

☛ **07hr\_JCR-AR\_Misc\_pt36c**



☛ Details: Complaint.

(FORM UPDATED: 08/11/2010)

## WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

**2007-08**

(session year)

**Joint**

(Assembly, Senate or Joint)

**Committee for Review of Administrative Rules...**

### COMMITTEE NOTICES ...

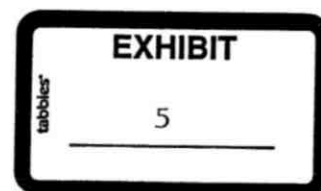
- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

### INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)  
(**ab** = Assembly Bill)                      (**ar** = Assembly Resolution)                      (**ajr** = Assembly Joint Resolution)  
(**sb** = Senate Bill)                              (**sr** = Senate Resolution)                              (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

\* Contents organized for archiving by: Stefanie Rose (LRB) (August 2012)

# SCHEDULE B



# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: FRANCISCO BLANCO  
JOB NAME: CRAIG HIGH SCHOOL  
CLASSIFICATION: ROOFER

BASIC RATE: \$ 32.80  
FRINGES PER SPEC BOOK \$ 5.52  
TOTAL RATE PER SPEC BOOK \$ 38.32

## JOBT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.26

PERCENT USED: 2.2% RATE \$ 12.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$2.23

FAMILY COVERAGE \$6.32

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.44

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.88

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: DOUG BRANDENBURG  
JOB NAME: CRAIG HIGH SCHOOL  
CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## JOBT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 1.25

PERCENT USED: 6.6% RATE \$ 19.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ 9.54

SINGLE COVERAGE \$3.4

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 10.97

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 27.35

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

*Reg Pay Rate  
is \$27.75*

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: LUIS CARABALLO  
JOB NAME: CRAIG HIGH SCHOOL  
CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## JT ROOFING FRINGES TO BE DEDUCTED:

|                 |                |
|-----------------|----------------|
| VACATION FRINGE | <u>\$ 0.35</u> |
|-----------------|----------------|

PERCENT USED: 2.2% RATE \$ 16.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)  
4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)  
over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

|                                    |             |
|------------------------------------|-------------|
| HEALTH / DENTAL / VISION INSURANCE | <u>\$ -</u> |
| SINGLE COVERAGE \$3.4              |             |
| FAMILY COVERAGE \$9.54             |             |

|                 |                |
|-----------------|----------------|
| LIFE INSURANCE  | <u>\$ 0.03</u> |
| DEDUCTION \$.02 |                |

|                  |                |
|------------------|----------------|
| TRAINING EXPENSE | <u>\$ 0.15</u> |
|------------------|----------------|

|  |                |
|--|----------------|
| TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE | <u>\$ 0.53</u> |
|--|----------------|

|  |                 |
|--|-----------------|
| ENDING PREVAILING WAGE RATE FOR THIS JOB | <u>\$ 37.79</u> |
|--|-----------------|

|                            |                 |
|----------------------------|-----------------|
| OVERTIME RATE FOR THIS JOB |                 |
| BASIC RATE                 | \$ 32.80        |
| BASIC RATE X 1.5           | \$ 49.20        |
| PLUS FRINGES               | \$ 5.52         |
| OVERTIME RATE              | <u>\$ 54.72</u> |

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: DAVID GARTHWAITE

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## OUT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.41

PERCENT USED: 2.2% RATE \$ 18.50

-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.4

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.59

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.73

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: SHANE GARTHWAITE

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.35

PERCENT USED: 2.2% RATE \$ 16.00

-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.4

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ -

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.50

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.82

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

## PREVAILING WAGE CALCULATION

FOR EMPLOYEE: GUSTAVE PASCO GARCIA

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

### JT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.35

PERCENT USED: 2.2% RATE \$ 16.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.4

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.53

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.79

### OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72



# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: ALEJANDRINO GALLEGOS

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## JOBT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.35

PERCENT USED: 2.2% RATE \$ 16.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.4

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.53

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.79

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: RAFAEL GOMEZ  
JOB NAME: CRAIG HIGH SCHOOL  
CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## JT ROOFING FRINGES TO BE DEDUCTED:

|                 |                |
|-----------------|----------------|
| VACATION FRINGE | <u>\$ 0.26</u> |
|-----------------|----------------|

PERCENT USED: 2.2% RATE \$ 12.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

|                                    |             |
|------------------------------------|-------------|
| HEALTH / DENTAL / VISION INSURANCE | <u>\$ -</u> |
|------------------------------------|-------------|

SINGLE COVERAGE \$3.4

FAMILY COVERAGE \$9.54

|                |                |
|----------------|----------------|
| LIFE INSURANCE | <u>\$ 0.03</u> |
|----------------|----------------|

DEDUCTION \$.02

|                  |                |
|------------------|----------------|
| TRAINING EXPENSE | <u>\$ 0.15</u> |
|------------------|----------------|

|  |                |
|--|----------------|
| TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE | <u>\$ 0.44</u> |
|--|----------------|

|  |                 |
|--|-----------------|
| ENDING PREVAILING WAGE RATE FOR THIS JOB | <u>\$ 37.88</u> |
|--|-----------------|

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

|               |                 |
|---------------|-----------------|
| OVERTIME RATE | <u>\$ 54.72</u> |
|---------------|-----------------|

## PREVAILING WAGE CALCULATION

FOR EMPLOYEE: LUKE GRUENDEMAN  
JOB NAME: CRAIG HIGH SCHOOL  
CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

### JT ROOFING FRINGES TO BE DEDUCTED:

|                 |                |
|-----------------|----------------|
| VACATION FRINGE | <u>\$ 0.84</u> |
|-----------------|----------------|

PERCENT USED: 4.4% RATE \$ 19.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

|                                    |                |
|------------------------------------|----------------|
| HEALTH / DENTAL / VISION INSURANCE | <u>\$ 3.40</u> |
|------------------------------------|----------------|

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

|                |                |
|----------------|----------------|
| LIFE INSURANCE | <u>\$ 0.03</u> |
|----------------|----------------|

DEDUCTION \$.02

|                  |                |
|------------------|----------------|
| TRAINING EXPENSE | <u>\$ 0.15</u> |
|------------------|----------------|

|  |                |
|--|----------------|
| TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE | <u>\$ 4.42</u> |
|--|----------------|

|  |                 |
|--|-----------------|
| ENDING PREVAILING WAGE RATE FOR THIS JOB | <u>\$ 33.90</u> |
|--|-----------------|

### OVERTIME RATE FOR THIS JOB

|            |          |
|------------|----------|
| BASIC RATE | \$ 32.80 |
|------------|----------|

|                  |          |
|------------------|----------|
| BASIC RATE X 1.5 | \$ 49.20 |
|------------------|----------|

|              |         |
|--------------|---------|
| PLUS FRINGES | \$ 5.52 |
|--------------|---------|

|               |                 |
|---------------|-----------------|
| OVERTIME RATE | <u>\$ 54.72</u> |
|---------------|-----------------|

**PREVAILING WAGE CALCULATION**

FOR EMPLOYEE: JULIO GUTIERREZ

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

BASIC RATE: \$ 32.80  
FRINGES PER SPEC BOOK \$ 5.52  
TOTAL RATE PER SPEC BOOK \$ 38.32

**UNIT ROOFING FRINGES TO BE DEDUCTED:**

VACATION FRINGE \$ 0.26

PERCENT USED: 2.2% RATE .\$ 12.00  
-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)  
-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)  
over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -  
SINGLE COVERAGE \$3.40  
FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03  
DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.44

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.88

OVERTIME RATE FOR THIS JOB  
BASIC RATE \$ 32.80  
BASIC RATE X 1.5 \$ 49.20  
PLUS FRINGES \$ 5.52  
OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

EMPLOYEE: FRANCISCO GUTIERREZ  
JOB NAME: CRAIG HIGH SCHOOL  
CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## TOTAL ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.26

PERCENT USED: 2.2% RATE \$ 12.00

3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.44

PENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.88

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

**PREVAILING WAGE CALCULATION**

FOR EMPLOYEE: JUVENAL HERNANDEZ

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

BASIC RATE: \$ 32.80  
FRINGES PER SPEC BOOK \$ 5.52  
TOTAL RATE PER SPEC BOOK \$ 38.32

**JT ROOFING FRINGES TO BE DEDUCTED:**

VACATION FRINGE \$ 0.30  
PERCENT USED: 2.2% RATE \$ 13.50  
1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)  
4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)  
over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -  
SINGLE COVERAGE \$3.40  
FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03  
DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.48

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.84

OVERTIME RATE FOR THIS JOB  
BASIC RATE \$ 32.80  
BASIC RATE X 1.5 \$ 49.20  
PLUS FRINGES \$ 5.52  
OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: JAMES KUHL

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## JOBT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.35

PERCENT USED: 2.2% RATE \$ 16.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.53

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.79

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

EMPLOYEE: RAY LOTH

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: SHEETMETAL WORKER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 25.93</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 16.00</u> |
| TOTAL RATE PER SPEC BOOK | <u>\$ 41.93</u> |

## TOTAL ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 1.25

PERCENT USED: 6.6% RATE \$ 19.00  
3 YRS 2.2% x reg pay (capped at \$19.00 per hr)  
5 YRS 4.4% x reg pay (capped at \$19.00 per hr)  
over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ 9.54  
SINGLE COVERAGE \$3.40  
FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03  
DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 10.97

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 30.96

|                            |                 |
|----------------------------|-----------------|
| OVERTIME RATE FOR THIS JOB |                 |
| BASIC RATE                 | \$ 25.93        |
| BASIC RATE X 1.5           | \$ 38.90        |
| PLUS FRINGES               | \$ 16.00        |
| OVERTIME RATE              | <u>\$ 54.90</u> |



# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: MARIO MERINO

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## JOBT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.26

PERCENT USED: 2.2% RATE \$ 12.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.44

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.88

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: RICARDO MENOL

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## JT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.29

PERCENT USED: 2.2% RATE \$ 13.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.47

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.85

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

EMPLOYEE: JOSE RELLES

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## TOTAL ROOFING FRINGES TO BE DEDUCTED:

30 DAY VACATION FRINGE \$ 1.25

PERCENT USED: 6.6% RATE \$ 19.00

3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

per 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03  
REDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 1.43

PREVAILING WAGE RATE FOR THIS JOB \$ 36.89

## VERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

VERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: JUAN RIANOS

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## JOBT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 1.25

PERCENT USED: 6.6% RATE \$ .19.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 1.43

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 36.89

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: JOSE RODRIGUEZ  
JOB NAME: CRAIG HIGH SCHOOL  
CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## NET ROOFING FRINGES TO BE DEDUCTED:

|                 |                |
|-----------------|----------------|
| VACATION FRINGE | <u>\$ 1.25</u> |
|-----------------|----------------|

PERCENT USED: 6.6% RATE \$ 19.00

1-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

|                                    |             |
|------------------------------------|-------------|
| HEALTH / DENTAL / VISION INSURANCE | <u>\$ -</u> |
|------------------------------------|-------------|

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

|                |                |
|----------------|----------------|
| LIFE INSURANCE | <u>\$ 0.03</u> |
|----------------|----------------|

DEDUCTION \$.02

|                  |                |
|------------------|----------------|
| TRAINING EXPENSE | <u>\$ 0.15</u> |
|------------------|----------------|

|  |                |
|--|----------------|
| TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE | <u>\$ 1.43</u> |
|--|----------------|

|  |                 |
|--|-----------------|
| ENDING PREVAILING WAGE RATE FOR THIS JOB | <u>\$ 36.89</u> |
|--|-----------------|

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

|               |                 |
|---------------|-----------------|
| OVERTIME RATE | <u>\$ 54.72</u> |
|---------------|-----------------|

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: RICARDO SALINAS

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## TOTAL ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 1.25

PERCENT USED: 6.6% RATE \$ 19.00

3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ 3.40

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 4.83

PENDING PREVAILING WAGE RATE FOR THIS JOB \$ 33.49

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: PASCUAL SANTIAGO

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## INIT ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.26

PERCENT USED: 2.2% RATE \$ 12.00

-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.44

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.88

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72

# PREVAILING WAGE CALCULATION

FOR EMPLOYEE: RAFAEL TORRES

JOB NAME: CRAIG HIGH SCHOOL

CLASSIFICATION: ROOFER

|                          |                 |
|--------------------------|-----------------|
| BASIC RATE:              | <u>\$ 32.80</u> |
| FRINGES PER SPEC BOOK    | <u>\$ 5.52</u>  |
| TOTAL RATE PER SPEC BOOK | <u>\$ 38.32</u> |

## NET ROOFING FRINGES TO BE DEDUCTED:

VACATION FRINGE \$ 0.34

PERCENT USED: 2.2% RATE \$ 15.50

-3 YRS 2.2% x reg pay (capped at \$19.00 per hr)

4-5 YRS 4.4% x reg pay (capped at \$19.00 per hr)

over 6 YRS 6.6% x reg pay (capped at \$19.00 per hr)

HEALTH / DENTAL / VISION INSURANCE \$ -

SINGLE COVERAGE \$3.40

FAMILY COVERAGE \$9.54

LIFE INSURANCE \$ 0.03

DEDUCTION \$.02

TRAINING EXPENSE \$ 0.15

TOTAL FRINGES TO BE DEDUCTED FROM TOTAL RATE \$ 0.52

ENDING PREVAILING WAGE RATE FOR THIS JOB \$ 37.80

## OVERTIME RATE FOR THIS JOB

BASIC RATE \$ 32.80

BASIC RATE X 1.5 \$ 49.20

PLUS FRINGES \$ 5.52

OVERTIME RATE \$ 54.72



Department of Workforce Development  
 Equal Rights Division  
 P.O. Box 8928  
 Madison, WI 53708-8928  
 Telephone: (608) 266-8860  
 Fax: (608) 267-4592  
 TTY: (608) 264-8752



State of Wisconsin  
 Department of Workforce Development  
 Jim Doyle, Governor  
 Roberta Gassman, Secretary  
 Jennifer A. Ortiz, Division Administrator

January 11, 2008

**NOTICE OF 1st PARTY COMPLAINT**

*- deadline -  
 extended to 2/14/08*

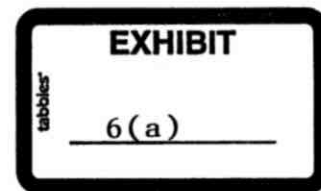
J.T. Roofing, Inc.  
 Gerald T. Thull, Registered Agent  
 350 Tower Drive  
 Saukville, WI 53080

**RE: ERD Case No. LS200704575**  
***DeFrancisco vs. J.T. Roofing, Inc.***

Prevailing Wage Determination No. 200700653 / Project #170309  
 UW Washington County Roof Rehabilitation  
 City of West Bend, Washington County, WI

Prevailing Wage Determination No. 200700731 / Project # None  
 Mukwonago Area School District 2007 Roof Replacement  
 Village of Mukwonago, Waukesha County, WI

Prevailing Wage Determination No. 200700343 / Project # WB-07-13  
 Senior Center Roof Replacement  
 City of Manitowoc, County of Manitowoc, WI



Dear Employer:

A complaint has been filed with this department pursuant to §66.0903 (10), Stats., by Christopher DeFrancisco alleging that J.T. Roofing, Inc. is indebted to him in the amount of \$10,348.60 for work performed on the above referenced prevailing wage projects. A copy of the complaint is enclosed.

The law allows this department to "...demand and examine..." payroll and other records and information relating to the wages paid to all laborers and workers employed on a public works project subject to prevailing wage rates. The law requires each contractor or subcontractor who performs work on a public works project to keep "...full and accurate records clearly indicating the name and trade or occupation of every person performing the work..." and to keep "...an accurate record of the number of hours worked by each of those persons and the actual wages paid for the hours worked." §66.0903 (10), Stats. & Ch. DWD 290.13 (2), Wis. Adm. Code.

The complainant has stated he was not paid the prevailing wage for the above referenced projects as a Roofer. He is also stating he did not receive the wages for both straight and overtime as set forth for this trade in the above-referenced determination. Roofers on these projects should have been paid the following rates:

| Determination # | Hourly Base Rate | Fringe Benefits | Future increase eff. 6/1/07. | Total rate |
|-----------------|------------------|-----------------|------------------------------|------------|
| 200700653       | \$26.70          | \$11.13         | \$1.50                       | \$39.33    |
| 200700731       | \$26.70          | \$11.13         | \$1.50                       | \$39.33    |
| 200700343       | \$20.00          | \$2.88          | None                         | \$22.88    |

DeFrancisco vs J.T. Roofing, Inc. – LS200704575

Page 2

It will be necessary for you to review the complainant's time and payroll records for the entire period he was employed on the projects. If your review reveals the complainant was improperly compensated, as alleged, please send ME a check made payable to Mr. DeFrancisco in the requested amount less necessary deductions for federal, state and social security taxes, etc. Be sure to send me ALL documentation used to support your position and calculations regarding this complaint and explain how you arrived at such amount.

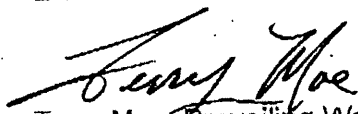
If your review reveals that a different amount or that no additional wages are owed to Mr. DeFrancisco, the owner or corporate officer of your firm responsible for the payment of wages **MUST** respond to each of the following inquiries no later than **January 31, 2008**:

1. Provide copies of timecards for all the weeks that DeFrancisco worked on these projects.
2. Provide copies of payroll records showing the rate(s) of pay, gross wages earned, deductions and net wages paid for all weeks that DeFrancisco worked on these projects.
3. The value of *bona fide* fringe benefits may be used to reach the prevailing straight time wage rates required. Please provide a detailed explanation of the value, if any, of any fringe benefits provided to DeFrancisco on a cost per hour basis.

Failure to provide me with this information could result in a forfeiture of \$10 to \$100 per day. In addition, it is illegal for an employer to retaliate against an employee for providing information for an investigation under the prevailing wage laws. That type of retaliation is subject to penalties under the law. §§66.0903(1)(d) and 111.322(2m), Stats.

Please call me at (608)266-0028 if you have any questions regarding this matter.

Sincerely,  
LABOR STANDARDS BUREAU



Terry Moe, Prevailing Wage Investigator  
Construction Wage Standards Section

Enclosures: (1) Complaint form and related material  
(2) Selected Portions of Wis. Admin. Codes and Statutes  
(3) Prevailing Wage Rate Determination Nos. 200700653, 200700731, & 200700343.

CC: Christopher DeFrancisco (without enclosures)

State of Wisconsin,  
Department of Workforce Development  
Equal Rights Division

### Wisconsin Prevailing Wage Rate Complaint

LS200704575

Personal information you provide may be used for secondary purposes. (See Section 15.04(1)(m), Wisconsin Statutes for details.)

This form **must** be used to file any complaint regarding an alleged violation of Sections 66.0903 or 103.49, Wisconsin Statutes, or Chapter DWD 290 of the Wisconsin Administrative Code.

The filing of this form does not require this department to conduct an investigation to determine the validity of your complaint. It is the complainant's responsibility to provide proof of the validity of his/her complaint. Any form that is not properly completed will be returned to the complainant. Enclose a separate sheet of paper if you need additional space.

Return ALL completed forms and evidence to:

Equal Rights Division, Labor Standards Bureau, P O Box 8928 Madison WI 53708.

Please type or print all information.

RECEIVED  
DEC 10 2007  
DWD - EQUAL RIGHTS

#### [1] Complainant Information:

|   |   |
|---|---|
| Name<br><i>Christopher DeFRANCISCO</i>  | Social Security or Fein Number (optional)<br><i>399-96-7896</i> |
| Mailing Address<br><i>245 South St.</i> | City, State, Zip Code<br><i>West Bend, WI 53095</i>             |
| Home Telephone<br><i>262-335-1770</i>   | Work Telephone  |

#### [2] Employer Information:

|   |   |
|---|---|
| Business Name<br><i>JT Roofing</i>                  | Owner Name<br><i>Jerry Thull</i>        |
| Mailing Address<br><i>350 Tower Dr</i>              | Telephone Number<br><i>800-876-4340</i> |
| City, State, Zip Code<br><i>Saukville, WI 53080</i> | County<br><i>Dane</i>                   |

#### [3] Detailed Complainant Information:

I am a  Current Employee  Former Employee  State or Municipal Official  Other

Union representative (If you are a union representative, do you presently represent any of the employees that work for the employer indicated above?)  Yes  No

Has the employer filed bankruptcy?  Yes  No

Is the employer still in business?  Yes  No

Have you retained an attorney to resolve this matter?  Yes  No

If the complainant indicated in (1) above has never been employed by the employer indicated in (2), the complainant must provide the name, address and telephone number of an allegedly aggrieved employee and must complete the remainder of this form to the best of his/her ability before this complaint will be investigated. Under these circumstances a complaint will only be investigated for the allegedly aggrieved employee indicated below. A separate form must be completed for each allegedly aggrieved employee.

|                 |                        |
|-----------------|------------------------|
| Name            | Social Security Number |
| Mailing Address | City, State, Zip Code  |
| Home Telephone  | Work Telephone         |

#### [4] Alleged Violations: Check the appropriate boxes and briefly explain the nature of the wage and hour violation(s) allegedly committed by the employer. Only those violations checked will be investigated:

|   |   |   |  |
|---|---|---|--|
| <input checked="" type="checkbox"/> Straight Time | <input type="checkbox"/> Travel Time    | <input type="checkbox"/> Improper Classification          | <input type="checkbox"/> Weekly Overtime               |
| <input type="checkbox"/> Banked Hours             | <input type="checkbox"/> Kickback       | <input type="checkbox"/> Saturday/Sunday/Holiday Overtime | <input type="checkbox"/> Fringe Benefits               |
| <input type="checkbox"/> Retaliation              | <input type="checkbox"/> Improper Ratio | <input type="checkbox"/> Wages Owed Over 30 Days          | <input type="checkbox"/> Apprenticeship                |
| <input type="checkbox"/> Payroll Record           | <input type="checkbox"/> Daily Overtime | <input type="checkbox"/> Did Not Receive Last Paycheck    | <input type="checkbox"/> Illegal/Non-listed Deductions |

*Did not pay prevailing wages for 3 states of WI jobs.*

January 10, 2008

Complaint for Case # LS 200704575 has been amended per phone conversation with complainant on 01/10/08 to include future increase.

Changed total amount to \$10,348.60

Terry Moe ~ Investigator

Prevailing Wage

MEMBER: NATIONAL ROOFING CONTRACTORS ASSOCIATION



**JT ROOFING, INC.**  
CORPORATE OFFICES  
350 TOWER DR., SAUKVILLE, WI 53080

**ROOFING-SIDING-INSULATION**  
1-800-876-6340  
(262) 284-7128 / (262) 377-9352  
FAX (262) 284-6078

February 11, 2008

Department of Workforce Development  
Equal Rights Division  
PO Box 8928  
Madison, WI 53708-8928

**COPY**

Attn: Terry Moe

Re: ERD Case No. LS200704575 (Christopher DeFrancisco)

Dear Terry,

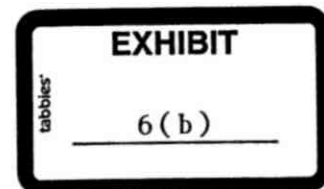
Christopher DeFrancisco started working for JT Roofing, Inc. on April 4, 2007. His last day of work was October 9, 2007, he voluntarily terminated his position with our company. He worked on several jobsites while he was employed with our company. His regular hourly rate was \$15.00. Attached you will find a listing jobsites that Christopher worked on, also the date and hours worked.

The Crew Management Leader (employee in charge of jobsite) reports time (hours worked) on a daily basis for himself and all employees working on his jobsite. The time is then recorded & processed by our payroll department. The Crew Management Leader that Christopher was working for reported Christopher's hours and classified him as a Subjourney Roofer because he was a new hire.

If you have any further questions or concerns please feel free to contact Nikki at ext. 235.

Sincerely,

Jerry Thull  
President



Department of Workforce Development  
Equal Rights Division  
P.O. Box 8928  
Madison, WI 53708-8928  
Telephone: (608) 266-6860  
Fax: (608) 267-4592  
TTY: (608) 264-8752



State of Wisconsin  
Department of Workforce Development  
Jim Doyle, Governor  
Roberta Gassman, Secretary  
Jennifer A. Ortiz, Division Administrator

February 15, 2008

**Deadline to Respond: March 4, 2008**

J.T. Roofing, Inc.  
Gerald T. Thull, Registered Agent  
350 Tower Drive  
Saukville, WI 53080

**RE: ERD Case No. LS200704575  
DeFrancisco vs. J.T. Roofing, Inc.**

Prevailing Wage Determination No. 200700653 / Project #170309  
UW Washington County Roof Rehabilitation  
City of West Bend, Washington County, WI

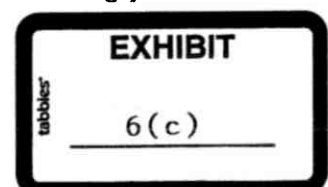
Prevailing Wage Determination No. 200700731 / Project # None  
Mukwonago Area School District 2007 Roof Replacement  
Village of Mukwonago, Waukesha County, WI

Prevailing Wage Determination No. 200700343 / Project # WB-07-13  
Senior Center Roof Replacement  
City of Manitowoc, County of Manitowoc, WI

Dear Employer:

Your response to the notice of 1<sup>st</sup> party complaint was received: In light of your statement that you employed DeFrancisco as a Subjourney Roofer, I have altered some of my questions to you. You failed to provide the documentation requested of you. Respond to each of the following question by question, by March 4, 2008.

1. Provide copies of timecards for all the weeks for all your employees that worked on these projects identifying the Prevailing Wage projects, including the job classifications for each employee.
2. Provide copies of payroll records showing the rate(s) of pay, gross wages earned, deductions and net wages paid for each of your employees and for all weeks each worked on these projects.
3. The value of *bona fide* fringe benefits may be used to reach the prevailing straight time wage rates required. Please provide a detailed explanation of the value, if any, of any fringe benefits provided to DeFrancisco on a cost per hour basis.
4. Provide a copy of the subjourney letter you received from the Department permitting you to employ subjourney roofers on the projects.
5. Provide the last date JT roofing worked on the above referenced projects.
6. Provide the performance bond for each of the above referenced projects.



DeFrancisco vs J.T. Roofing, Inc. - LS200704575

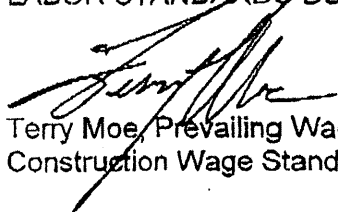
Page 2

Failure to provide me with this information could result in a forfeiture of \$10 to \$100 per day. In addition, it is illegal for an employer to retaliate against an employee for providing information for an investigation under the prevailing wage laws. That type of retaliation is subject to penalties under the law. §§66.0903(1)(d) and 111.322(2m), Stats.

After the deadline date, whether or not you provide a complete and accurate response, I will proceed with this case with the best available information.

Please call me at (608)266-0028 if you have any questions regarding this matter.

Sincerely,  
LABOR STANDARDS BUREAU



Terry Moe, Prevailing Wage Investigator  
Construction Wage Standards Section

CC: Christopher DeFrancisco

Department of Workforce Development  
Equal Rights Division  
P.O. Box 8928  
Madison, WI 53708-8928  
Telephone: (608) 266-8860  
Fax: (608) 267-4592  
TTY: (608) 264-8752



State of Wisconsin  
Department of Workforce Development  
Jim Doyle, Governor  
Roberta Gassman, Secretary  
Jennifer A. Ortiz, Division Administrator

February 15, 2008

Christopher DeFrancisco  
245 South Street  
West Bend, WI 53095

RE: ERD Case No. LS200704575  
*DeFrancisco vs. J.T. Roofing, Inc.*

Prevailing Wage Determination No. 200700653 / Project #170309  
UW Washington County Roof Rehabilitation  
City of West Bend, Washington County, WI

Prevailing Wage Determination No. 200700731 / Project # None  
Mukwonago Area School District 2007 Roof Replacement  
Village of Mukwonago, Waukesha County, WI

Prevailing Wage Determination No. 200700343 / Project # WB-07-13  
Senior Center Roof Replacement  
City of Manitowoc, County of Manitowoc, WI

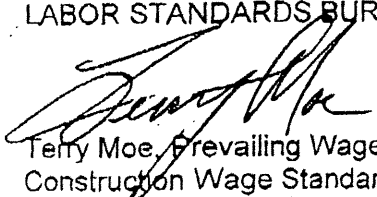
Dear Mr. DeFrancisco:

Enclosed is J.T. Roofing, Inc.'s response to the notice of 1<sup>st</sup> party complaint. I would like to discuss the employer's response with you via telephone if possible. So, I am requesting that you call me anytime from 7:30 a.m. - 4:00 p.m. Monday through Friday. There are some questions I would like to ask you before I can proceed with this case.

In addition, I would like copies of all pay stubs that you have that correspond with the dates you worked on the above projects.

Please call me at (608)266-0028 if you have any questions regarding this matter.

Sincerely,  
LABOR STANDARDS BUREAU

  
Terry Moe, Prevailing Wage Investigator  
Construction Wage Standards Section

Cc: Gerald Thull, J.T. Roofing, Inc.  
350 Tower Drive  
Saukville, WI 53080



**MEMBER: NATIONAL ROOFING CONTRACTORS ASSOCIATION**



**JT ROOFING, INC.**  
CORPORATE OFFICES  
350 TOWER DR., SAUKVILLE, WI 53080

**ROOFING-SIDING-INSULATION**  
**1-800-876-6340**  
**(262) 284-7128 / (262) 377-9352**  
**FAX (262) 284-6078**

February 27, 2008

Department of Workforce Development  
Equal Rights Division  
PO Box 8928  
Madison, Wi 53708-8928

Re: Case LS200704575 (DeFrancisco vs. JT Roofing, Inc.)

Dear Mr. Moe,

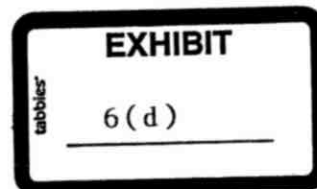
After further review we have concluded that Christopher DeFrancisco was not paid correctly for hours worked on 3 prevailing wage jobs. Enclosed you will find check # 31098 payable to Christopher DeFrancisco for the amount of \$2,424.83.

Also enclosed is the spreadsheet we used to arrive at this amount.

If you have any other questions please feel free to contact me at (262) 284-7128 ext. 234.

Sincerely,

Jerry Thull  
President



CHRISTOPHER DEFRANCISCO HOURS WORKED AT JT ROOFING, INC.  
 ERD CASE # LS200704575

| DATE      | JOB NAME             | HOURS | RATE PAID | GROSS     | CHECKDATE | CHECK # | CORRECTED RATE | CORRECTED GROSS | BACKPAY  |
|-----------|----------------------|-------|-----------|-----------|-----------|---------|----------------|-----------------|----------|
| 4/4/2007  | REPAIR               | 2.5   | \$ 15.00  | \$ 37.50  | 4/20/2007 | 28246   |                |                 |          |
| 4/5/2007  | CRAIG EWALD          | 5     | \$ 15.00  | \$ 75.00  | 4/20/2007 | 28246   |                |                 |          |
| 4/6/2007  | CRAIG EWALD          | 8.5   | \$ 15.00  | \$ 127.50 | 4/20/2007 | 28246   |                |                 |          |
|           |                      | 16    |           | \$ 240.00 |           |         |                |                 |          |
| 4/10/2007 | BURLINGTON MENARDS   | 7.5   | \$ 15.00  | \$ 112.50 | 5/4/2007  | 28415   |                |                 |          |
| 4/12/2007 | BEAVER DAM MENARDS   | 1.5   | \$ 15.00  | \$ 22.50  | 5/4/2007  | 28415   |                |                 |          |
| 4/13/2007 | BEAVER DAM MENARDS   | 6     | \$ 15.00  | \$ 90.00  | 5/4/2007  | 28415   |                |                 |          |
|           |                      | 15    |           | \$ 225.00 |           |         |                |                 |          |
| 4/16/2007 | BURLINGTON MENARDS   | 3     | \$ 15.00  | \$ 45.00  | 5/4/2007  | 28415   |                |                 |          |
| 4/17/2007 | MSC                  | 10    | \$ 15.00  | \$ 150.00 | 5/4/2007  | 28415   |                |                 |          |
| 4/19/2007 | WB ELEVATOR          | 3     | \$ 15.00  | \$ 45.00  | 5/4/2007  | 28415   |                |                 |          |
| 4/19/2007 | REPAIR               | 5     | \$ 15.00  | \$ 75.00  | 5/4/2007  | 28415   |                |                 |          |
| 4/20/2007 | WB ELEVATOR          | 10    | \$ 15.00  | \$ 150.00 | 5/4/2007  | 28415   |                |                 |          |
|           |                      | 31    |           | \$ 465.00 |           |         |                |                 |          |
| 4/24/2007 | WB ELEVATOR          | 7     | \$ 15.00  | \$ 105.00 | 5/18/2007 | 28446   |                |                 |          |
| 4/25/2007 | WB ELEVATOR          | 9.5   | \$ 15.00  | \$ 142.50 | 5/18/2007 | 28446   |                |                 |          |
| 4/27/2007 | WB ELEVATOR          | 3.5   | \$ 15.00  | \$ 52.50  | 5/18/2007 | 28446   |                |                 |          |
| 4/28/2007 | WB ELEVATOR          | 12.5  | \$ 15.00  | \$ 187.50 | 5/18/2007 | 28446   |                |                 |          |
|           |                      | 32.5  |           | \$ 487.50 |           |         |                |                 |          |
| 4/30/2007 | WB ELEVATOR          | 3.5   | \$ 15.00  | \$ 52.50  | 5/18/2007 | 28446   |                |                 |          |
| 5/1/2007  | REPAIR               | 1.5   | \$ 15.00  | \$ 22.50  | 5/18/2007 | 28446   |                |                 |          |
| 5/1/2007  | REPAIR               | 1.5   | \$ 15.00  | \$ 22.50  | 5/18/2007 | 28446   |                |                 |          |
| 5/2/2007  | WB ELEVATOR          | 8.5   | \$ 15.00  | \$ 127.50 | 5/18/2007 | 28446   |                |                 |          |
| 5/3/2007  | WB ELEVATOR          | 12    | \$ 15.00  | \$ 180.00 | 5/18/2007 | 28446   |                |                 |          |
| 5/4/2007  | WB ELEVATOR          | 6.5   | \$ 15.00  | \$ 97.50  | 5/18/2007 | 28446   |                |                 |          |
|           |                      | 33.5  |           | \$ 502.50 |           |         |                |                 |          |
| 5/7/2007  | WB ELEVATOR          | 5     | \$ 15.00  | \$ 75.00  | 6/1/2007  | 28540   |                |                 |          |
| 5/10/2007 | WB ELEVATOR          | 11.5  | \$ 15.00  | \$ 172.50 | 6/1/2007  | 28540   |                |                 |          |
|           |                      | 16.5  |           | \$ 247.50 |           |         |                |                 |          |
| 5/14/2007 | MANTOWAG SENIOR CNTR | 9     | \$ 15.00  | \$ 135.00 | 6/1/2007  | 28540   | \$ 22.88       | \$ 205.92       | \$ 70.92 |
| 5/16/2007 | MANTOWAG SENIOR CNTR | 5     | \$ 15.00  | \$ 75.00  | 6/1/2007  | 28540   | \$ 22.88       | \$ 114.40       | \$ 39.40 |
| 5/17/2007 | MANTOWAG SENIOR CNTR | 8.5   | \$ 15.00  | \$ 127.50 | 6/1/2007  | 28540   | \$ 22.88       | \$ 194.48       | \$ 66.98 |

CHRISTOPHER DEFRANCISCO HOURS WORKED AT JT ROOFING, INC.  
 ERD CASE # LS200704575

P. 017

FAX: 2622846078

JUN-10-2008 TUE 11:45 AM JT ROOFING INCO

| DATE      | JOB NAME              | HOURS | RATE PAID | GROSS       | CHECKDATE | CHECK # | CORRECTED RATE | CORRECTED GROSS | BACKPAY   |
|-----------|-----------------------|-------|-----------|-------------|-----------|---------|----------------|-----------------|-----------|
| 5/18/2007 | MANITOWAC SENIOR CNTR | 10    | \$ 15.00  | \$ 150.00   | 6/12/2007 | 28540   | \$ 22.88       | \$ 228.80       | \$ 78.80  |
|           |                       | 32.5  |           | \$ 487.50   |           |         |                | \$ 743.60       | \$ 256.10 |
| 5/21/2007 | MANITOWAC SENIOR CNTR | 8     | \$ 15.00  | \$ 120.00   | 6/15/2007 | 28626   | \$ 22.88       | \$ 183.04       | \$ 63.04  |
| 5/22/2007 | MANITOWAC SENIOR CNTR | 7     | \$ 15.00  | \$ 105.00   | 6/15/2007 | 28626   | \$ 22.88       | \$ 160.16       | \$ 55.16  |
| 5/23/2007 | MANITOWAC SENIOR CNTR | 8     | \$ 15.00  | \$ 120.00   | 6/15/2007 | 28626   | \$ 22.88       | \$ 183.04       | \$ 63.04  |
| 5/24/2007 | MANITOWAC SENIOR CNTR | 8     | \$ 15.00  | \$ 120.00   | 6/15/2007 | 28626   | \$ 22.88       | \$ 183.04       | \$ 63.04  |
| 5/25/2007 | MANITOWAC SENIOR CNTR | 8     | \$ 15.00  | \$ 120.00   | 6/15/2007 | 28626   | \$ 22.88       | \$ 183.04       | \$ 63.04  |
|           |                       | 39    |           | \$ 585.00   |           |         |                | \$ 892.32       | \$ 307.32 |
| 5/29/2007 | FLAMBEAU PAPER        | 6     | \$ 15.00  | \$ 90.00    | 6/15/2007 | 28626   |                |                 |           |
| 6/5/2007  | FLAMBEAU PAPER        | 2     | \$ 15.00  | \$ 30.00    | 6/29/2007 | 28809   |                |                 |           |
| 6/6/2007  | FLAMBEAU PAPER        | 8     | \$ 15.00  | \$ 120.00   | 6/29/2007 | 28809   |                |                 |           |
| 6/8/2007  | FLAMBEAU PAPER        | 11.5  | \$ 15.00  | \$ 172.50   | 6/29/2007 | 28809   |                |                 |           |
| 6/9/2007  | FLAMBEAU PAPER        | 12    | \$ 15.00  | \$ 180.00   | 6/29/2007 | 28809   |                |                 |           |
|           |                       | 33.5  |           | \$ 502.50   |           |         |                |                 |           |
| 6/10/2007 | FLAMBEAU PAPER        | 13.5  | \$ 15.00  | \$ 202.50   | 6/29/2007 | 28809   |                |                 |           |
| 6/11/2007 | FLAMBEAU PAPER        | 9.5   | \$ 15.00  | \$ 142.50   | 6/29/2007 | 28809   |                |                 |           |
| 6/12/2007 | FLAMBEAU PAPER        | 12    | \$ 15.00  | \$ 180.00   | 6/29/2007 | 28809   |                |                 |           |
| 6/13/2007 | FLAMBEAU PAPER        | 5     | \$ 15.00  | \$ 75.00    | 6/29/2007 | 28809   |                |                 |           |
| 6/13/2007 | FLAMBEAU PAPER        | 7     | \$ 22.50  | \$ 157.50   | 6/29/2007 | 28809   |                |                 |           |
| 6/14/2007 | FLAMBEAU PAPER        | 12    | \$ 22.50  | \$ 270.00   | 6/29/2007 | 28809   |                |                 |           |
| 6/15/2007 | FLAMBEAU PAPER        | 5     | \$ 22.50  | \$ 112.50   | 6/29/2007 | 28809   |                |                 |           |
|           |                       | 64    |           | \$ 1,140.00 |           |         |                |                 |           |
| 6/18/2007 | SCHRIEBER FOODS-WB    | 7     | \$ 15.00  | \$ 105.00   | 7/13/2007 | 28930   |                |                 |           |
| 6/19/2007 | SCHRIEBER FOODS-WB    | 3.5   | \$ 15.00  | \$ 52.50    | 7/13/2007 | 28930   |                |                 |           |
| 6/22/2007 | SCHRIEBER FOODS-WB    | 13.5  | \$ 15.00  | \$ 202.50   | 7/13/2007 | 28930   |                |                 |           |
|           |                       | 24    |           | \$ 360.00   |           |         |                |                 |           |
| 6/25/2007 | SCHRIEBER FOODS-WB    | 10.5  | \$ 15.00  | \$ 157.50   | 7/13/2007 | 28930   |                |                 |           |
| 6/26/2007 | SCHRIEBER FOODS-WB    | 9.5   | \$ 15.00  | \$ 142.50   | 7/13/2007 | 28930   |                |                 |           |
| 6/27/2007 | KOHL'S CALL CENTER    | 1.5   | \$ 15.00  | \$ 22.50    | 7/13/2007 | 28930   |                |                 |           |
| 6/28/2007 | SCHRIEBER FOODS-WB    | 10    | \$ 15.00  | \$ 150.00   | 7/13/2007 | 28930   |                |                 |           |
| 6/29/2007 | KOHL'S CALL CENTER    | 4.5   | \$ 15.00  | \$ 67.50    | 7/13/2007 | 28930   |                |                 |           |
| 6/30/2007 | KOHL'S CALL CENTER    | 4     | \$ 15.00  | \$ 60.00    | 7/13/2007 | 28930   |                |                 |           |

CHRISTOPHER DEFRANCISCO HOURS WORKED AT JT ROOFING, INC.  
 ERD CASE # LS200704575

| DATE      | JOB NAME           | HOURS | RATE PAID | GROSS     | CHECKDATE | CHECK # | CORRECTED RATE | CORRECTED GROSS | BACKPAY   |
|-----------|--------------------|-------|-----------|-----------|-----------|---------|----------------|-----------------|-----------|
|           |                    | 40    |           | \$ 600.00 |           |         |                |                 |           |
| 7/2/2007  | SCHRIEBER FOODS-WB | 6     | \$ 15.00  | \$ 90.00  | 7/27/2007 | 29042   |                |                 |           |
| 7/4/2007  | SCHRIEBER FOODS-WB | 7.5   | \$ 15.00  | \$ 112.50 | 7/27/2007 | 29042   |                |                 |           |
| 7/6/2007  | SCHRIEBER FOODS-WB | 7.5   | \$ 15.00  | \$ 112.50 | 7/27/2007 | 29042   |                |                 |           |
|           |                    | 21    |           | \$ 315.00 |           |         |                |                 |           |
| 7/9/2007  | SCHRIEBER FOODS-WB | 4.5   | \$ 15.00  | \$ 67.50  | 7/27/2007 | 29042   |                |                 |           |
| 7/10/2007 | SCHRIEBER FOODS-WB | 4     | \$ 15.00  | \$ 60.00  | 7/27/2007 | 29042   |                |                 |           |
| 7/11/2007 | SCHRIEBER FOODS-WB | 9     | \$ 15.00  | \$ 135.00 | 7/27/2007 | 29042   |                |                 |           |
| 7/12/2007 | SCHRIEBER FOODS-WB | 9     | \$ 15.00  | \$ 135.00 | 7/27/2007 | 29042   |                |                 |           |
| 7/13/2007 | ELMBROOK HOSPITAL  | 12    | \$ 15.00  | \$ 180.00 | 7/27/2007 | 29042   |                |                 |           |
|           |                    | 38.5  |           | \$ 577.50 |           |         |                |                 |           |
| 7/18/2007 | BELGIUM MARKET     | 9.5   | \$ 15.00  | \$ 142.50 | 8/10/2007 | 29145   |                |                 |           |
| 7/19/2007 | BELGIUM MARKET     | 6     | \$ 15.00  | \$ 90.00  | 8/10/2007 | 29145   |                |                 |           |
| 7/20/2007 | BELGIUM MARKET     | 8     | \$ 15.00  | \$ 120.00 | 8/10/2007 | 29145   |                |                 |           |
| 7/21/2007 | BELGIUM MARKET     | 10    | \$ 15.00  | \$ 150.00 | 8/10/2007 | 29145   |                |                 |           |
|           |                    | 33.5  |           | \$ 502.50 |           |         |                |                 |           |
| 8/1/2007  | PARKVIEW SCHOOL    | 7     | \$ 15.00  | \$ 105.00 | 8/24/2007 | 29256   | 39.33          | \$ 275.31       | \$ 170.31 |
| 8/2/2007  | PARKVIEW SCHOOL    | 8     | \$ 15.00  | \$ 120.00 | 8/24/2007 | 29256   | 39.33          | \$ 314.64       | \$ 194.64 |
| 8/3/2007  | PARKVIEW SCHOOL    | 8     | \$ 15.00  | \$ 120.00 | 8/24/2007 | 29256   | 39.33          | \$ 314.64       | \$ 194.64 |
|           |                    | 23    |           | \$ 345.00 |           |         |                | \$ 904.59       | \$ 559.59 |
| 8/8/2007  | PARKVIEW SCHOOL    | 8     | \$ 15.00  | \$ 120.00 | 8/24/2007 | 29256   | 39.33          | \$ 314.64       | \$ 194.64 |
| 8/10/2007 | PARKVIEW SCHOOL    | 9     | \$ 15.00  | \$ 135.00 | 8/24/2007 | 29256   | 39.33          | \$ 353.97       | \$ 218.97 |
| 8/11/2007 | PARKVIEW SCHOOL    | 7     | \$ 15.00  | \$ 105.00 | 8/24/2007 | 29256   | 39.33          | \$ 275.31       | \$ 170.31 |
|           |                    | 24    |           | \$ 360.00 |           |         |                | \$ 943.92       | \$ 583.92 |
| 8/13/2007 | PARKVIEW           | 9     | \$ 15.00  | \$ 135.00 | 9/7/2007  | 29361   | 39.33          | \$ 353.97       | \$ 218.97 |
| 8/15/2007 | REPAIR             | 7     | \$ 15.00  | \$ 105.00 | 9/7/2007  | 29361   |                |                 |           |
| 8/16/2007 | REPAIR             | 9     | \$ 15.00  | \$ 135.00 | 9/7/2007  | 29361   |                |                 |           |
| 8/17/2007 | REPAIR             | 6     | \$ 15.00  | \$ 90.00  | 9/7/2007  | 29361   |                |                 |           |
|           |                    | 31    |           | \$ 465.00 |           |         |                | \$ 353.97       | \$ 218.97 |
| 8/20/2007 | REPAIR             | 3     | \$ 15.00  | \$ 45.00  | 9/7/2007  | 29361   |                |                 |           |
| 8/20/2007 | REPAIR             | 2     | \$ 15.00  | \$ 30.00  | 9/7/2007  | 29361   |                |                 |           |
| 8/21/2007 | REPAIR             | 5     | \$ 22.50  | \$ 112.50 | 9/7/2007  | 29361   |                |                 |           |

CHRISTOPHER DEFRANCISCO HOURS WORKED AT JT ROOFING, INC.  
 ERD CASE # LS200704575

| DATE       | JOB NAME        | HOURS | RATE PAID | GROSS     | CHECKDATE  | CHECK # | CORRECTED RATE | CORRECTED GROSS | BACKPAY   |
|------------|-----------------|-------|-----------|-----------|------------|---------|----------------|-----------------|-----------|
| 8/21/2007  | REPAIR          | 3.5   | \$ 15.00  | \$ 52.50  | 9/7/2007   | 29361   |                |                 |           |
| 8/21/2007  | REPAIR          | 2     | \$ 22.50  | \$ 45.00  | 9/7/2007   | 29361   |                |                 |           |
| 8/22/2007  | REPAIR          | 8.5   | \$ 15.00  | \$ 127.50 | 9/7/2007   | 29361   |                |                 |           |
| 8/25/2007  | UTICA           | 8     | \$ 15.00  | \$ 120.00 | 9/7/2007   | 29361   |                |                 |           |
|            |                 | 32    |           | \$ 532.50 |            |         |                |                 |           |
| 8/27/2007  | UTICA           | 8     | \$ 15.00  | \$ 120.00 | 9/28/2007  | 29480   |                |                 |           |
| 8/28/2007  | UTICA           | 8     | \$ 15.00  | \$ 120.00 | 9/28/2007  | 29480   |                |                 |           |
| 8/29/2007  | UTICA           | 8     | \$ 15.00  | \$ 120.00 | 9/28/2007  | 29480   |                |                 |           |
| 8/30/2007  | UTICA           | 8     | \$ 15.00  | \$ 120.00 | 9/28/2007  | 29480   |                |                 |           |
| 8/31/2007  | UTICA           | 8     | \$ 15.00  | \$ 120.00 | 9/28/2007  | 29480   |                |                 |           |
|            |                 | 40    |           | \$ 600.00 |            |         |                |                 |           |
| 9/4/2007   | PARKVIEW SCHOOL | 9     | \$ 15.00  | \$ 135.00 | 9/28/2007  | 29480   | 39.33          | \$ 353.97       | \$ 218.97 |
| 9/5/2007   | PARKVIEW SCHOOL | 8     | \$ 15.00  | \$ 120.00 | 9/28/2007  | 29480   | 39.33          | \$ 314.64       | \$ 194.64 |
| 9/6/2007   | PARKVIEW SCHOOL | 8     | \$ 15.00  | \$ 120.00 | 9/28/2007  | 29480   | 39.33          | \$ 314.64       | \$ 194.64 |
|            |                 | 25    |           | \$ 375.00 |            |         |                | \$ 983.25       | \$ 608.25 |
| 9/12/2007  | PARKVIEW SCHOOL | 7     | \$ 15.00  | \$ 105.00 | 10/5/2007  | 29609   | 39.33          | \$ 275.31       | \$ 170.31 |
| 9/13/2007  | PARKVIEW SCHOOL | 8     | \$ 15.00  | \$ 120.00 | 10/5/2007  | 29609   | 39.33          | \$ 314.64       | \$ 194.64 |
|            |                 | 15    |           | \$ 225.00 |            |         |                | \$ 589.95       | \$ 364.95 |
| 9/17/2007  | BELGIUM MARKET  | 6.5   | \$ 15.00  | \$ 97.50  | 10/5/2007  | 29609   |                |                 |           |
| 9/18/2007  | BELGIUM MARKET  | 7     | \$ 15.00  | \$ 105.00 | 10/5/2007  | 29609   |                |                 |           |
| 9/20/2007  | BELGIUM MARKET  | 4     | \$ 15.00  | \$ 60.00  | 10/5/2007  | 29609   |                |                 |           |
| 9/21/2007  | BELGIUM MARKET  | 7     | \$ 15.00  | \$ 105.00 | 10/5/2007  | 29609   |                |                 |           |
|            |                 | 24.5  |           | \$ 367.50 |            |         |                |                 |           |
| 9/24/2007  | BELGIUM MARKET  | 10    | \$ 15.00  | \$ 150.00 | 10/19/2007 | 29839   |                |                 |           |
| 9/25/2007  | BELGIUM MARKET  | 7     | \$ 15.00  | \$ 105.00 | 10/19/2007 | 29839   |                |                 |           |
| 9/26/2007  | BELGIUM MARKET  | 11    | \$ 15.00  | \$ 165.00 | 10/19/2007 | 29839   |                |                 |           |
|            |                 | 28    |           | \$ 420.00 |            |         |                |                 |           |
| 10/22/2007 | BELGIUM MARKET  | 4     | \$ 15.00  | \$ 60.00  | 10/19/2007 | 29839   |                |                 |           |
| 10/32/2007 | BELGIUM MARKET  | 8.5   | \$ 15.00  | \$ 127.50 | 10/19/2007 | 29839   |                |                 |           |
| 10/4/2007  | BELGIUM MARKET  | 8     | \$ 15.00  | \$ 120.00 | 10/19/2007 | 29839   |                |                 |           |
| 10/5/2007  | BELGIUM MARKET  | 9.5   | \$ 15.00  | \$ 142.50 | 10/19/2007 | 29839   |                |                 |           |
|            |                 | 30    |           | \$ 450.00 |            |         |                |                 |           |

CHRISTOPHER DEFRANCISCO HOURS WORKED AT JT ROOFING, INC.  
ERD CASE # LS200704575

| DATE      | JOB NAME | HOURS | RATE PAID | GROSS     | CHECKDATE  | CHECK # | CORRECTED RATE | CORRECTED GROSS | BACKPAY   |
|-----------|----------|-------|-----------|-----------|------------|---------|----------------|-----------------|-----------|
| 10/8/2007 | UWWC     | 7     | \$ 15.00  | \$ 105.00 | 11/22/2007 | 29974   | \$ 39.33       | \$ 275.31       | \$ 170.31 |
| 10/9/2007 | UWWC     | 2     | \$ 15.00  | \$ 30.00  | 11/22/2007 | 29974   | \$ 39.33       | \$ 78.66        | \$ 48.66  |
|           |          | 9     |           | \$ 135.00 |            |         |                | \$ 353.97       | \$ 218.97 |

TOTAL BACKPAY OWED TO CHRISTOPHER DEFRANCISCO

\$ 3,118.07

\*\* PLEASE NOTE THE OVERTIME FROM 6/10-6/15 WAS PAID ON 1/15/08 CHECK #30702

Statement of Earnings and Deductions -- Please retain for your records

Company: JT ROOFING, INC. Employee Code: DE7896 Fed. Filing Status: Single  
 Employee: CHRISTOPHER L DEFRANCISCO Fed. Exemptions: 3

| Check Summary    | This Check |        | Year To Date | Check Information |             |
|------------------|------------|--------|--------------|-------------------|-------------|
|                  | Amount     | Amount |              | Check No.:        | Check Date: |
| Total Gross Pay  | 3,118.07   |        | 3,298.07     | 31098             | 03/03/08    |
| Add-Ons          | 0.00       |        | 0.00         | Check Date:       | 03/03/08    |
| Less: Taxes      | 693.24     |        | 708.10       | Period End Date:  | 02/23/08    |
| Less: Deductions | 0.00       |        | 0.00         |                   |             |
| Net Pay          | 2,424.83   |        | 2,589.97     |                   |             |

| Regular Earnings | This Check |      |        |
|------------------|------------|------|--------|
|                  | Hours      | Rate | Amount |
|                  |            |      |        |

| Add-Ons | This Check |        | Year To Date |
|---------|------------|--------|--------------|
|         | Amount     | Amount |              |
|         |            |        |              |

| Other Earnings | Amount   | Amount |
|----------------|----------|--------|
| Misc.          | 3,118.07 |        |

| Deductions                    | This Check | Year To Date |
|-------------------------------|------------|--------------|
| CHILD SUPPORT F<br>PROCESSING |            |              |

| Taxes           | This Check | Year To Date |
|-----------------|------------|--------------|
| Federal W/H     | 271.46     | 271.46       |
| Social Security | 193.32     | 204.48       |
| Medicare        | 45.21      | 47.82        |
| Res. SIT        | 183.25     | 184.34       |

03/03/08

\*\*Void -- Void -- Void -- Void -- Void -- Void -- Void -- Void -- Void -- Void -- Void -- Void -- Void\*\*

31098

Pay \*\*TWO THOUSAND FOUR HUNDRED TWENTY-FOUR AND 83 / 100 Dollars

\*\*VOID\*\*VOID\*\*

\*\*2,424.83

\*\*VOID\*\*VOID\*\*

To the order of CHRISTOPHER L DEFRANCISCO  
 245 SOUTH ST  
 WEST BEND WI 53095

\*\*File Copy -- Void\*\*

Department of Workforce Development  
Equal Rights Division  
P.O. Box 8928  
Madison, WI 53708-8928  
Telephone: (608) 266-6860  
Fax: (608) 267-4592  
TTY: (608) 264-8752



State of Wisconsin  
Department of Workforce Development  
Jim Doyle, Governor  
Roberta Gassman, Secretary  
Jennifer A. Ortiz, Division Administrator

March 7, 2008

Christopher DeFrancisco  
500 Schmidt Rd.  
West Bend, WI 53095

RE: ERD Case No. LS200704575  
*DeFrancisco vs. J.T. Roofing, Inc.*

Prevailing Wage Determination No. 200700653 / Project #170309  
UW Washington County Roof Rehabilitation  
City of West Bend, Washington County, WI

Prevailing Wage Determination No. 200700731 / Project # None  
Mukwonago Area School District 2007 Roof Replacement  
Village of Mukwonago, Waukesha County, WI

Prevailing Wage Determination No. 200700343 / Project # WB-07-13  
Senior Center Roof Replacement  
City of Manitowoc, County of Manitowoc, WI

Dear Mr. DeFrancisco:

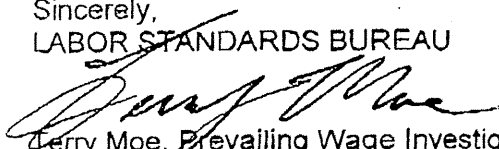
Enclosed is J.T. Roofing, Inc.'s response to the amended notice of 1<sup>st</sup> party complaint for the above prevailing wage projects. The department received a check in your name in the gross amount of \$3,118.07 from JT Roofing, Inc. with the enclosed spreadsheet showing how they calculated this amount. Please review the employer's response and calculations.

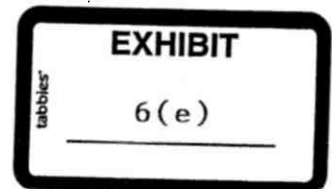
If you disagree with the employer's response and calculations, please submit a written response with evidence that indicates the reasons for your disagreement by March 18, 2008.

If you find that the employer's calculations are correct, please indicate that to me as well so I can release the check.

Please call me at (608)266-0028 if you have any questions regarding this matter.

Sincerely,  
LABOR STANDARDS BUREAU

  
Terry Moe, Prevailing Wage Investigator  
Construction Wage Standards Section



Cc: Gerald Thull, J.T. Roofing, Inc.  
350 Tower Drive  
Saukville, WI 53080



Jim Doyle  
Governor

Roberta Gassman  
Secretary

Jennifer A. Ortiz  
Division Administrator



EQUAL RIGHTS DIVISION  
P.O. Box 8928  
Madison, WI 53708  
Telephone: (608) 266-6860  
Fax: (808) 267-4592  
TTY: (608) 264-8752  
www.dwd.state.wi.us

State of Wisconsin  
Department of Workforce Development

April 9, 2008

CERTIFIED MAIL #70070710000549114055

Gerald T. Thull, Registered Agent  
J.T. Roofing, Inc.  
350 Tower Drive  
Saukville, WI 53080



RE: ERD Case #LS200704575

Dear Gerald Thull:

Sections 66.0903(10)(b) and 103.49(5), Wis. Stats. authorize the department to demand and examine copies of payrolls, other records and information relating to the wages paid and hours worked by persons on public works projects subject to Wisconsin's prevailing wage rate laws. Such a request was made of you in regard to UW Washington County Roof Rehabilitation; City of West Bend, County of Washington, WI (PWR Determination #200700653), Mukwonago Area School District 2007 Roof Replacement; Village of Mukwonago, Waukesha County, WI (PWR Determination #200700731) and Senior Center Roof Replacement; City of Manitowoc, County of Manitowoc, WI (PWR Determination #200700343) and you provided the requested information.

This investigation revealed that one of your employees was not paid the correct prevailing wage rate for work performed on these projects. Thank you for your payment to this employee in the total amount of \$3,118.07. Nonetheless, failure to pay prevailing wage at the time the work was performed is a violation of DWD 290.04 of the Wisconsin Administrative code. Contractors who violate Wisconsin's prevailing wage rate laws are required to: 1) conduct a self-audit of past prevailing wage projects and 2) complete and return Weekly Payroll Report forms for work being performed on all current public works projects subject to these laws.

1. Self Audit

Because this violation may affect other projects that your firm worked on, you are instructed to perform a self-audit to ensure that all employees who worked on this and other prevailing wage projects are properly compensated. The self-audit must cover ALL public works projects subject to §66.0903 and §103.49, Wis. Stats., that your firm worked on since December 10, 2005. If your self-audit reveals that any other employees were improperly compensated, you are further instructed to make the necessary payments directly to the affected employee(s); however, *you must send me*

J. T. Roofing, Inc. LS200704575  
Page 2

*the results of your self-audit, including documentation of the public works projects on which you worked, which employees worked on each project including their classification and copies of checks & payment stubs reflecting payments that were made. If your audit determines no one else is owed monies, let me know that in writing as well.*

The self-audit, including the payment of any unpaid wages, must be completed by April 25, 2008.

Any valid wage and hour complaint that this department receives DURING the self-audit period will be investigated on its own merits. Similar complaints received AFTER the self-audit deadline which prove to be valid, will result in an extensive on-site investigation conducted by a representative of this department. At the conclusion of the on-site investigation, in addition to any unpaid wages, you will be assessed a penalty of up to 50% of the total found due.

## 2. Submission of Weekly Payroll Reports

Because this violation indicates that you may have some misunderstanding about how to calculate prevailing wage rates, please complete and return a Payroll Report form (or more if necessary) for each week for *all* employees of your firm who are currently working on any public works projects subject to §66.0903 or §103.49, Wis. Stats. Be sure to include the prevailing wage rate determination number where indicated on the form. DO NOT report any Wisconsin Department of Transportation (DOT) projects. Complete a separate form for *each* public works project that any of your employees are working on. The wage and hour information must include all work performed by each employee for the entire week including both public and private. It is very important that you complete both sides of the form. Three Payroll Report forms (ERD-5844) are enclosed. You will need to make additional copies as necessary.

**IMPORTANT:** To determine the accuracy of your payroll information, you must describe the type of work you performed on the public project. If you had any heavy equipment operators on the project you must describe the piece of equipment used by each employee. The back of the Payroll Report form allows for the entry of such information.

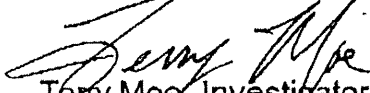
If you are not presently working on a public works project subject to §66.0903 or §103.49, Wis. Stats., you must notify me in writing within 10 days of the date of this correspondence. But *when you do begin working on a public works project you must begin to send me the Payroll Report forms weekly.* You must also indicate that your work on the public project has been completed on the last Payroll Report form that you send me.

You will be notified by the department when you are no longer required to file weekly payroll report forms.

J. T. Roofing, Inc, LS200704575  
Page 3

If you need assistance completing these forms or have any other questions about this matter, please call me at (608)266-0028.

Sincerely,  
Labor Standards Bureau

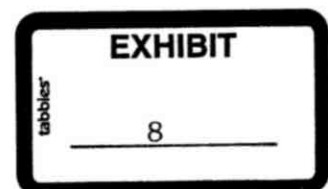


Terry Moe, Investigator  
Construction Wage Standards Section  
Tel: 608-266-0028

Enclosure – 3 Payroll Report forms

**PUBLIC WORKS JOBS THAT CHRISTOPHER DEFRANSISCO WORKED ON**

| <b>JOB NAME</b>         | <b>TOTAL GROSS PAY<br/>PAID ON JOB-ALL EMPLOYEES</b> | <b>TOTAL GROSS PAY<br/>FOR C. DEFRANSISCO</b> |
|-------------------------|--|---|
| PARKVIEW MIDDLE SCHOOL  | \$ 176,992.81  | \$ 3,775.68                                   |
| MANITOWAC SENIOR CENTER | \$ 50,362.70   | \$ 1,635.92                                   |
| UWWC                    | \$ 53,797.14   | \$ 353.97                                     |
| <b>TOTAL</b>            | <b>\$ 281,152.65</b>                                 | <b>\$ 5,765.57</b>                            |



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



EQUAL RIGHTS DIVISION  
819 N. Sixth Street, Rm. 255  
Milwaukee, WI 53203-1687  
Telephone: (414) 227-4384  
FAX (414) 227-4084  
TDD (414) 227-4081

State of Wisconsin  
Department of Workforce Development

January 3, 2008

RECEIVED JAN 3 2008

NOTICE OF COMPLAINT

JT ROOFING  
350 Tower Drive  
Saukville, WI 53080

RE: LS 2007 04576 Wage Claim

Dear Employer:

A complaint has been filed under s. 109.09, Stats. by Christopher DeFrancisco who states you are indebted to him in the amount of \$ 337.50 in unpaid wages for some overtime work performed in May, 2007. He shows it as work on the Flambeau Project. A copy of the complaint is enclosed.

The department is obligated under this statute to gather and review the facts involved in this complaint. If you believe the complaint is not correct, please submit your position **IN WRITING** along with any documentation that might disprove the complaint and support your position.

If you agree that the complaint is valid and you wish to resolve this matter, you may forward a check made out to Christopher DeFrancisco. Payment is to be sent to my attention but the check must be made payable to DeFrancisco. Any payment made for other than the amount claimed should be accompanied by records to show how the amount due was determined.

In either case, an answer is required from you **IN WRITING** by January 17, 2008. Also enclosed is additional information relevant to the complaint process for your review.

Sincerely,  
LABOR STANDARDS BUREAU

Evelyn J. Mickey  
Labor Standards Investigator  
(414) 227-4018

C: Complainant

EXHIBIT  
tabbies  
8(a)

FLAMBEAU Project. \*15 per hour REGULAR WAGE  
TIME AND 1/2 should come to \$337.50

Remember that the department does not assume your complaint is valid just because you have filled out this form. In case of a dispute it is your responsibility to prove that your complaint is valid.

You must also complete Page 2 of this form

**Employment and Wage Information**

|   |                     |  |   |
|---|---------------------|--|---|
| Have You asked for your wages?<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   |                     | What date did you ask?                   |   |
| What did the employer say?  |                     |  |   |
| Hourly Rate of Pay<br><u>15.<sup>00</sup></u>   | Salary<br>Per _____ | Commission<br>Per _____                  | Piece Rate/Flat rate<br>Per _____   |
| How often were you paid?<br><input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Bi-Weekly <input type="checkbox"/> Semi-Monthly <input type="checkbox"/> Monthly<br><input type="checkbox"/> Other (Specify) _____  |                     |  |   |
| Did you receive tips?<br>If yes, were tips reported to employer?  |                     | Average amount of tips per day?          |   |
| <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  |                     | _____                                    |   |
| Did you receive meals, lodging or anything else in addition to your wages?<br>If yes, please explain:   |                     |  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   |
| <p style="text-align: center;"><i>FOR out of town work</i></p>  |                     |  |   |
| Do you owe the employer for such things as advances, merchandise or other?<br>If yes, please explain:   |                     |  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   |
| How many hours per day did you usually work?<br><u>10</u>   |                     | How many hours per week?<br><u>35-50</u> | Does the Employer keep time records?<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Check all the boxes that apply to the types of records you have kept:<br><input type="checkbox"/> Hours worked (If checked submit with complaint.) <input checked="" type="checkbox"/> Check stubs <input type="checkbox"/> Deduction Slips <input type="checkbox"/> No records |                     |  |   |
| Give your jobs title and briefly describe the kind of work you did<br><p style="text-align: center;"><i>Roofing - flat, commercial, tar, rubber &amp; TPO</i></p>   |                     |  |   |
| Street address where you worked<br><u>VARIED</u>  | City                | State                                    | Zip Code    County where you worked   |

**You must complete the next line. If unsure, please estimate month & year.**

|   |  |  |  |
|---|--|--|--|
| First date worked<br><u>3/31/07</u>   | Last date worked<br><u>10/07</u>   | Reason for leaving<br><input checked="" type="checkbox"/> Quit <input type="checkbox"/> Discharge <input type="checkbox"/> Laid Off <input type="checkbox"/> Other |  |
| Has employer filed for bankruptcy or receivership?<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | Have you filed this claim in court?<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | Is there a union to represent you?<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  |  |

By my signature below statements made on this complaint are true to the best of my knowledge. I understand that if the employer wants to review this complaint, it is an open record, and will be provided to the employer under the provisions of Wisconsin's Open Records Law. Wisconsin law prohibits retaliatory action by an employer for most complaints filed with the Department.

|  |                                |
|--|--------------------------------|
| Your Signature is required<br><i>Christopher DeFrancisco</i> | Date Signed<br><u>11/18/07</u> |
|--|--------------------------------|

**Child Labor - Complete if you were under age 18 at time of employment.**

|  |   |
|--|---|
| Was a work permit issued?<br><input type="checkbox"/> Yes <input type="checkbox"/> No  | If yes, enter date permit was issued  |
| Are you still in high school? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If no, did you graduate? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If yes, date you graduated: | Are you enrolled in any of the following:<br><input type="checkbox"/> Alternative School <input type="checkbox"/> GED/HSED Program<br><input type="checkbox"/> Home Schooling <input type="checkbox"/> Charter School |
| Name of current or last school attended  | Address of current or last school attended  |

MEMBER: NATIONAL ROOFING CONTRACTORS ASSOCIATION



**JT ROOFING, INC.**  
CORPORATE OFFICES  
350 TOWER DR., SAUKVILLE, WI 53080

**ROOFING-SIDING-INSULATION**  
1-800-876-6340  
(262) 284-7128 / (262) 377-9352  
FAX (262) 284-6078

January 15, 2008

Equal Rights Division  
819 N Sixth Street, Room 255  
Milwaukee, Wi 53203-1687

**COPY**

Attn: Evelyn Mickey

Re: LS 2007 04576 (Christopher DeFrancisco)

Dear Evelyn,

Enclosed is a check made payable to Christopher DeFrancisco.

While reviewing our payroll records, we found that there was an error made in Christopher's paycheck calculation for hours worked at Flambeau Paper Mill. His overtime hours were paid as straight time, this was an error on our part. His total overtime hours should 24 hours, he was paid straight time for these hours on check #28809 dated 6/29/07.

Christopher was Paid: 24 hours x \$15.00 = \$360.00

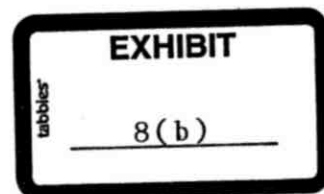
He should have been paid: 24 hours x \$22.50= \$540.00

Total backpay due to Christopher is \$180.00

If you have any further questions or concerns please feel free to contact Nikki at ext. 235.

Sincerely,

Jerry Thull  
President







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



EQUAL RIGHTS DIVISION  
819 N. Sixth Street, Rm. 255  
Milwaukee, WI 53203-1887  
Telephone: (414) 227-4384  
FAX (414) 227-4084  
TDD (414) 227-4081

State of Wisconsin  
Department of Workforce Development

January 18, 2008

Christopher DeFrancisco  
245 South Street  
West Bend, WI 53095

RECEIVED JAN 22 2008

COPY

RE: LS 200704576 Wage claim – JT Roofing

Dear Mr. DeFrancisco:

Enclosed is a copy of the response I received from the employer along with the check for the missed overtime wages. The employer states there were 24 hours of overtime on the Flambeau Paper Mill project. This is more than the 15 you claimed. However, he states that the regular rate has already been paid on these hours and only the additional half time remains due. You state you have check stubs. Please check them. If the regular rate was paid for all hours, you are due only the additional half time. The overtime law requires time and one half your regular rate for hours worked in excess of 40 per week. It is not time and one half plus your regular rate.

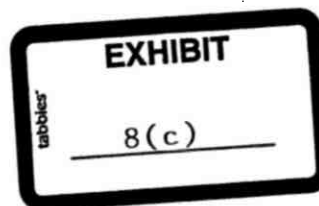
If this is not the case, please send me copies of the check stubs from this project. I will then review and ask for records from the employer. That response is to be in writing and is to be in my office by January 31, 2008. Otherwise your Labor Standards claim appears settled. This case is totally separate from the claim filed with the prevailing wage unit. That matter is being handled by the investigator from that unit.

Sincerely,  
LABOR STANDARDS BUREAU

Evelyn J. Mickey  
Labor Standards Investigator  
(414) 227-4018

*for personnel file*

C: Jerry Thull



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



EQUAL RIGHTS DIVISION  
819 N. Sixth Street, Rm. 255  
Milwaukee, WI 53203-1687  
Telephone: (414) 227-4384  
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TDD (414) 227-4081

State of Wisconsin  
Department of Workforce Development

February 1, 2008

Jerry Thull  
JT Roofing Inc  
350 Tower Drive  
Saukville, WI 53080

RE: LS 200704576 Wage claim - Christopher DeFrancisco *for his file*

Dear Mr. Thull:

The complainant did not respond in writing to my letter of January 18, 2008. The time limit of January 31, 2008 for submitting that response has expired. I am assuming the check sent to him with my letter has been accepted as payment in this claim. I will not be taking further action in this case and the file will be closed as of today's date.

Sincerely,  
LABOR STANDARDS BUREAU

*Evelyn J. Mickey*  
Evelyn J. Mickey  
Labor Standards Investigator  
(414) 227-4018

C: Complainant

EXHIBIT  
8(d)