

1919 Alliant Energy Center Way ♦ Madison, Wisconsin 53713  
Phone: (608) 266-4018 ♦ Fax: (608) 267-1533

**Commissioner / Director**  
Gerald J. Mandli

March 12, 2008

**ATTENTION ALL REQUEST FOR BID (RFB) HOLDERS**

**RFB NO. 108049- ADDENDUM NO. 1**

**TENANT IMPROVEMENTS**

**THIRD FLOOR, CITY-COUNTY BUILDING**

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**BIDS DUE: THURSDAY, APRIL 3, 2008, 2:00 PM. DUE DATE AND TIME ARE NOT CHANGED BY THIS ADDENDUM.**

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This Addendum is issued to modify, explain or clarify the original Request for Bid (RFB) and is hereby made a part of the RFB. **Acknowledge this addendum on the Bid Form.**

**PLEASE MAKE THE FOLLOWING CHANGES:**

**1. Supplementary Conditions**

Insert 10 additional pages from the Department of Workforce Development, which are attached to this addendum.

Enclosures:

Department of Workforce Development Departmental Order – 1 page  
Prevailing Wage rate Determination – 5 pages  
Consolidated List of Debarred contractors – 4 pages

Jim Doyle  
Governor  
Roberta Gassman  
Secretary  
Jennifer A. Ortiz  
Division Administrator



EQUAL RIGHTS DIVISION  
201 East Washington Avenue, Room A300  
P.O. Box 8928  
Madison, WI 53708  
Telephone: (608) 266-6860  
Fax: (608) 267-4592  
TTY: (608) 264-8752  
<http://www.dwd.state.wi.us/>

State of Wisconsin  
Department of Workforce Development

**DEPARTMENTAL ORDER**

ROBERT J NEBEL, ASSOCIATE PUBLIC WORKS DIRECTOR  
DANE COUNTY PUBLIC WORKS  
1919 ALIANT ENERGY CENTER WAY  
MADISON, WI 53713

RE: TENANT IMPROVEMENTS 3RD FLOOR CCB  
CITY OF MADISON, DANE COUNTY, WI  
Determination No. 200800417 Project No. 108049

The application which you filed or was filed on your behalf, by the person copied below, for a prevailing wage rate determination applicable to the above-referenced project has been received.

A survey was conducted to determine the prevailing wage rate for the trade(s) or occupation(s) needed to complete the project. The findings of the survey are set forth in the enclosed determination.

If you believe that the wage rate for any trade or occupation does not accurately reflect the prevailing wage rate in the city, village or town in which the project is located, you have the right to request the department to conduct an administrative review regarding such wage rate.

Your request must be made, in writing, within 30 days from the date indicated below and at least 10 days before the date a construction contract(s) is to be awarded or negotiated. Your request must also include wage rate information on at least three (3) similar projects located in the city, village or town where the proposed project is located on which some work was performed by the contested trade(s) or occupation(s) during the current survey period and which was previously considered by the department in issuing the enclosed determination. See s. DWD 290.10 of the Wisconsin Administrative Code and either s. 66.0903 (3)(br) or s. 103.49 (3)(c), Stats. for a complete explanation of the administrative review process.

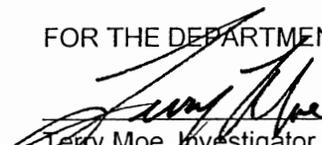
Now, therefore, it is hereby ORDERED that the prevailing wage rates set forth in the enclosed determination shall only be applicable to the above referenced project. This ORDER shall be deemed a FINAL ORDER of this department unless a timely request for an administrative review is filed with the department or a construction contract(s) is not awarded or negotiated before the determination's expiration date.

DATED

3/07/2008

Enclosures

FOR THE DEPARTMENT

  
Terry Moe, Investigator  
Labor Standards Bureau  
Construction Wage Standards Section  
(608) 266-0028

# PREVAILING WAGE RATE DETERMINATION

Issued by the State of Wisconsin  
Department of Workforce Development  
Pursuant to s. 66.0903, Stats.  
Issued On: 3/07/2008

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<b>DETERMINATION NUMBER:</b>	200800417
<b>EXPIRATION DATE:</b>	Prime Contracts MUST Be Awarded Or Negotiated On Or Before 12/31/2008. If NOT, You MUST Reapply.
<b>DESCRIPTION OF PROJECT:</b>	TENANT IMPROVEMENTS 3RD FLOOR CCB PROJECT NO: 108049
<b>LOCATION OF PROJECT:</b>	CITY OF MADISON, DANE COUNTY, WI
<b>CONTRACTING AGENCY:</b>	DANE COUNTY PUBLIC WORKS

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**CLASSIFICATION:** Contractors are required to call the Department of Workforce Development if there are any questions regarding the proper trade or classification to be used for any worker on a public works project.

