Public Works, Prevailing Wage & Labor Compliance Workshop

Presented by:

CENTER FOR CONTRACT COMPLIANCE
AGENDA

1. SB-7


3. Public Works Requires Compliance with Labor & Apprenticeship Laws

4. Prevailing Wage Rates
   a) How to Determine the appropriate period
   b) Finding & Understanding the Rate Sheets
   c) Asterisks, Pre-Determined Increases

5. Prior to Bid (checklist items)

6. Sample Labor Compliance Packet/Forms & Reading CPRs
   a) Owner Operators
   a) Front End / Prior to Start of Work
   b) After Start of Work
   c) Circumstantially-Triggered Required Documents
   d) Calculating wages due to workers

7. Apprenticeship Requirements

- SB-854; PWC-100, Contractor Registration; Agency Notice; eCPRs [Covered by DLSE]
SB 7: Charter City & Prevailing Wage Compliance

SB 7 (Steinberg, Chapter 794, Statutes of 2013) Public Works: Prevailing Wage

- Prevents charter cities from receiving State funding for a construction project if the city has a charter provision or ordinance authorizing contractors to not comply with either the State's or equivalent local prevailing wage requirements.

- A charter city is not disqualified from receiving state funds if the charter city has a local prevailing wage ordinance for all its public works contracts that includes requirements that in all respects are equal to or greater than the requirements imposed by state law.

- Prevents charter cities from receiving State funding for a construction project if the city has within two previous years awarded a public works contract without requiring the contractor to comply with public works prevailing wage laws.
PUBLIC WORKS DEFINED BY LABOR CODE

**Labor Code §1720(a)(1)**
- “Construction, alteration, demolition, installation, or repair work done under contract and paid for in whole or in part out of public funds, . . .”
- “Construction includes work performed during the design and preconstruction phases of construction, including, but not limited to, inspection and land surveying work…”
- “Work performed during the post construction phases of construction, including, but not limited to, all cleanup work at the jobsite.”
- Private residential projects built on private property only when the projects are built pursuant to an agreement with a State Agency, redevelopment agency, or local public housing authority. [LC 1720(c)(1)]...Exceptions listed in LC 1720(c)(5)

**Labor Code §1720.2**
- “Public works” also means any construction work done under private contract when construction contract is between private persons AND property is privately owned, but upon completion of the construction work, more than 50% of the assignable sq ft is leased to the state or a political subdivision for its use. AND Either of the following conditions exist: (1) The lease agreement between the lessor and the state or political subdivision, as lessee, was entered into prior to the construction contract. (2) The construction work is performed according to plans, specifications, or criteria furnished by the state or political subdivision, and the lease agreement between the lessor and the state or political subdivision, as lessee, is entered into during, or upon completion of, the construction work.”

**Labor Code §1720.3**
- Hauling of refuse from a public works site to an outside disposal location with respect to contracts involving the [AB]...soil, gravel, rocks, concrete, asphalt, construction debris, etc. NOT recyclable metals that have been separated from other materials for selling at fair market value

**Labor Code §1720.6**
- “Work done under private contract work is performed in connection with the construction or maintenance of renewable energy generating capacity or energy efficiency improvements. The work is performed on the property of the [AB]. Either of the following conditions exists: (1) More than 50 percent of the energy generated is purchased or will be purchased by the [AB]. (2) The energy efficiency improvements are primarily intended to reduce energy costs that would otherwise be incurred by the [AB].
PUBLIC WORKS REQUIRES COMPLIANCE WITH LABOR & APPRENTICESHIP LAWS

Prevailing wages are due, in most instances, if the project costs more than $1,000, and involves the following construction work: new construction, alteration, demolition, installation, repair and maintenance.

Contractors must make an attempt to hire apprentices when the total project costs exceed $30,000. [GENERAL CONTRACTOR’S CONTRACT]

“This section is applicable only to work performed under contract, and is not applicable to work carried out by a public agency with its own forces. This section is applicable to contracts let for maintenance work.” (Section 1771)

The awarding body (AB) is responsible for administering its project and ensuring that public funds are used appropriately. As partners with DIR’s Public Works Enforcement team, ABs must also ensure that all public works contractors are in compliance with all labor laws.

Labor Code 1726(a): “The body awarding the contract for public work shall take cognizance of violations of this chapter committed in the course of the execution of the contract, and shall promptly report any suspected violations to the Labor Commissioner.”
# LABOR COMPLIANCE REQUIREMENTS

<table>
<thead>
<tr>
<th>REQUIREMENT</th>
<th>AGENCY - Responsibility</th>
<th>CONTRACTOR - Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Contractor Registration, License &amp; Workers Comp Insurance Review</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>2. Proof of Knowledge of labor law requirements on Record</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>3. Certified Payroll Records (CPR) clearly indicate “#1” – “Final”</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>4. CPRs contained all required data content</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>- Statement of Compliance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Contractor identification</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Proper dates</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Worker names, addresses, SS#</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Work classifications</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Hours</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Straight-time pay</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Over-time pay</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Gross, taxes, deductions, &amp; Net</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. CPR Authorization Form matches CPR’s Statement of Compliance (LC 1776)</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>7. Met overtime regulations (LC 1815)</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>8. Obtained Payroll Confirmation (may be required for certain grant funds CCR 16342)</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>9. Submit a Fringe Benefit Statement</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>10. Per Wage Determination, “Total Hourly Rate” (minus training) paid upon the CPR</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>11. Submitted benefit reports to support payment of Total Hourly Rate</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>12. Benefit reports met compliance</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>- All workers; All hours and/or remaining rates met the Total Hourly Rate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. Provided evidence of payment of required Trust Fund (Benefit) Contributions</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>14. Contractor “annualized” benefit credits (per Labor Code 1773.1)</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>15. Employee “Deductions” Authorizations on file</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>16. Provided evidence of payment of required Training Fund Contributions</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>17. Training Contributions met compliance</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>- Adequate hours; Correct rates</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18. Submitted “Contract Award Information” form (DAS-140)</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>19. DAS-140 submitted in compliance with CCR §230</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>20. Utilized apprentices in minimum State-required ratio (20% of journeyman hours)</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>21. Submitted DAS-142</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>22. DAS-142 submitted in compliance with CCR §230.1</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>23. Apprentice Ratio Worksheet identifies Daily (Davis Bacon) or Weekly (CA) ratio</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>24. Inspector Reports issued for project (NOTE: Not a Labor Law Requirement)</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>26. Worker Interviews conducted (CCR 16432)</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>27. Job Site Postings as required by Labor Code 1773.2</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>
PREVAILING WAGE RATES
CA vs FEDERAL PREVAILING WAGE RATES

CALIFORNIA LABOR LAW

1. Prevailing wages due on projects costing more than $1,000
2. When project is dually-funded, contract issued by non-Fed agency (e.g. “City”), must pay higher wage (CA vs DB)
3. Prevailing wages established by the DLSR (DIR / Labor Commissioner)
4. Prevailing wage determination based on either:
   1. 1st date bid was publically advertised
   2. If no bid, the date AB signed contract with GC (e.g. Design Build, Job Order Contract)
5. Total PW Package = BHR, HW, Vac, Pen, Training & “other”
6. Rates may contain “pre-determined increases”

FEDERAL DAVIS BACON (29 CFR §5.5)

1. Prevailing wages due on projects costing more than $2,000
2. If contract issued by Federal agency, contractor may only pay the DB rate
3. Prevailing wages established by the Dept of Labor (DOL)
4. Applicable prevailing wage determination is the “Mod” that was issued by DOL 10-days PRIOR to date bids opened
5. Total PW Package = BHR & FB (If contract let by City, must deduct CA “training” from FB amount)
6. This Rate lasts for life of project

If contract dually-funded & let by “City”, contractor must comply with both requirements
CA PREVAILING WAGE RATES

HOW TO DETERMINE THE CA PREVAILING WAGE RATES:

Step 1: Know the Project’s Bid Ad Date
   • If the project was not bid, the 1st date that memorialized agreement between Agency & Contractor is used

Step 2: Dash-one vs. Dash-two (e.g. 2013-1, 2013-2, 2014-1, 2014-2)
   • 2/22 & 8/22 of each year = “issuance date” [rates are released by DIR]
   • 10-days later = “effective date” (3/4 and 9/1)
   • If Bid ad is before effective date, use previous determination period
     -- e.g. Bid Ad of 8/26/13 (after 8/22 but BEFORE 9/1) uses the 2013-1

<table>
<thead>
<tr>
<th>“Dash One”</th>
<th>Dash Two</th>
</tr>
</thead>
<tbody>
<tr>
<td>20xx – 1</td>
<td>20xx – 2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>“Dash One”</th>
<th>Dash Two</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feb 2/22</td>
<td>Aug 8/22</td>
</tr>
<tr>
<td>2/22 – 3/4 = 201x = 201x – 1</td>
<td>8/22 – 9/1 = 201x – 1</td>
</tr>
<tr>
<td>3/4 →</td>
<td>9/1 →</td>
</tr>
<tr>
<td>Apr</td>
<td>Oct</td>
</tr>
<tr>
<td>May</td>
<td>Nov</td>
</tr>
<tr>
<td>Jun</td>
<td>Dec</td>
</tr>
<tr>
<td>Jul</td>
<td>Jan</td>
</tr>
<tr>
<td>Aug 8/21</td>
<td>Feb 2/21</td>
</tr>
</tbody>
</table>
CA PREVAILING WAGE RATES
FINDING & UNDERSTANDING THE RATE SHEETS

Step 3 – DIR Determinations
- Davis Bacon: http://www.wdol.gov/dba.aspx
- CA: http://www.dir.ca.gov/DLSR/statistics_research.html
- Trades fall into different “steps” on the DIR website
  - Step 1: Statewide (Ironworker, Metal Roofing, Driver On/Off Haul)
  - Step 2b: Southern CA (Basic Trades: Lab, Carp, Cement Mason)
  - Step 3: San Diego County Trades
  - Step 4: County-specific Trades (not in Step 2b; Elec, Plumb, Survey, Sheetmetal)

Step 4 – Pre Determined Increases / Single (*) vs. Double Asterisks (**) 
*  Single Asterisk: Rate is good for life of the project (no rate increase—period!)
** Double Asterisk: Look for pre-determined increases (like an ellipsis . . .)

Step 5 – Understanding the Rate Sheets
1. Basic Hourly Rate “BHR” (May be reduced if “Union;” Benefits package makes up Total Hrly Rate)
2. Vacation (May be paid to the worker, taxed, then taken as a deduction)
3. Pension, HW, “Other” (May be paid to either the worker or a plan / trust)
4. Training (Paid to the CAC, or trust; not to the worker unless owner-operator or craft is un-apprenticeable)
5. Overtime Rates (Includes “training” for bidding purposes; should not be paid to workers)
6. Footnotes (Hourly thresholds to overtime, dues included in rates)

Step 6 – Special Notices (Corrections, Modifications, Interim Determinations)
# CA PREVAILING WAGE RATES

## FINDING & UNDERSTANDING THE RATE SHEETS

<table>
<thead>
<tr>
<th>Classification</th>
<th>Basic Hourly Rate</th>
<th>Health and Pension</th>
<th>Vacation/Holiday</th>
<th>Training</th>
<th>Other Payments</th>
<th>Total Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iron Worker (Ornamental, Reinforcing, Structural)</td>
<td>$33.50</td>
<td>8.87</td>
<td>9.66</td>
<td>* 3.92</td>
<td>0.72</td>
<td>4.165</td>
</tr>
<tr>
<td>Fence Erector</td>
<td>$27.08</td>
<td>6.70</td>
<td>7.14</td>
<td>* 2.62</td>
<td>0.51</td>
<td>1.465</td>
</tr>
</tbody>
</table>

- **# symbol in front of craft name, means it is apprenticeable**
- **Single asterisk ( * ) means NO wage increases for entire duration of project**
- **“Total Hourly Rate” includes “training” amount (for bidding purposes). The amount due to worker is this amount LESS the training rate.**
- **Each craft has its unique OVERTIME hourly threshold before double-time is required**

### Notes:
- To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at [http://www.dir.ca.gov/das/das.html](http://www.dir.ca.gov/das/das.html).
- Includes supplemental dues.
- * Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday. All other overtime is at the Sunday/Holiday rate.
- Recognized Holidays: Holidays upon which the general prevailing hourly wage rate for holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at [http://www.dir.ca.gov/OPRL/PWD](http://www.dir.ca.gov/OPRL/PWD). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.
- Travel and/or subsistence payment: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and subsistence provisions for the current determinations on the Internet at [http://www.dir.ca.gov/OPRL/PWD](http://www.dir.ca.gov/OPRL/PWD). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.
CA PREVAILING WAGE RATES
FINDING & UNDERSTANDING THE RATE SHEETS

Double asterisk (**) denotes this craft has a “Pre-Determined” increase applied to it

- “Labor Costs” must be known at time contractors preparing bids

- Therefore, on public works jobs NEVER look to any other wage period (If your job is 2015-1, NEVER look at rates in 2015-2, 2016-1, etc.)

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**CA PREVAILING WAGE RATES DETERMINATION**

**CRAFT: ELECTRICAL UTILITY LINEMAN**

**NOTE:** Rates and wage periods are specific to the projects listed. Always consult the current wage period for the project you are bidding on.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Basic Hourly Rate</th>
<th>Health and Welfare</th>
<th>Pension</th>
<th>Vacation/Holiday</th>
<th>Straight Time</th>
<th>Overtime Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lineman, Cable Splicer</td>
<td>$50.30</td>
<td>5.00</td>
<td>7.86</td>
<td>0.38</td>
<td>0.57</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1.12</td>
<td></td>
<td></td>
<td>2X</td>
</tr>
<tr>
<td>Powederman</td>
<td>44.91</td>
<td>5.00</td>
<td>7.12</td>
<td>0.34</td>
<td>0.51</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1.12</td>
<td></td>
<td></td>
<td>2X</td>
</tr>
<tr>
<td>Groundman</td>
<td>30.73</td>
<td>5.00</td>
<td>7.08</td>
<td>0.23</td>
<td>0.35</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1.12</td>
<td></td>
<td></td>
<td>2X</td>
</tr>
</tbody>
</table>

**DETERMINATION:**

- **Issue Date:** August 22, 2013
- **Expiration Date:** May 31, 2014
- **Pre-Determined Increase:** The rate to be paid for work performed on or after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into after this date. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

**LOCALITY:**

- All localities within the State of California, except Del Norte, Modoc, and Siskiyou Counties. (For Del Norte, Modoc and Siskiyou – see page 21.)

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**NOTE:**

- Indicates a non-apprenticeable craft.

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**RECOGNIZED HOLIDAYS:**

Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement applicable to the particular craft/journeyman classification, which is filed with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing wage shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on [http://www.dir.ca.gov/daus/dan.html](http://www.dir.ca.gov/daus/dan.html).
CA PREVAILING WAGE RATES

“Pre-Determined Increases”

This is where the “Pre-Determined Increases are found”
STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director – Research Unit
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

PREDETERMINED INCREASES FOR

ELECTRICAL UTILITY LINEMAN (C-61-X-3-2013-1)
LINEMAN, CABLE SPlicer
POWDERMAN
GROUNDMAN

ALL LOCALITIES WITHIN THE STATE OF CALIFORNIA
EXCEPT DEL NORTE, MODOC, AND SISKIY尤 COUNTRIES

This predetermined increase for the above named craft applies only to the current determination for work being performed on public works projects with bid advertisement dates on or after September 1, 2013, until this determination is superseded by a new determination or a predetermined increase modification notice becomes effective.

When referencing our prevailing wage determinations, please note that if the prevailing wage rate determination, which was in effect on the bid advertisement date of a project has a single asterisk (*) after the expiration date, the rate will be good for the life of the project. However, if a prevailing wage rate determination has double asterisks (**) after the expiration date, the rate must be updated on the following date to reflect the predetermined rate change(s).

**ELECTRICAL UTILITY LINEMAN: LINEMAN, CABLE SPlicer**
Determination C-61-X-3-2013-1 is currently in effect and expires on May 31, 2014**

Effective June 1, 2014, the increase of $1.90 is allocated as follows: $1.51 to Basic Hourly Rate, $0.32 to Pension, $0.04 to NEBF, $0.01 to Training and $0.02 to Other.

There are no further increases applicable to this determination.

**ELECTRICAL UTILITY LINEMAN: POWDERMAN**
Determination C-61-X-3-2013-1 is currently in effect and expires on May 31, 2014**

Effective June 1, 2014, the increase of $1.74 is allocated as follows: $1.35 to Basic Hourly Rate, $0.32 to Pension, $0.04 to NEBF, $0.01 to Training and $0.02 to Other.

There are no further increases applicable to this determination.

**ELECTRICAL UTILITY LINEMAN: GROUNDMAN**
Determination C-61-X-3-2013-1 is currently in effect and expires on May 31, 2014**

Effective June 1, 2014, the increase of $1.30 is allocated as follows: $0.92 to Basic Hourly Rate, $0.32 to Pension, $0.03 to NEBF, $0.01 to Training and $0.02 to Other.

There will be no further increases applicable to this determination.

Issued August 22, 2013, Effective September 1, 2013 until superseded.

This page will be updated when wage rate information become available.

Lasted updated: September 1, 2013
PRIOR TO BID
PRIOR TO BID
Items to Include in Checklist

✓ Proper Prevailing Wage Rate Determination On File and/or included in Bid Specs [SAMPLE: Exhibit A]

✓ SB-854 Bid Notice Requirement: (Effective 1/1/15)
  “No contractor or subcontractor may be listed on a bid proposal for a public works project (submitted on or after March 1, 2015) unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)].
  No contractor or subcontractor may be awarded a contract for public work on a public works project (awarded on or after April 1, 2015) unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5.

  This project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.”

✓ Sample Job Posters: The awarding body must post or require the prime contractor to post job site notices prescribed by regulation.

✓ Sample Required Compliance Forms [SAMPLE: Exhibit B]
SAMPLE LABOR COMPLIANCE PACKET/FORMS & READING CPRs
**Submittal Schedule [B]**  
(State/Local-Funded Projects)

<table>
<thead>
<tr>
<th>Form Name (Form #)</th>
<th>Frequency</th>
<th>Submit Date</th>
<th>Special Instructions</th>
</tr>
</thead>
<tbody>
<tr>
<td>PWC-103 Contractor/Work Class Assignment Form</td>
<td>1-time</td>
<td>Within 5 days of Award of OCS Contract</td>
<td>The completion and submission of this form fulfills the required public works project award notification to both the CA DAS (Labor Code §17702—requiring the bidder DAS-15 notice) &amp; the CA DLSB Public Works Unit [§ 8. Cal. Code Reg. Sec. 16851(a)]</td>
</tr>
<tr>
<td>Labor Law Checklist (Attachment A)</td>
<td>1-time</td>
<td>At pre-construction meeting Prior to start of work</td>
<td>Must be submitted by all listed contractors and subcontractors before starting work.</td>
</tr>
<tr>
<td>Contractor’s Authorization to Certify Payroll</td>
<td>1-time</td>
<td>Prior to start of work</td>
<td>A copy must be forwarded to the Labor Compliance Officer with signature of (1) Company OwnerOp, and (2) company’s designated payroll officer</td>
</tr>
<tr>
<td>Sub’s Sub-List</td>
<td>1-time</td>
<td>Prior to start of work</td>
<td>informs LCP of under-tier subcontractor.</td>
</tr>
<tr>
<td>Public Works Contract Award Info (DAS-149)</td>
<td>1-time</td>
<td>Prior to start of work</td>
<td>DAS-149 shall be sent to each apprenticeship program for apprenticeable crafts utilized in a work project. Must be signed by the contractor who employs the Owner Op.</td>
</tr>
<tr>
<td>Request for Dismissal of Apprentice (DAS-142)</td>
<td>72 hours</td>
<td>As soon as possible</td>
<td>If a contractor is not required to provide apprenticeship training, it is recommended that the request be made in writing within 72 hours. The request must be signed by the contractor who employs the Owner Op.</td>
</tr>
<tr>
<td>Fringe Benefit Statement</td>
<td>1-time</td>
<td>When benefit changes</td>
<td>Submitted with 1st CPR or as benefit amount changes. In the event fringe benefits are paid in cash to workers, contractor should indicate fringe benefits paid in cash through this form.</td>
</tr>
<tr>
<td>Statement of Compliance Card (CPR)</td>
<td>Weekly</td>
<td>Within 10 days of end of payroll period</td>
<td>CPRs to be submitted to the Labor Compliance Officer within 10 days from the end of the payroll period. All documents modifying the payroll must accompany the CPR; these include but are not limited to approved “make-up” bills, “Special-shift” work schedules, etc. NOTE: Prior to 2004, contractors are required to submit CPRs to the DLI via e-CPR (cal Labor Code).</td>
</tr>
<tr>
<td>Statement of Non-Performance</td>
<td></td>
<td>Within 10 days of end of payroll period</td>
<td>All inactive workers (after the submission of the 1st CPR) should be reported on a Statement of Non-Performance. Number of non-paydays in sequence if it were a CPR.</td>
</tr>
<tr>
<td>Employer's Monthly report to Trustee of Fringe Benefit Program with copy of the contribution check</td>
<td>Monthly</td>
<td>Within 10 days of end of reporting month</td>
<td>Submit monthly reports to the Trustee along with a copy of the contribution check to the Agency’s Labor Compliance Officer.</td>
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<tr>
<td>Training Fund Contributions (CACP-2) Copy of the contribution check</td>
<td>Monthly</td>
<td>By the 10th of each month, within 20 days of the preceding month</td>
<td>A copy MUST be forwarded to the Agency’s Labor Compliance Officer. Monthly reports should reflect the accurate monthly man-hours performed during the previous month. The CACP-2 form must be accompanied by a copy of the contribution check.</td>
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**NOTE:**  
“OWNER OPERATORS” DO NOT NEED TO FURNISH:  
- DAS-142  
- Training Fund Contributions  
- CPR-Authorization Form

**NOTE:**  
- Owner Op CPR must be signed by Contractor who employed the Owner Op
Owner Operators: Test

EMPLOYEE VS. INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Does the employer have the right to control and direct worker? NO ↔ INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Does the worker receive instructions about how and where the work is to be done instead of the employer merely specifying the desired result? NO ↔ INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Is payment based on time spent rather than a set price for the work to be performed? NO ↔ INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Does the worker devote virtually all his working time to the employer rather than offering services to the general public? NO ↔ INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Does the worker performing services make their services available to the general public and/or other businesses? NO ↔ INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Is there a continuing relationship between employer and worker? NO ↔ INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Can the worker be discharged at will? NO ↔ INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Did the employer train the worker for the job? NO ↔ INDEPENDENT CONTRACTOR

EMPLOYEE ↔ YES Does the employer have employees performing the same work as the independent contractor? NO ↔ INDEPENDENT CONTRACTOR
**Owner Operators: Test**

**EMPLOYEE VS. INDEPENDENT CONTRACTOR-continued**

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<tr>
<th>EMPLOYEE</th>
<th>YES</th>
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**Questions:***

1. **Does the worker perform services personally rather than delegating them to others?**
   - EMPLOYEE: YES, INDEPENDENT CONTRACTOR: NO

2. **Does the employer set a specific time when the individual services are to be performed?**
   - EMPLOYEE: YES, INDEPENDENT CONTRACTOR: NO

3. **Does the employer furnish the tools and materials used by the worker performing services?**
   - EMPLOYEE: YES, INDEPENDENT CONTRACTOR: NO

4. **Is the employer assuming all the financial risk, rather than the worker making a significant financial investment in the job and having the opportunity to realize a profit or loss from the work?**
   - EMPLOYEE: YES, INDEPENDENT CONTRACTOR: NO

5. **Does the individual performing the services publicly advertise these services in for example, the newspaper or yellow pages?**
   - EMPLOYEE: NO, INDEPENDENT CONTRACTOR: YES

6. **Does the individual performing the services have a business license?**
   - EMPLOYEE: NO, INDEPENDENT CONTRACTOR: YES

7. **Does the individual performing the services operate d.b.a. or under a tradename?**
   - EMPLOYEE: NO, INDEPENDENT CONTRACTOR: YES
DOCUMENTS REQUIRED: FRONT END DOCUMENTS

Submittal Schedule [B] – “1-time only Submittals”

1. PWC-100 Work Class Assignment Form [B1]
   - