

FOR THE CASE OF  
Prevailing Wage Commission Meeting

TRANSCRIPT OF

None

December 1, 2015

*Stone & George*

COURT REPORTING

2020 Fieldstone Pkwy

Suite 900 - PMB 234

Franklin, TN 37069

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STATE OF TENNESSEE  
DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT  
WORKER'S COMPENSATION DIVISION

Transcript of Proceedings  
of  
The Prevailing Wage Commission Meeting

December 1, 2015

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APPEARANCES:  
  
Commissioner Burns Phillips, Chairman  
  
Commissioner Wayburn Crabtree, TDOT Designee  
  
Commissioner Stephen Wright  
Wright Brothers Construction Company, Inc.  
  
Commissioner R. T. Summers  
Summers-Taylor, Inc.  
  
Dan Bailey, Esq., Legal Counsel  
  
Kim Y. Jefferson, Esq., Administrator  
  
Mark Finks, Assistant Administrator  
  
Christina Tugman, Assistant  
  
Mary Ledbetter, Assistant Board Secretary

AGENDA

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I. Call to Order and Roll Call

II. Announcements

III. Conflict of Interest

IV. Old Business

\* None

V. New Business

\* Review and Discuss and Set rates for

the 2016 State Highway Construction Projects

Prevailing Wage.

VI. Additional Business

\* Discuss tentative dates for the 2016

Prevailing Wage Meeting.

VII. Adjournment

P R O C E E D I N G S

\* \* \* \* \*

CHAIRMAN PHILLIPS: Well, good morning everybody.

MR. CRABTREE: Good morning.

MR. WRIGHT: Good morning.

CHAIRMAN PHILLIPS: You have something for me, Kim?

MS. JEFFERSON: Yes, I do. You have what you -- there.

CHAIRMAN PHILLIPS: Oh, yeah. Yeah. Well, I'm glad to see everybody.

MR. CRABTREE: Good morning.

CHAIRMAN PHILLIPS: Lovely weather to drive or fly in. All right. So let's get started. We have the reporter here. Good. Recorder. So call order, roll call. Peter -- Mike? He's not here. Wayburn Crabtree.

MR. CRABTREE: Here.

CHAIRMAN PHILLIPS: R.T. Summers.

MR. SUMMERS: Here.

CHAIRMAN PHILLIPS: Stephen Wright.

MR. WRIGHT: Here, sir.

CHAIRMAN PHILLIPS: Great. So we have a quorum. And I'm here. Now I have to make

1 this announcement. In the event of an emergency  
2 or natural disaster, security and/or staff will  
3 take meeting attendees to a safe place in the  
4 building or direct them to exit the building on  
5 the Rosa Parks side. Okay?

6 Conflict of interest. Any members  
7 have any conflict of interest as to the 2016 State  
8 Highway Construction Projects Prevailing Wage  
9 data?

10 MR. CRABTREE: No.

11 CHAIRMAN PHILLIPS: Okay. Old  
12 business. There is none.

13 New business. Now, we're here to  
14 review and discuss the rates for the 2016 State  
15 Highway Construction Projects Prevailing Wage.  
16 You have before you two hand-outs. One reflects  
17 the survey responding -- responses, assuming that  
18 the employers are correct, and the other reflects  
19 the rates but excludes the one company, Kiewit,  
20 from the figures. So is there any discussion on  
21 either of those?

22 MR. CRABTREE: I believe we asked  
23 Ms. Tugman to contact Kiewit and confirm that they  
24 had followed the instructions for submitting their  
25 data, and she was unable to do that --

1 MS. TUGMAN: Yes, I called and left  
2 a message for the owner and I also e-mailed him.  
3 He e-mailed me back, telling me that he was on  
4 vacation, that he would not be back until  
5 Wednesday, so --

6 CHAIRMAN PHILLIPS: Sorry. I  
7 shouldn't have laughed at that, but -- okay.

8 MS. TUGMAN: So I wasn't unable to  
9 verify it, so that's why I withdrew Kiewit's data.  
10 I also called King Contractors.

11 CHAIRMAN PHILLIPS: Uh-huh.

12 MS. TUGMAN: And they verified that  
13 it was a commercial project but it was private;  
14 there was no state and there was no federal funds  
15 and this is what they pay their employees, so I  
16 kept that information in. So that information --

17 CHAIRMAN PHILLIPS: Okay.

18 MS. TUGMAN: -- is correct.

19 CHAIRMAN PHILLIPS: All right.

20 MR. CRABTREE: I have announcements  
21 of any better information. I got their payrolls  
22 for those three months; July, August, and  
23 September. And I haven't had time to go through  
24 every one of them in detail but I took one from  
25 each month and added up the carpenter hours and

1 averaged the rate without overtime, and it  
2 averaged for one month, 23.86, 23.97, and 24.91,  
3 which is pretty much in line with what they  
4 submitted. Now, if there's anything wrong with  
5 this, it may be in the number of hours that they  
6 submitted.

7 If we just take an average of 1,600  
8 hours a week times twelve weeks, that's about  
9 19,000 hours. So we come up a little bit short  
10 there of the 23,000 or so that they turned in.

11 Sort of having time to go through  
12 every payroll in detail, I can't really -- I  
13 suspect they have had counties under overtime but  
14 I can't really say they've done that, without  
15 going through every one of them and adding every  
16 one of them up.

17 CHAIRMAN PHILLIPS: So basically,  
18 we don't know any more than we did, do we? Except  
19 to make an assumption that probably they  
20 overstated the hours.

21 MR. CRABTREE: I can't say that. I  
22 feel a little more comfortable with it now that  
23 I've averaged their pay rates.

24 CHAIRMAN PHILLIPS: Okay.

25 MR. CRABTREE: As far as number of

1 hours, that's still kind of unknown. I've got  
2 these here if somebody would like to do it. I  
3 didn't have the right time.

4 MS. TUGMAN: I don't think we  
5 brought any calculators this time. There's one.

6 CHAIRMAN PHILLIPS: Other comments  
7 on that much? R.T.?

8 MR. SUMMERS: I'm just doing some  
9 long division here. So that averages about 2,600  
10 hours a week if you take the 31,000 divided by 12  
11 weeks, it's about 2,600 hundred hours a week.  
12 That's about 45 carpenters at 60 hours.

13 CHAIRMAN PHILLIPS: Uh-huh.

14 MR. SUMMERS: That's a lot.

15 MR. CRABTREE: And just in the  
16 three weeks that I went through, I didn't see that  
17 number, but there again, without going through  
18 every single one of them -- because on weekends,  
19 when they had lane closures and worked on the  
20 weekends, there was a lot more than what there  
21 were in the other weeks in particularly the  
22 overtime hours. They had practically no overtime  
23 in the weeks where they didn't have lane closures.

24 MR. SUMMERS: Oh, they didn't have  
25 much overtime?

1 MR. CRABTREE: Not in the weeks  
2 where they didn't have lane closures. Now, in the  
3 other weeks, we had 792 hours of overtime on  
4 weekend -- week where we had a weekend lane  
5 closure. And I think I've got another one here.  
6 On the weekend where they didn't, they only had 15  
7 and a half hours of overtime. So I really can't  
8 conclude anything without -- I'll say it again --  
9 going through every single one of them. Here are  
10 the hours if somebody wants to do it.

11 CHAIRMAN PHILLIPS: Gentlemen? How  
12 much do you have there? I mean, how many --

13 MR. CRABTREE: Well, there's, I  
14 guess, 12. Twelve or 13 of them. One for each  
15 week; July, August, and September.

16 MR. WRIGHT: Being the new person  
17 and not really understanding all the rules, what  
18 are we supposed to consider? Just the 40-hour  
19 timeframe or the -- its entirety?

20 MR. SUMMERS: Well, it's the  
21 hours --

22 CHAIRMAN PHILLIPS: Yeah.

23 MR. SUMMERS: -- the number of  
24 hours worked --

25 CHAIRMAN PHILLIPS: Yeah.

1 MR. SUMMERS: -- at a -- but not at  
2 an overtime pay.

3 CHAIRMAN PHILLIPS: Yeah. At a  
4 regular wage.

5 MR. SUMMERS: It's a standard.

6 MR. WRIGHT: And so the  
7 calculations on here are basically --

8 MR. SUMMERS: Yeah.

9 MR. CRABTREE: Ms. Tugman sent me  
10 the instructions without --

11 MR. WRIGHT: So it's a matter where  
12 the -- do the overtime hours -- are they designed  
13 to count in the overall calculations or the --

14 MR. CRABTREE: No.

15 MR. SUMMERS: Are they not?

16 MR. CRABTREE: I don't think so.

17 CHAIRMAN PHILLIPS: Well, are they  
18 or are they not?

19 MR. WRIGHT: I don't know. Ask the  
20 question.

21 MS. JEFFERSON: Well --

22 CHAIRMAN PHILLIPS: Overtime hours  
23 supposed to count in this?

24 MS. JEFFERSON: No, sir.

25 CHAIRMAN PHILLIPS: I thought they

1       were not.

2                   MS. JEFFERSON:  No, sir.  And it's  
3       in the letter Christina sends --

4                   CHAIRMAN PHILLIPS:  Yeah.

5                   MS. JEFFERSON:  -- the letter to  
6       all the participants to explain to them.  And the  
7       letter is clear that overtime is not included.  So  
8       they --

9                   MR. CRABTREE:  And I wish I had the  
10      letter, but I didn't bring it with me.

11                  MS. TUGMAN:  And  
12      Mr. Wayburn Crabtree actually asked me to send him  
13      that letter so that he could read over it --

14                  CHAIRMAN PHILLIPS:  Right.

15                  MS. TUGMAN:  -- to see if they  
16      maybe misunderstood something or what have you,  
17      but it specifically says, no overtime.  Do not  
18      count -- it's only straight hours.  So --

19                  CHAIRMAN PHILLIPS:  So are they the  
20      only participant that actually had overtime hours?

21                  MS. TUGMAN:  I'm not sure.  I mean,  
22      when they send us the form back, it just has the  
23      man hours.  We don't know if they're overtime or  
24      not because we don't have access to their payroll.

25                  CHAIRMAN PHILLIPS:  Like -- okay.

1 MR. WRIGHT: Yeah, but --

2 MR. SUMMERS: Christina, are we  
3 supposed to count the total hours or just the  
4 straight time hours?

5 MS. TUGMAN: Just the straight time  
6 hours.

7 CHAIRMAN PHILLIPS: Straight time  
8 hours.

9 MS. TUGMAN: Yes. The letter  
10 specifically says --

11 CHAIRMAN PHILLIPS: Yeah.

12 MS. TUGMAN: -- straight time  
13 hours; no overtime, no fringes, anything like  
14 that.

15 MR. CRABTREE: It looks like there  
16 could be but --

17 CHAIRMAN PHILLIPS: But we don't  
18 know for sure.

19 MR. CRABTREE: -- we don't know for  
20 sure. I'd be reluctant to dispute their payroll --  
21 these are certified payrolls -- without some  
22 conversation with King.

23 CHAIRMAN PHILLIPS: Okay. The  
24 quandary is if we vote today to accept these, then  
25 we're stuck if they're not, you know,

1 representative of, you know, standard, regular  
2 pay. What do you think, R.T.?

3 MR. SUMMERS: There's a huge  
4 difference between the certified payrolls and the  
5 number that they submit for the prevailing wage.  
6 I would think that their certified payrolls are  
7 correct.

8 MR. CRABTREE: I would have to say  
9 they are, myself.

10 MR. SUMMERS: But it's getting from  
11 those numbers to the numbers that were supposed to  
12 be submitted here is where there very likely could  
13 be an issue.

14 MS. JEFFERSON: And the only  
15 problem is that today is the day that the numbers  
16 are supposed to be published. I wish we had known  
17 earlier. We would have gone through each one to  
18 calculate. It depends on what you all want;  
19 however, the numbers -- the rates are supposed to  
20 be published today. Today is the deadline.

21 CHAIRMAN PHILLIPS: So --

22 MR. CRABTREE: No, I didn't get  
23 these until, like, Tuesday --

24 CHAIRMAN PHILLIPS: Yeah, but --

25 MR. CRABTREE: -- of last week

1 and --

2 CHAIRMAN PHILLIPS: So is it  
3 feasible for somebody to look at those and do what  
4 you did or is it necessary? Or can we --

5 MR. WRIGHT: Well, how many average  
6 carpenters did they have?

7 MR. CRABTREE: On one week I --

8 MR. WRIGHT: We can do --

9 MR. CRABTREE: -- fifty.

10 MR. WRIGHT: -- do that. See --

11 MR. CRABTREE: Fifty employees.

12 They had 40 carpenters on another one.

13 Thirty-four; they had 34 employees. I think 28 of  
14 them were carpenters, so it looks like about 75 or  
15 80 percent of them --

16 CHAIRMAN PHILLIPS: Uh-huh.

17 MR. CRABTREE: -- were carpenters.

18 MR. WRIGHT: How many weeks of  
19 payroll is it?

20 MR. SUMMERS: Twelve.

21 MR. CRABTREE: Twelve.

22 MR. SUMMERS: That doesn't  
23 calculate --

24 MR. WRIGHT: I was going to say --

25 MR. SUMMERS: -- on the straight

1 time hours.

2 MR. WRIGHT: -- 40 --

3 CHAIRMAN PHILLIPS: No.

4 MR. WRIGHT: -- forty carpenters  
5 times 40 hours times 12 weeks is 19,000 hours.

6 MR. SUMMERS: Yeah.

7 MR. CRABTREE: But here again,  
8 there's a huge difference in weeks where they have  
9 a weekend lane closure.

10 MR. WRIGHT: So that's what I'm  
11 saying. I believe they've got their --

12 MR. CRABTREE: They did.

13 MR. WRIGHT: They've got their --  
14 they reported 30,000 hours?

15 MR. SUMMERS: Over 30.

16 MR. CRABTREE: Oh, I thought it was  
17 23. Was it over 30?

18 MS. JEFFERSON: Commissioner?

19 CHAIRMAN PHILLIPS: Yes.

20 UNIDENTIFIED SPEAKER: Would it be  
21 appropriate for me to address this group? I  
22 just --

23 CHAIRMAN PHILLIPS: Certainly.

24 UNIDENTIFIED SPEAKER: -- got off  
25 the phone with Mark Rothwell with Kiewit. I did

1 call him -- I talked to him last week. He was the  
2 project guy here. And I asked -- I told him that  
3 they -- the issue with regard to the carpenter  
4 wage and the hours they spend.

5 They said, that's what we paid. And  
6 so I just called him again and said, did you  
7 include overtime in what you submitted? He said,  
8 no.

9 And I said, okay. Well, how many  
10 carpenters did you basically have on site? And he  
11 said he thought it was around 30 is what they  
12 typically would have as the number of carpenters.  
13 Non lane closure weekends.

14 CHAIRMAN PHILLIPS: On the non --

15 UNIDENTIFIED SPEAKER: On the  
16 non --

17 CHAIRMAN PHILLIPS: -- lane  
18 closure --

19 UNIDENTIFIED SPEAKER: -- lane  
20 closure weekends.

21 MR. CRABTREE: That's about right.

22 MR. WRIGHT: Well, then, the math's  
23 wrong.

24 UNIDENTIFIED SPEAKER: Uh-huh.

25 MR. WRIGHT: He's wrong. Is it

1 really 12 weeks?

2 MR. SUMMERS: It's three -- one  
3 quarter.

4 MR. CRABTREE: Oh, it is. 31,000.  
5 Wow. I thought for some reason --

6 MR. WRIGHT: Yeah.

7 MR. CRABTREE: -- it was 20 --

8 MR. WRIGHT: See, I mean, if you've  
9 got 40 -- 40 times -- 40 hours, 40 carpenters, 40  
10 hours times 12; 19,200.

11 CHAIRMAN PHILLIPS: And he's  
12 reported 31 --

13 MR. SUMMERS: He's reporting 31,000  
14 of carpenters.

15 MR. CRABTREE: And about 25, 30  
16 percent of -- above that is overtime. So if you  
17 took and increased it by a third, you'd be right  
18 at 30,000.

19 CHAIRMAN PHILLIPS: Okay. I think  
20 we have an opportunity --

21 UNIDENTIFIED SPEAKER: Do you all  
22 want to talk to Mark --

23 CHAIRMAN PHILLIPS: Yeah, I think  
24 we have an --

25 UNIDENTIFIED SPEAKER: -- if I can

1 get him back on the phone?

2 CHAIRMAN PHILLIPS: Would you all  
3 be interested in that?

4 MR. CRABTREE: I would rather go  
5 through the payroll, myself --

6 MR. SUMMERS: -- knows the answers.

7 CHAIRMAN PHILLIPS: Well, okay. So  
8 Wayburn would rather go through the payrolls.

9 MR. WRIGHT: Yeah.

10 CHAIRMAN PHILLIPS: Stephen?

11 MR. WRIGHT: I'd rather just kick  
12 them out and move on.

13 CHAIRMAN PHILLIPS: Turn that off.

14 MR. WRIGHT: But I'll be happy to  
15 go through the payrolls.

16 CHAIRMAN PHILLIPS: Okay. So what  
17 are the consequences? If we accept them and we  
18 accept the schedule with them in it versus the --  
19 assuming that the survey responses are correct.  
20 So we either have -- we have one where they're not  
21 included. We have one where they are. So what's  
22 the impact of accepting one or the other?

23 MR. CRABTREE: Are they \$18.17  
24 versus \$17.52?

25 MR. WRIGHT: And \$1 an hour for the

1 crane operators.

2 CHAIRMAN PHILLIPS: Because once we  
3 vote and accept it, then that's fixed. Is that  
4 not right?

5 MS. JEFFERSON: That's correct.

6 MR. SUMMERS: It makes a huge  
7 difference on the average increase across the  
8 state from three and a half percent to 1.4  
9 percent.

10 MR. CRABTREE: Yeah, that's right,  
11 too. It propagates through the whole --

12 MR. SUMMERS: It propagates to the  
13 whole thing. I think, clearly, that there's a --  
14 the number from what he told Mr. Starwall and the  
15 few that you've looked at, there is an arithmetic  
16 discrepancy if we're looking at even 40 carpenters  
17 that whole time. They have, what, three lane  
18 closure weekends? Four?

19 MR. CRABTREE: During that time  
20 period -- I can go and --

21 MR. SUMMERS: But --

22 MR. CRABTREE: -- look at that,  
23 too.

24 MR. SUMMERS: But just the --

25 MR. CRABTREE: I did check one.

1 MR. BAILEY: The arithmetic doesn't  
2 lend itself to thinking that they submitted it  
3 correctly.

4 MR. CRABTREE: That's what the  
5 appearance is. Yes, sir.

6 MR. SUMMERS: You know, I would  
7 think there would be -- it makes such a  
8 difference. I would like to see us use the wage  
9 scales without the amendment that Christina has  
10 presented.

11 CHAIRMAN PHILLIPS: Okay. You want  
12 to put that in the form of a motion? Do you want  
13 to actually talk to Mark on the phone or --

14 MR. SUMMERS: Talking to him on the  
15 phone is sort of like talking to me on the phone,  
16 because I didn't prepare ours --

17 CHAIRMAN PHILLIPS: I know.

18 MR. SUMMERS: -- and he didn't  
19 prepare his.

20 CHAIRMAN PHILLIPS: That's right.

21 MR. BAILEY: And getting to a  
22 person that actually -- the payroll clerk that  
23 actually prepared them is where you would have to  
24 go.

25 CHAIRMAN PHILLIPS: Right. Because

1           that -- he's going to go with what -- that was --  
2           what was given to him by payroll people.

3                         MR. SUMMERS:   And that's a -- and  
4           you ask me, did our firm turn it out correctly.  
5           I'm going to tell you it is, because our fella has  
6           done it before and he knows how to do it.

7                         CHAIRMAN PHILLIPS:   Uh-huh.

8                         MR. SUMMERS:   But --

9                         MR. CRABTREE:   You tell us, we're  
10          going to read you the instructions.

11                        MR. SUMMERS:   So, I mean, I'm  
12          thinking that he is being perfectly honest with  
13          what he believes his firm did, but the arithmetic  
14          doesn't confirm that.   So yes, I would make a  
15          motion that we would exclude the Kiewit data and  
16          go with the prevailing wage rates that are  
17          calculated without them.

18                        MR. WRIGHT:   I would second that  
19          motion.

20                        CHAIRMAN PHILLIPS:   Okay.   So the  
21          motion is to accept the rates not including  
22          Kiewit.   Everybody in favor say aye.

23                        MR. SUMMERS:   Aye.

24                        MR. WRIGHT:   Aye.

25                        CHAIRMAN PHILLIPS:   Aye.   Opposed?

1 MR. CRABTREE: I'm going to have to  
2 abstain.

3 CHAIRMAN PHILLIPS: Okay.

4 MR. CRABTREE: I'm a -- without  
5 having gone through all of them again, just taking  
6 this small sample out, I don't feel comfortable  
7 with making a judgment.

8 CHAIRMAN PHILLIPS: Okay. So  
9 Stephen, myself, R.T. vote aye and Wayburn  
10 abstains. So the motion carries. Okay? Any  
11 other discussion? All right.

12 Additional business? Tentative dates  
13 for the 2016 Prevailing Wage Meeting. August the  
14 23rd, 24, 30, and 31 for the first meeting.

15 MR. SUMMERS: Sort of.

16 MR. WRIGHT: Did you say 23, 30.

17 CHAIRMAN PHILLIPS: Thirty or --  
18 yeah, 23, 24, 30, or 31 of August.

19 MR. SUMMERS: There we go. Let me  
20 get --

21 CHAIRMAN PHILLIPS: See, I don't  
22 have to check my schedule, because I've already  
23 told them when I'm available.

24 MR. SUMMERS: All right. When?

25 CHAIRMAN PHILLIPS: It would be the

1 23rd, 24th, the 30th, or the 31st of August. That  
2 would be for the first meeting.

3 MR. CRABTREE: None of those are  
4 Fridays, so that's good for me.

5 CHAIRMAN PHILLIPS: Okay.

6 MR. CRABTREE: I don't -- I'll be  
7 on the highway in late --

8 CHAIRMAN PHILLIPS: Twenty-third?  
9 Everybody available on the 23rd?

10 MR. WRIGHT: I have no conflicts on  
11 those days on my calendar.

12 CHAIRMAN PHILLIPS: Okay. So we'll  
13 set that as the 23rd. Okay?

14 MR. SUMMERS: All right.

15 CHAIRMAN PHILLIPS: The second  
16 meeting, which would be in November -- the 15th or  
17 the 16th?

18 MR. CRABTREE: Same here. It's  
19 Tuesday and Wednesday so I'm --

20 CHAIRMAN PHILLIPS: Okay. Stephen,  
21 you okay with that?

22 MR. WRIGHT: I'm good, sir.

23 CHAIRMAN PHILLIPS: All right.

24 MR. SUMMERS: Tuesday -- well, you  
25 want to say Tuesday?

1 CHAIRMAN PHILLIPS: Yeah. That's  
2 the --

3 MR. SUMMERS: Fifteenth?

4 CHAIRMAN PHILLIPS: -- 15th.

5 MR. SUMMERS: Okay.

6 CHAIRMAN PHILLIPS: Right. Uh-huh.  
7 Okay. 15th it is. And then the third meeting,  
8 December the 1st.

9 MR. WRIGHT: I'm good there.

10 CHAIRMAN PHILLIPS: All right.

11 MR. SUMMERS: All right.

12 CHAIRMAN PHILLIPS: Wayburn?

13 MR. CRABTREE: Me also.

14 CHAIRMAN PHILLIPS: Okay. So  
15 December the 1st. Okay. Do we have to have a  
16 motion for that or can we just say --

17 MS. JEFFERSON: I think you're  
18 good.

19 CHAIRMAN PHILLIPS: Okay. Good.  
20 All right. So the first meeting will be on the  
21 23rd of August. The second meeting, November  
22 15th, and the third on December the 1st. Okay?

23 MR. SUMMERS: And these will all be  
24 at 9:30? Is that --

25 MS. TUGMAN: Yes.

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MS. JEFFERSON: Yes.

CHAIRMAN PHILLIPS: Is that convenient for you guys? 9:30? Okay. All right. If there's not any other discussions on any matters, I'll take a motion to adjourn.

MR. CRABTREE: Second to adjourn.

CHAIRMAN PHILLIPS: Second?

MR. WRIGHT: Second.

CHAIRMAN PHILLIPS: So moved.  
Motion carries.

END OF PROCEEDINGS.

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C E R T I F I C A T E

STATE OF TENNESSEE )  
COUNTY OF WILLIAMSON )

I, Dominique A. Dubois LCR# 686,  
a Notary Public in the State of Tennessee, do  
hereby certify:

That the within is a true and accurate  
transcript of the Prevailing Wage Commission  
Meeting taken on the 1st day of December, 2015.

I further certify that I am not related to  
any of the parties to this action, by blood or  
marriage, and that I am in no way interested in  
the outcome of this matter.

IN WITNESS WHEREOF, I have hereunto set my  
hand this 11th day of December, 2015.

\_\_\_\_\_  
Dominique A. Dubois, LCR# 686  
Notary Public State at Large  
My commission expires: 8/9/2018

<b>A</b>	<b>assistant</b> 2:9 2:10 2:11 <b>assuming</b> 5:17 18:19 <b>assumption</b> 7:19 <b>attendees</b> 5:3 <b>august</b> 6:22 9:15 22:13 22:18 23:1 24:21 <b>available</b> 22:23 23:9 <b>average</b> 7:7 14:5 19:7 <b>averaged</b> 7:1 7:2 7:23 <b>averages</b> 8:9 <b>aye</b> 21:22 21:23 21:24 21:25 22:9	<b>carpenter</b> 6:25 16:3 <b>carpenters</b> 8:12 14:6 14:12 14:14 14:17 15:4 16:10 16:12 17:9 17:14 19:16 <b>carries</b> 22:10 25:10 <b>certainly</b> 15:23 <b>certified</b> 12:21 13:4 13:6 <b>certify</b> 26:8 26:14 <b>chairman</b> 2:2 4:3 4:7 4:11 4:14 4:20 4:22 4:24 5:11 6:6 6:11 6:17 6:19 7:17 7:24 8:6 8:13 9:11 9:22 9:25 10:3 10:17 10:22 10:25 11:4 11:14 11:19 11:25 12:7 12:11 12:17 12:23 13:21 13:24 14:2 14:16 15:3 15:19 15:23 16:14 16:17 17:11 17:19 17:23 18:2 18:7 18:10 18:13 18:16 19:2 20:11 20:17 20:20 20:25 21:7 21:20 21:25 22:3 22:8 22:17 22:21 22:25 23:5 23:8 23:12 23:15 23:20 23:23 24:1 24:4 24:6 24:10 24:12 24:14 24:19 25:2 25:7 25:9 <b>check</b> 19:25 22:22 <b>christina</b> 2:10 11:3 12:2 20:9 <b>clear</b> 11:7 <b>clearly</b> 19:13 <b>clerk</b> 20:22 <b>closure</b> 9:5 15:9 16:13 16:18 16:20 19:18 <b>closures</b> 8:19 8:23 9:2 <b>comfortable</b> 7:22 22:6 <b>comments</b> 8:6 <b>commercial</b> 6:13	<b>commission</b> 1:9 26:11 26:23 <b>commissioner</b> 2:2 2:3 2:4 2:5 15:18 <b>company</b> 2:4 5:19 <b>compensation</b> 1:2 <b>conclude</b> 9:8 <b>confirm</b> 5:23 21:14 <b>conflict</b> 3:4 5:6 5:7 <b>conflicts</b> 23:10 <b>consequences</b> 18:17 <b>consider</b> 9:18 <b>construction</b> 2:4 3:9 5:8 5:15 <b>contact</b> 5:23 <b>contractors</b> 6:10 <b>convenient</b> 25:3 <b>conversation</b> 12:22 <b>correct</b> 5:18 6:18 13:7 18:19 19:5 <b>correctly</b> 20:3 21:4 <b>counsel</b> 2:7 <b>count</b> 10:13 10:23 11:18 12:3 <b>counties</b> 7:13 <b>county</b> 26:3 <b>court</b> 1:23 <b>crabtree</b> 2:3 4:5 4:13 4:18 4:19 5:10 5:22 6:20 7:21 7:25 8:15 9:1 9:13 10:9 10:14 10:16 11:9 11:12 12:15 12:19 13:8 13:22 13:25 14:7 14:9 14:11 14:17 14:21 15:7 15:12 15:16 16:21 17:4 17:7 17:15 18:4 18:23 19:10 19:19 19:22 19:25 20:4 21:9 22:1 22:4 23:3 23:6 23:18 24:13 25:6 <b>crane</b> 19:1	<b>day</b> 13:15 26:12 26:20 <b>days</b> 23:11 <b>deadline</b> 13:20 <b>december</b> 1:10 24:8 24:15 24:22 26:12 26:20 <b>department</b> 1:1 <b>depends</b> 13:18 <b>designed</b> 10:12 <b>designee</b> 2:3 <b>detail</b> 6:24 7:12 <b>development</b> 1:1 <b>didn</b> 8:3 8:16 8:23 8:24 9:2 9:6 11:10 13:22 20:16 20:18 <b>difference</b> 13:4 15:8 19:7 20:8 <b>direct</b> 5:4 <b>disaster</b> 5:2 <b>discrepancy</b> 19:16 <b>discuss</b> 3:8 3:12 5:14 <b>discussion</b> 5:20 22:11 <b>discussions</b> 25:4 <b>dispute</b> 12:20 <b>divided</b> 8:10 <b>division</b> 1:2 8:9 <b>doesn</b> 14:22 20:1 21:14 <b>doing</b> 8:8 <b>dominique</b> 1:22 26:6 26:22 <b>don</b> 7:18 8:4 10:16 10:19 11:23 11:24 12:17 12:19 22:6 22:21 23:6 <b>done</b> 7:14 21:6 <b>drive</b> 4:15 <b>dubois</b> 1:22 26:6 26:22 <b>during</b> 19:19
	<b>B</b>			
<b>above</b> 17:16 <b>abstain</b> 22:2 <b>abstains</b> 22:10 <b>accept</b> 12:24 18:17 18:18 19:3 21:21 <b>accepting</b> 18:22 <b>access</b> 11:24 <b>accurate</b> 26:10 <b>across</b> 19:7 <b>action</b> 26:15 <b>actually</b> 11:12 11:20 20:13 20:22 20:23 <b>added</b> 6:25 <b>adding</b> 7:15 <b>additional</b> 3:11 22:12 <b>address</b> 15:21 <b>adjourn</b> 25:5 25:6 <b>adjournment</b> 3:14 <b>administrator</b> 2:8 2:9 <b>again</b> 8:17 9:8 15:7 16:6 22:5 <b>agenda</b> 3:1 <b>all</b> 4:15 6:19 9:17 11:6 13:18 17:21 18:2 22:5 22:11 22:24 23:14 23:23 24:10 24:11 24:20 24:23 25:3 <b>already</b> 22:22 <b>amendment</b> 20:9 <b>announcement</b> 5:1 <b>announcements</b> 3:3 6:20 <b>another</b> 9:5 14:12 <b>answers</b> 18:6 <b>anything</b> 7:4 9:8 12:13 <b>appearance</b> 20:5 <b>appearances</b> 2:1 <b>appropriate</b> 15:21 <b>arithmetic</b> 19:15 20:1 21:13 <b>around</b> 16:11 <b>ask</b> 10:19 21:4 <b>asked</b> 5:22 11:12 16:2	<b>back</b> 6:3 6:4 11:22 18:1 <b>bailey</b> 2:7 20:1 20:21 <b>basically</b> 7:17 10:7 16:10 <b>before</b> 5:16 21:6 <b>being</b> 9:16 21:12 <b>believe</b> 5:22 15:11 <b>believes</b> 21:13 <b>better</b> 6:21 <b>between</b> 13:4 <b>bit</b> 7:9 <b>blood</b> 26:15 <b>board</b> 2:11 <b>bring</b> 11:10 <b>brothers</b> 2:4 <b>brought</b> 8:5 <b>building</b> 5:4 5:4 <b>burns</b> 2:2 <b>business</b> 3:5 3:7 3:11 5:12 5:13 22:12	<b>closure</b> 9:5 15:9 16:13 16:18 16:20 19:18 <b>closures</b> 8:19 8:23 9:2 <b>comfortable</b> 7:22 22:6 <b>comments</b> 8:6 <b>commercial</b> 6:13	<b>each</b> 6:25 9:14 13:17 <b>earlier</b> 13:17 <b>either</b> 5:21 18:20 <b>emergency</b> 5:1 <b>employees</b> 6:15 14:11 14:13	
	<b>C</b>		<b>E</b>	
<b>appearances</b> 2:1 <b>appropriate</b> 15:21 <b>arithmetic</b> 19:15 20:1 21:13 <b>around</b> 16:11 <b>ask</b> 10:19 21:4 <b>asked</b> 5:22 11:12 16:2	<b>calculate</b> 13:18 14:23 <b>calculated</b> 21:17 <b>calculations</b> 10:7 10:13 <b>calculators</b> 8:5 <b>calendar</b> 23:11 <b>call</b> 3:2 3:2 4:17 4:17 16:1 <b>called</b> 6:1 6:10 16:6	<b>D</b>		
		<b>dan</b> 2:7 <b>data</b> 5:9 5:25 6:9 21:15 <b>dates</b> 3:12 22:12		

<p><b>employers</b> 5:18  <b>end</b> 25:11  <b>entirety</b> 9:19  <b>esq</b> 2:7 2:8  <b>even</b> 19:16  <b>event</b> 5:1  <b>every</b> 6:24 7:12 7:15  7:15 8:18 9:9  <b>everybody</b> 4:4 4:12  21:22 23:9  <b>except</b> 7:18  <b>exclude</b> 21:15  <b>excludes</b> 5:19  <b>exit</b> 5:4  <b>expires</b> 26:23  <b>explain</b> 11:6</p> <hr/> <p style="text-align: center;"><b>F</b></p> <hr/> <p><b>far</b> 7:25  <b>favor</b> 21:22  <b>feasible</b> 14:3  <b>federal</b> 6:14  <b>feel</b> 7:22 22:6  <b>fella</b> 21:5  <b>few</b> 19:15  <b>fieldstone</b> 1:23  <b>fifteenth</b> 24:3  <b>fifty</b> 14:9 14:11  <b>figures</b> 5:20  <b>finks</b> 2:9  <b>firm</b> 21:4 21:13  <b>first</b> 22:14 23:2  24:20  <b>fixed</b> 19:3  <b>fly</b> 4:15  <b>followed</b> 5:24  <b>form</b> 11:22 20:12  <b>forty</b> 15:4  <b>four</b> 14:13 19:18  <b>franklin</b> 1:24  <b>fridays</b> 23:4  <b>fringes</b> 12:13  <b>funds</b> 6:14  <b>further</b> 26:14</p> <hr/> <p style="text-align: center;"><b>G</b></p> <hr/> <p><b>gentlemen</b> 9:11  <b>george</b> 1:23  <b>get</b> 4:15 13:22 18:1  22:20</p>	<p><b>getting</b> 13:10 20:21  <b>given</b> 21:2  <b>glad</b> 4:12  <b>go</b> 6:23 7:11 18:4  18:8 18:15 19:20  20:24 21:1 21:16  22:19  <b>going</b> 7:15 8:17 9:9  14:24 21:1 21:5  21:10 22:1  <b>gone</b> 13:17 22:5  <b>good</b> 4:3 4:5 4:6 4:13  4:16 23:4 23:22  24:9 24:18 24:19  <b>got</b> 6:21 8:1 9:5  15:11 15:13 15:24  17:9  <b>great</b> 4:24  <b>group</b> 15:21  <b>guess</b> 9:14  <b>guy</b> 16:2  <b>guys</b> 25:3</p> <hr/> <p style="text-align: center;"><b>H</b></p> <hr/> <p><b>half</b> 9:7 19:8  <b>hand</b> 5:16 26:20  <b>happy</b> 18:14  <b>haven</b> 6:23  <b>having</b> 7:11 22:5  <b>hereby</b> 26:8  <b>hereunto</b> 26:19  <b>highway</b> 3:9 5:8 5:15  23:7  <b>honest</b> 21:12  <b>hour</b> 9:18 18:25  <b>hours</b> 6:25 7:5 7:8  7:9 7:20 8:1 8:10  8:11 8:12 8:22 9:3  9:7 9:10 9:21 9:24  10:12 10:22 11:18  11:20 11:23 12:3  12:4 12:6 12:8  12:13 15:1 15:5  15:5 15:14 16:4  17:9 17:10  <b>how</b> 9:11 9:12 14:5  14:18 16:9 21:6  <b>however</b> 13:19  <b>huge</b> 13:3 15:8 19:6  <b>hundred</b> 8:11</p>	<hr/> <p style="text-align: center;"><b>I</b></p> <hr/> <p><b>ii</b> 3:3  <b>iii</b> 3:4  <b>impact</b> 18:22  <b>inc</b> 2:4 2:6  <b>include</b> 16:7  <b>included</b> 11:7 18:21  <b>including</b> 21:21  <b>increase</b> 19:7  <b>increased</b> 17:17  <b>information</b> 6:16  6:16 6:21  <b>instructions</b> 5:24  10:10 21:10  <b>interest</b> 3:4 5:6 5:7  <b>interested</b> 18:3 26:16  <b>issue</b> 13:13 16:3  <b>itself</b> 20:2  <b>iv</b> 3:5</p> <hr/> <p style="text-align: center;"><b>J</b></p> <hr/> <p><b>jefferson</b> 2:8 4:9  10:21 10:24 11:2  11:5 13:14 15:18  19:5 24:17 25:1  <b>judgment</b> 22:7  <b>july</b> 6:22 9:15  <b>just</b> 7:7 8:8 8:15 9:18  11:22 12:3 12:5  15:22 16:6 18:11  19:24 22:5 24:16</p> <hr/> <p style="text-align: center;"><b>K</b></p> <hr/> <p><b>kept</b> 6:16  <b>kick</b> 18:11  <b>kiewit</b> 5:19 5:23 6:9  15:25 21:15 21:22  <b>kim</b> 2:8 4:8  <b>kind</b> 8:1  <b>king</b> 6:10 12:22  <b>know</b> 7:18 10:19  11:23 12:18 12:19  12:25 13:1 20:6  20:17  <b>known</b> 13:16  <b>knows</b> 18:6 21:6</p> <hr/> <p style="text-align: center;"><b>L</b></p> <hr/> <p><b>labor</b> 1:1</p>	<p><b>lane</b> 8:19 8:23 9:2  9:4 15:9 16:13  16:17 16:19 19:17  <b>large</b> 26:23  <b>last</b> 13:25 16:1  <b>late</b> 23:7  <b>laughed</b> 6:7  <b>lcr</b> 1:22 26:6 26:22  <b>ledbetter</b> 2:11  <b>left</b> 6:1  <b>legal</b> 2:7  <b>lend</b> 20:2  <b>let</b> 4:15 22:19  <b>letter</b> 11:3 11:5 11:7  11:10 11:13 12:9  <b>like</b> 8:2 11:25 12:13  12:15 13:23 14:14  20:8 20:15  <b>likely</b> 13:12  <b>line</b> 7:3  <b>little</b> 7:9 7:22  <b>ll</b> 9:8 18:14 23:6  23:12 25:5  <b>long</b> 8:9  <b>look</b> 14:3 19:22  <b>looked</b> 19:15  <b>looking</b> 19:16  <b>looks</b> 12:15 14:14  <b>lot</b> 8:14 8:20  <b>lovely</b> 4:14</p> <hr/> <p style="text-align: center;"><b>M</b></p> <hr/> <p><b>mailed</b> 6:2 6:3  <b>make</b> 4:25 7:19  21:14  <b>makes</b> 19:6 20:7  <b>making</b> 22:7  <b>man</b> 11:23  <b>many</b> 9:12 14:5  14:18 16:9  <b>mark</b> 2:9 15:25  17:22 20:13  <b>marriage</b> 26:16  <b>mary</b> 2:11  <b>math</b> 16:22  <b>matter</b> 10:11 26:17  <b>matters</b> 25:5  <b>may</b> 7:5  <b>maybe</b> 11:16  <b>me</b> 4:8 6:3 6:3 10:9</p>	<p>11:10 11:12 15:21  20:15 21:4 22:19  23:4 24:13  <b>mean</b> 9:12 11:21  17:8 21:11  <b>meeting</b> 1:9 3:13 5:3  22:13 22:14 23:2  23:16 24:7 24:20  24:21 26:12  <b>members</b> 5:6  <b>message</b> 6:2  <b>mike</b> 4:18  <b>misunderstood</b>  11:16  <b>month</b> 6:25 7:2  <b>months</b> 6:22  <b>more</b> 7:18 7:22 8:20  <b>morning</b> 4:4 4:5 4:6  4:13  <b>motion</b> 20:12 21:15  21:19 21:21 22:10  24:16 25:5 25:10  <b>move</b> 18:12  <b>moved</b> 25:9  <b>mr</b> 4:5 4:6 4:13 4:19  4:21 4:23 5:10 5:22  6:20 7:21 7:25 8:8  8:14 8:15 8:24 9:1  9:13 9:16 9:20 9:23  10:1 10:5 10:6 10:8  10:9 10:11 10:14  10:15 10:16 10:19  11:9 11:12 12:1  12:2 12:15 12:19  13:3 13:8 13:10  13:22 13:25 14:5  14:7 14:8 14:9  14:10 14:11 14:17  14:18 14:20 14:21  14:22 14:24 14:25  15:2 15:4 15:6 15:7  15:10 15:12 15:13  15:15 15:16 16:21  16:22 16:25 17:2  17:4 17:6 17:7 17:8  17:13 17:15 18:4  18:6 18:9 18:11  18:14 18:23 18:25  19:6 19:10 19:12  19:14 19:19 19:21</p>
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12:5 12:7 12:12 14:25 <b>stuck</b> 12:25 <b>submit</b> 13:5 <b>submitted</b> 7:4 7:6 13:12 16:7 20:2 <b>submitting</b> 5:24 <b>suite</b> 1:24 <b>summers</b> 2:5 2:6 4:20 4:21 8:8 8:14 8:24 9:20 9:23 10:1 10:5 10:8 10:15 12:2 13:3 13:10 14:20 14:22 14:25 15:6 15:15 17:2 17:13 18:6 19:6 19:12 19:21 19:24 20:6 20:14 20:18 21:3 21:8 21:11 21:23 22:15 22:19 22:24 23:14 23:24 24:3 24:5 24:11 24:23 <b>supposed</b> 9:18 10:23 12:3 13:11 13:16 13:19 <b>sure</b> 11:21 12:18 12:20 <b>survey</b> 5:17 18:19 <b>suspect</b> 7:13	7:16 8:18 9:9 9:14 11:6 14:14 14:15 18:12 18:17 18:18 20:23 21:17 22:5 22:23 <b>they</b> 5:23 6:12 6:15 7:3 7:5 7:10 7:13 7:14 7:19 8:19 8:22 8:23 8:24 9:2 9:6 9:6 10:12 10:15 10:17 10:18 10:25 11:8 11:15 11:19 11:22 11:23 12:25 13:5 13:9 14:6 14:12 14:13 15:8 15:11 15:12 15:13 15:14 16:3 16:4 16:5 16:11 18:20 18:21 18:23 19:17 20:2 <b>thing</b> 19:13 <b>think</b> 8:4 9:5 10:16 13:2 13:6 14:13 17:19 17:23 19:13 20:7 24:17 <b>thinking</b> 20:2 21:12 <b>third</b> 17:17 23:8 24:7 24:22 <b>thirty</b> 14:13 22:17 <b>thought</b> 10:25 15:16 16:11 <b>three</b> 6:22 8:16 17:2 19:8 19:17 <b>through</b> 6:23 7:11 7:15 8:16 8:17 9:9 13:17 18:5 18:8 18:15 19:11 22:5 <b>time</b> 6:23 7:11 8:3 8:5 12:4 12:5 12:7 12:12 15:1 19:17 19:19 <b>timeframe</b> 9:19 <b>times</b> 7:8 15:5 15:5 17:9 17:10 <b>today</b> 12:24 13:15 13:20 13:20 <b>told</b> 16:2 19:14 22:23 <b>took</b> 6:24 17:17 <b>total</b> 12:3 <b>transcript</b> 1:8 26:11	<b>true</b> 26:10 <b>tuesday</b> 13:23 23:19 23:24 23:25 <b>tugman</b> 2:10 5:23 6:1 6:8 6:12 6:18 8:4 10:9 11:11 11:15 11:21 12:5 12:9 12:12 24:25 <b>turn</b> 18:13 21:4 <b>turned</b> 7:10 <b>twelve</b> 7:8 9:14 14:20 14:21 <b>twenty</b> 23:8 <b>two</b> 5:16 <b>typically</b> 16:12	<b>way</b> 26:16 <b>wayburn</b> 2:3 4:18 11:12 18:8 22:9 24:12 <b>weather</b> 4:14 <b>wednesday</b> 6:5 23:19 <b>week</b> 7:8 8:10 8:11 9:4 9:15 13:25 14:7 16:1 <b>weekend</b> 9:4 9:4 9:6 15:9 <b>weekends</b> 8:18 8:20 16:13 16:20 19:18 <b>weeks</b> 7:8 8:11 8:16 8:21 8:23 9:1 9:3 14:18 15:5 15:8 17:1 <b>went</b> 8:16 <b>when</b> 8:19 11:22 22:23 22:24 <b>where</b> 8:23 9:2 9:4 9:6 10:11 13:12 15:8 18:20 18:21 20:23 <b>whereof</b> 26:19 <b>whole</b> 19:11 19:13 19:17 <b>why</b> 6:9 <b>will</b> 5:2 24:20 24:23 <b>williamson</b> 26:3 <b>wish</b> 11:9 13:16 <b>withdrew</b> 6:9 <b>within</b> 26:10 <b>witness</b> 26:19 <b>worked</b> 8:19 9:24 <b>worker</b> 1:2 <b>workforce</b> 1:1 <b>wow</b> 17:5 <b>wright</b> 2:4 2:4 4:6 4:22 4:23 9:16 10:6 10:11 10:19 12:1 14:5 14:8 14:10 14:18 14:24 15:2 15:4 15:10 15:13 16:22 16:25 17:6 17:8 18:9 18:11 18:14 18:25 21:18 21:24 22:16 23:10 23:22 24:9 25:8 <b>wrong</b> 7:4 16:23	16:25 <hr/> <b>Y</b> <hr/> <b>yeah</b> 4:11 4:12 9:22 9:25 10:3 10:8 11:4 12:1 12:11 13:24 15:6 17:6 17:23 18:9 19:10 22:18 24:1 <hr/> <b>0</b> <hr/> <b>000</b> 7:9 7:10 8:10 15:5 15:14 17:4 17:13 17:18 <hr/> <b>1</b> <hr/> <b>1089</b> 1:25 <b>11th</b> 26:20 <b>12</b> 8:10 9:14 15:5 17:1 17:10 <b>13</b> 9:14 <b>15</b> 9:6 <b>15th</b> 23:16 24:4 24:7 24:22 <b>16th</b> 23:17 <b>17</b> 18:23 18:24 <b>18</b> 18:23 <b>19</b> 7:9 15:5 17:10 <b>1st</b> 24:8 24:15 24:22 26:12 <hr/> <b>2</b> <hr/> <b>20</b> 17:7 <b>200</b> 17:10 <b>2015</b> 1:10 26:12 26:20 <b>2016</b> 3:9 3:12 5:7 5:14 22:13 <b>2018</b> 26:23 <b>2020</b> 1:23 <b>221</b> 1:25 <b>23</b> 7:2 7:2 7:10 15:17 22:16 22:18 <b>234</b> 1:24 <b>23rd</b> 22:14 23:1 23:9 23:13 24:21 <b>24</b> 7:2 22:14 22:18 <b>24th</b> 23:1 <b>25</b> 17:15 <b>28</b> 14:13
<hr/> <b>T</b> <hr/> <b>take</b> 5:3 7:7 8:10 25:5 <b>taken</b> 26:12 <b>taking</b> 22:5 <b>talk</b> 17:22 20:13 <b>talked</b> 16:1 <b>talking</b> 20:14 20:15 <b>taylor</b> 2:6 <b>tdot</b> 2:3 <b>tell</b> 21:5 21:9 <b>telling</b> 6:3 <b>tennessee</b> 1:1 1:24 26:2 26:7 <b>tentative</b> 3:12 22:12 <b>their</b> 5:24 6:15 6:21 7:23 11:24 12:20 13:6 15:11 15:13 <b>them</b> 5:4 6:24 7:15	<hr/> <b>U</b> <hr/> <b>unable</b> 5:25 6:8 <b>under</b> 7:13 <b>understanding</b> 9:17 <b>unidentified</b> 15:20 15:24 16:15 16:19 16:24 17:21 17:25 <b>unknown</b> 8:1 <b>until</b> 6:4 13:23 <b>up</b> 6:25 7:9 7:16 <b>us</b> 11:22 20:8 21:9 <b>use</b> 20:8	<hr/> <b>V</b> <hr/> <b>vacation</b> 6:4 <b>ve</b> 7:14 7:23 8:1 9:5 15:11 15:13 17:8 19:15 22:22 <b>verified</b> 6:12 <b>verify</b> 6:9 <b>versus</b> 18:18 18:24 <b>vi</b> 3:11 <b>vii</b> 3:14 <b>vote</b> 12:24 19:3 22:9	<hr/> <b>W</b> <hr/> <b>wage</b> 1:9 3:10 3:13 5:8 5:15 10:4 13:5 16:4 20:8 21:16 22:13 26:11 <b>want</b> 13:18 17:22 20:11 20:12 23:25 <b>wants</b> 9:10 <b>wasn</b> 6:8	

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**3**


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**30** 15:14 15:15 15:17  
 16:11 17:15 17:18  
 22:14 22:16 22:18  
 24:24 25:3

**30th** 23:1

**31** 8:10 17:4 17:12  
 17:13 22:14 22:18

**31st** 23:1

**34** 14:13

**37069** 1:24

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**4**


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**40** 9:18 14:12 15:2  
 15:5 17:9 17:9 17:9  
 17:9 17:9 19:16

**45** 8:12

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**5**


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**52** 18:24

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**6**


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**60** 8:12

**600** 7:7 8:9 8:11

**615** 1:25

**686** 1:22 26:6 26:22

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**7**


---

**75** 14:14

**792** 9:3

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**8**


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**80** 14:15

**86** 7:2

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**9**


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**900** 1:24

**91** 7:2

**97** 7:2