**OVERTIME:** Time and one-half must be paid for all hours worked over 10 hours per day and 40 hours per calendar week and for all hours worked on Saturday, Sunday and the following six (6) holidays: January 1; the last Monday in May; July 4; the 1st Monday in September; the 4th Thursday in November; December 25; the day before if January 1, July 4 or December 25 falls on a Saturday; the day following if January 1, July 4 or December 25 falls on a Sunday.

**FUTURE INCREASE:** If indicated for a specific trade or occupation, the full amount of such increase MUST be added to the "TOTAL" indicated for such trade or occupation on the date(s) such increase(s) becomes effective.

**PREMIUM PAY:** If indicated for a specific trade or occupation, the full amount of such pay MUST be added to the "HOURLY BASIC RATE OF PAY" indicated for such trade or occupation, whenever such pay is applicable.

**SUBJOURNEY:** Wage rates may be available for some of the classifications indicated below with the exception of laborers, truck drivers and heavy equipment operators. Any employer that desires to use any subjourney classification on this project MUST request the applicable wage rate from this department PRIOR to the date such classification is used on this project. Form ERD-10880 is available for this purpose.

## BUILDING OR HEAVY CONSTRUCTION

Includes sheltered enclosures with walk-in access for the purpose of housing persons, employees, machinery, equipment or supplies and non-sheltered work such as canals, dams, dikes, reservoirs, storage tanks, etc. A sheltered enclosure need not be "habitable" in order to be considered a building. The installation of machinery and/or equipment, both above and below grade level, does not change a project's character as a building. On-site grading, utility work and landscaping are included within this definition. Residential buildings of four (4) stories or less, agricultural buildings, parking lots and driveways are NOT included within this definition.

Fringe Benefits Must Be Paid On All Hours Worked

<u>TRADE OR OCCUPATION</u>	<u>HOURLY BASIC RATE OF PAY</u>	<u>HOURLY FRINGE BENEFITS</u>	<u>TOTAL</u>
	\$	\$	\$
Acoustic Ceiling Tile Installer	25.51	12.11	37.62
Boilermaker	29.44	16.37	45.81
Bricklayer, Blocklayer or Stonemason	29.46	13.41	42.87
Cabinet Installer	48.00	0.00	48.00
Carpenter	26.11	12.86	38.97
Carpet Layer or Soft Floor Coverer	25.51	12.11	37.62
Cement Finisher	28.43	12.94	41.37
Drywall Taper or Finisher	24.30	11.60	35.90

Future Increase(s): Add \$1.55/hr on 6/1/08; Add \$1.60/hr on 6/1/09

<b>Fringe Benefits Must Be Paid On <u>All</u> Hours Worked</b>			
<u>TRADE OR OCCUPATION</u>	<u>HOURLY BASIC RATE OF PAY</u>	<u>HOURLY FRINGE BENEFITS</u>	<u>TOTAL</u>
	\$	\$	\$
Electrician	30.00	16.05	46.05
Elevator Constructor	40.94	18.34	59.28
Fence Erector	21.50	3.00	24.50
Fire Sprinkler Fitter	35.69	13.35	49.04
Glazier	33.68	6.47	40.15
Heat or Frost Insulator	30.63	16.60	47.23
Insulator (Batt or Blown)	21.97	10.65	32.62
Ironworker	29.30	14.71	44.01
Lather	25.51	12.11	37.62
Line Constructor (Electrical)	31.99	13.94	45.93
Marble Finisher	24.60	13.00	37.60
Marble Mason	30.75	13.00	43.75
Metal Building Erector	19.23	1.61	20.84
Millwright	27.11	12.07	39.18
Overhead Door Installer	24.60	11.99	36.59
Painter	24.00	11.60	35.60
Future Increase(s): Add \$1.55 on 6/1/08; Add \$1.60 on 6/1/09			
Premium Pay: Add \$.25/hr. sandblasting; Add \$.40/hr. paperhanging; Add \$1.00/hr. spray/structural steel.			
Pavement Marking Operator	23.46	9.45	32.91
Piledriver	26.61	12.86	39.47
Pipeline Fuser or Welder (Gas or Utility)	27.11	12.19	39.30
Plasterer	25.28	12.95	38.23
Plumber	32.15	11.19	43.34
Refrigeration Mechanic	33.11	14.84	47.95
Future Increase(s): Add \$2.60 6/2/2008; Add \$2.85 6/1/2009			
Roofer or Waterproofer	26.70	3.62	30.32
Sheet Metal Worker	30.96	16.34	47.30
Future Increase(s): Add \$2.50 6/1/2008			
Steamfitter	35.25	12.11	47.36
Future Increase(s): Add \$2.60 6/02/2008; Add \$2.85 6/01/2009			
Teledata Technician or Installer	20.69	10.23	30.92
Future Increase(s): Add \$.85 on 6/1/08; Add \$.90 on 6/1/09			
Temperature Control Installer	34.10	10.89	44.99
Terrazzo Finisher	26.62	10.63	37.25
Terrazzo Mechanic	26.62	10.63	37.25
Tile Finisher	14.00	1.35	15.35
Tile Setter	26.62	10.63	37.25
Tuckpointer, Caulker or Cleaner	20.98	6.02	27.00
Underwater Diver (Except on Great Lakes)	32.15	11.19	43.34
Well Driller or Pump Installer	22.52	7.14	29.66
Siding Installer	28.56	15.24	43.80
Heavy Equipment Operator - ELECTRICAL LINE CONSTRUCTION ONLY	24.06	15.52	39.58
Light Equipment Operator -ELECTRICAL LINE CONSTRUCTION ONLY	28.12	15.40	43.52
Heavy Truck Driver - ELECTRICAL LINE CONSTRUCTION ONLY	16.00	8.00	24.00

**Fringe Benefits Must Be Paid On All Hours Worked**

<u>TRADE OR OCCUPATION</u>	<u>HOURLY BASIC RATE OF PAY</u>	<u>HOURLY FRINGE BENEFITS</u>	<u>TOTAL</u>
	\$	\$	\$
Light Truck Driver - ELECTRICAL LINE CONSTRUCTION ONLY	20.58	10.71	31.29
Groundman - ELECTRICAL LINE CONSTRUCTION ONLY	17.41	9.80	27.21

**TRUCK DRIVERS**

Single Axle or Two Axle	24.55	16.08	40.63
Three or More Axle	16.40	11.17	27.57
Articulated, Euclid, Dumptor, Off Road Material Hauler	27.87	15.40	43.27
Pavement Marking Vehicle	20.85	11.10	31.95
Truck Mechanic	12.50	0.00	12.50

**LABORERS**

General Laborer	21.69	11.15	32.84
Premium Pay: Add \$1.00/hr for certified welder; Add \$.25/hr for mason tender			
Asbestos Abatement Worker	21.06	11.13	32.19
Landscaper	12.36	14.53	26.89
Gas or Utility Pipeline Laborer (Other Than Sewer and Water)	18.25	3.33	21.58
Fiber Optic Laborer (Outside, Other Than Concrete Encased)	40.00	1.81	41.81
Railroad Track Laborer	12.00	0.00	12.00

**HEAVY EQUIPMENT OPERATORS  
SITE PREPARATION, UTILITY AND LANDSCAPING WORK ONLY**

Crane; Backhoe (Track Type); Tractor or Truck Mounted Hydraulic Backhoe; Gradall (Cruz-Aire Type); Mechanic or Welder; Bulldozer or Endloader; Grader or Motor Patrol; Scraper (Self Propelled or Tractor Drawn) 5cu yards or more capacity; Power Subgrader; Asphalt Milling Machine; Boring Machine (Horizontal, Vertical or Directional); Air Track, Rotary or Percussion Drilling Machine; Trencher; Post Hole Digger or Driver; Tug or Launch (not performing work on the Great Lakes)	28.12	15.73	43.85
Farm or Industrial Type Tractor; Greaser; Compactor (Self-Propelled); Broom or Sweeper; Environmental Burner	28.59	16.00	44.59
Crusher, Screening or Wash Plant; Air Compressor (400 CFM or Over); Pump (3 Inch or Over) or Well Points; Refrigeration Plant or Freeze Machine; Skid Steer Loader (With or Without Attachments); Skid Rig; Stump Chipper; Mulcher; Vibratory Hammer or Extractor	27.59	14.88	42.47

**HEAVY EQUIPMENT OPERATORS  
EXCLUDING SITE PREPARATION, UTILITY, PAVING AND LANDSCAPING WORK**

Crane, Tower Crane or Derrick, With or Without Attachments, With a Lifting Capacity of Over 100 Tons; Crane, Tower Crane or Derrick, With Boom, Leads and/or Jib Lengths Measuring 176 Feet or Over	30.62	16.00	46.62
Premium Pay: Add \$.50/hr for cranes with lifting capacity over 200 ton; Add \$1.00/hr. at 300 ton; Add \$1.50/hr at 400 ton; Add \$2.00/hr at 500 ton.			
Crane, Tower Crane or Derrick, With or Without Attachments, With a Lifting Capacity of 100 Tons or Under; Crane, Tower Crane or Derrick, With Boom,	29.62	16.00	45.62

**Fringe Benefits Must Be Paid On All Hours Worked**

<u>TRADE OR OCCUPATION</u>	<u>HOURLY BASIC RATE OF PAY</u>	<u>HOURLY FRINGE BENEFITS</u>	<u>TOTAL</u>
	\$	\$	\$
Leads and/or Jib Lengths Measuring 175 Feet or Under; Backhoe (Track Type) Having a Mfgr.'s Rated Capacity of 130,000 Lbs. or Over; Traveling Crane (Bridge Type); Caisson Rig; Pile Driver; Dredge (Not Performing Work on the Great Lakes) Future Increase(s): Premium Pay: Add \$.25/hr for cranes with lifting capacity of 45 ton or over			
Crane (Go-Devil Type) or Truck Mounted Hydraulic Crane (10 Tons or Under); Backhoe (Track Type) Having a Mfgr.'s Rated Capacity of Under 130,000 Lbs.; Tractor or Truck Mounted Hydraulic Backhoe; Gradall (Cruz-Aire Type); Mechanic or Welder; Bulldozer or Endloader; Grader or Motor Patrol; Scraper (Self Propelled or Tractor Drawn) 5 cu yards or more capacity; Concrete Pump, Grout Pump or Concrete Conveyor (Rotec or Bidwell Type); Concrete Breaker (Manual or Remote); Concrete Batch Plant; Power Subgrader; Concrete Spreader; Concrete Paver; Concrete Grinder or Planing Machine; Concrete Conveyor System; Concrete Slipform Placer; Curb and Gutter Machine; Roller (Over 5 Ton); Shouldering Machine; Boring Machine (Horizontal, Vertical or Directional); Air Track, Rotary or Percussion Drilling Machine; Straddle Carrier or Travel Lift; Forklift (Machinery Moving or Steel Erection); Manhoist or Elevator; Material or Stack Hoist; Trencher; Sideboom; Hydro-Blaster (10,000 PSI or Over); Post Hole Digger or Driver; Railroad Track Rail Leveling Machine, Tie Placer, Extractor, Tamper, Stone Leveler or Rehabilitation Equipment Future Increase(s):	29.12	16.00	45.12
Farm or Industrial Type Tractor; Greaser; Compactor (Self-Propelled); Concrete Saw (Vermeer Type); Concrete Bump Cutter or Grooving Machine; Tining or Curing Machine; Roller (5 Tons or Under); Broom or Sweeper; Hoist (Tugger); Environmental Burner	22.98	6.02	29.00
Crusher, Screening or Wash Plant; Air, Electric or Hydraulic Jacking System; Air Compressor (400 CFM or Over); Generator (150 KW or Over); Pump (3 Inch or Over) or Well Points; Refrigeration Plant or Freeze Machine; Skid Steer Loader (With or Without Attachments); Robotic Tool Carrier (With or Without Attachments); Skid Rig; Stump Chipper; Mulcher; Vibratory Hammer or Extractor	28.87	14.90	43.77
Oiler; Forklift	25.89	16.00	41.89
Gas or Utility Pipeline, Except Sewer and Water (Primary Equipment)	31.57	17.23	48.80
Gas or Utility Pipeline, Except Sewer and Water (Secondary Equipment)	28.12	15.40	43.52
Fiber Optic Cable Equipment	25.33	12.35	37.68

This document **MUST BE POSTED** by the **CONTRACTING AGENCY** in at least one conspicuous and easily accessible place on the site of the project. A local governmental unit may post this document at the place normally used to post public notices if there is no common site on the project. This document **MUST** remain posted during the entire time any worker is employed on the project and **MUST** be physically incorporated into the specifications and all contracts and most subcontracts. If you have any questions, please write to the Equal Rights Division, Labor Standards Bureau, P.O. Box 8928, Madison, Wisconsin 53708 or call (608) 266-0028.

**The following statutory provisions apply to local governmental unit public works projects and are set forth below pursuant to the requirements of s. 66.0903 (8), Stats.**

Each contractor, subcontractor or agent thereof performing work on a project that is subject to this section shall keep full and accurate records clearly indicating the name and trade or occupation of every person described in sub. (4) and an accurate record of the number of hours worked by each of those persons and the actual wages paid therefor.

Any contractor, subcontractor or agent thereof, who fails to pay the prevailing wage rate determined by the department under sub.(3) or who pays less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor determined under sub.(3), shall be liable to any affected employe in the amount of his or her unpaid wages or his or her unpaid overtime compensation and in an additional equal amount as liquidated damages. An action to recover the liability may be maintained in any court of competent jurisdiction by any employe for and in behalf of that employe and other employes similarly situated. No employe may be a party plaintiff to any such action unless the employe consents in writing to become such a party and the consent is filed in the court in which the action is brought. Notwithstanding s. 814.04 (1), the court shall, in addition to any judgment awarded to the plaintiff, allow reasonable attorney fees and costs to be paid by the defendant.

Consolidated List of Debarred Contractors  
Prepared and Issued By  
State of Wisconsin  
Department of Workforce Development

February 1, 2007

This list has been prepared in accordance with the provisions of s. 66.0903(12) and s. 103.49(7), Stats. and Chapter DWD 294 of the Wisconsin Administrative Code. All contractors on this list were found to have committed a "debarable offense" related to certain labor standard provisions determined or established for a state or local public works project. No state agency or local governmental unit may knowingly solicit bids from, negotiate with or award any contracts to or approve or allow any subcontracts with a debarred contractor, including all divisions, affiliates or other organizational elements of such contractor that are engaged in construction business activities, until the debarment is terminated. The name of each debarred contractor must remain on this list for a period of three (3) years from the termination date indicated below. The contractor is, however, only "debarred" from the "effective date" through the "termination date" indicated for that contractor. Questions regarding this list should be addressed to Mike Dixon, Equal Rights Division, P. O. Box 8928, Madison, WI 53708 or call (608) 266-0028. Deaf, hearing or speech-impaired callers may contact the department by calling its TDD number (608) 264-8752.

<u>Name of Contractor</u>	<u>Address</u>	<u>Effective Date</u>	<u>Termination Date</u>	<u>Cause Code</u>	<u>Date of Violation(s)</u>	<u>Limitations/Deviations</u>
Bay Asphalt, Inc.	1792 Scray Hill Road De Pere, WI 54115	1/1/03	12/31/05	1, 2 and 4	1997- 1999	None
Bechitsao, Joel	See Tri-State Traffic Services, Inc.					
B.P. Phillips Construction, Inc.	1570 Fire Lane Drive Green Bay, WI 54311	9/19/01	9/18/04	1, 2 and 4	4/7/97 to 3/7/98	None
Custom Heating & Air LLC	283 Tony Lane, Green Bay, WI 54304	12/1/06	11/30/09	1, 2 and 4	2003 to 2004	None
D. C. Nevels Trucking, Inc. or D. C. Nevels Trucking	3246 North Sherman Blvd., Milwaukee, WI 53216	6/1/05	5/31/08	1, 2 and 4	2000- 2002	None
Gibraltar Construction LLC	N60 W15080 Bobolink Ave., Menomonee Falls, WI 53051	12/1/06	4/30/07	1	2005	None
HGI Painting	P. O. Box 3481, Janesville, WI 53545	11/1/04	10/31/07	1, 2 and 4	2001, 2002 and 2003	None
Haim, James	See Haim Painting, Inc.					

<u>Name of Contractor</u>	<u>Address</u>	<u>Effective Date</u>	<u>Termination Date</u>	<u>Cause Code</u>	<u>Date of Violation(s)</u>	<u>Limitations/Deviations</u>
Haim Painting, Inc.	N15 W22120 Jerico Drive, #8 Waukesha, WI 53186	4/1/01	3/31/04	1, 2 and 4	7/6/97 to 10/30/98	None
Hedding, Matt	C/O HGI Painting, P. O. Box 3481, Janesville, WI 53545	11/1/04	10/31/07	1, 2 and 4	2001, 2002 and 2003	None
Jacobi, Sandi	See Wisconsin Detention Systems, Inc.					
Jacobi Sr., Michael A.	See Wisconsin Detention Systems, Inc.					
Joseph Stoller Company	N8426 Hwy 42	2/1/2007	1/31/2010	1, 2	2004 and 2005	None
J. R. Electric	2391 233 <sup>rd</sup> St., P. O. Box 491, Cushing, WI 54006	1/1/03	12/31/05	1 and 2	1999	None
J. R. Electric, Inc.	2391 233 <sup>rd</sup> St., P. O. Box 491, Cushing, WI 54006	1/1/03	12/31/05	1 and 2	1999	None
Keiver, David	See Custom Heating & Air LLC	12/1/06	11/30/09	1, 2 and 4	2003 and 2004	None
Kletschka, Richard	See J. R. Electric and J. R. Electric, Inc.					
Kletschka, Tristan	See J. R. Electric, Inc.					
Kruczek Construction, Inc.	3636 Kewaunee Road, Green Bay, WI 54311	6/1/05	11/30/05	1 and 2	1998 and 1999	None
Kruczek, John	See Kruczek Construction, Inc.					
LaCosse, Todd	See Midwest Contractors, Inc.					

<u>Name of Contractor</u>	<u>Address</u>	<u>Effective Date</u>	<u>Termination Date</u>	<u>Cause Code</u>	<u>Date of Violation(s)</u>	<u>Limitations/Deviations</u>
Maria, Steve	See Gibraltar Construction LLC					
Mellendez, Odilion	See Amigo Painting					
Midwest Contractors, Inc.	2100 Depot St., Holt, MI 48842	6/21/02	6/20/05	1	6/11/99 to 12/31/99	None
Nevels, Betty	See D. C. Nevels Truckng, Inc.					
Nevels, Donald	See D. C. Nevels Trucking, Inc.					
Phillips, Bruce P.	See B.P. Phillips Construction					
Rick's Painting & Drywall	P. O. Box 2316, Eagle River, WI 54521	3/1/03	2/28/06	1	5/8/00 to 4/30/01	None
Scandia Heating and Air Conditioning, Inc.	P. O. Box 7 Scandia, MN. 55703	5/1/2003	4/30/2004	1 and 2	2001	None
Stoller Enterprises LLC	N8426 Hwy 42, Algoma, WI 54201-9552	2/1/2007	1/31/2010	1 and 2	2005 to 2006	None
Stoller, Joseph	See Joseph Stoller Company					
Stoller, Patrick J.	See Stoller Enterprises LLC					
Strobel Construction, Inc..	P. O. Box 2316, Eagle River, WI 54521	3/1/03	2/28/06	1	5/8/00 to 4/30/01	None
Strobel, Diane	See Strobel Construction, Inc.					
Strobel, Rick	See Strobel Construction, Inc.					
Tri-State Traffic Services, Inc.	12555 West Burleigh Road #3, Brookfield, WI 53005	12/1/06	11/30/07	1, 2 and 4	2003- 2004	None

<u>Name of Contractor</u>	<u>Address</u>	<u>Effective Date</u>	<u>Termination Date</u>	<u>Cause Code</u>	<u>Date of Violation(s)</u>	<u>Limitations/Deviations</u>
Wanta, Daniel	See Bay Asphalt, Inc.					
Wisconsin Detention Systems, Inc	.W204 N16635 Jackson Drive Jackson, Wisconsin 53037	1/1/03	12/31/05	1	9/2000 to 3/2001	None
West, James F.	See Scandia Heating and Air Conditioning, Inc.					
Zinke, Stacy	See Talex Contractors, Inc.					

Cause Code: 1 = Failure to Pay Straight Time    2 = Failure to Pay Overtime    3 = Kickback    4 = Payroll Records.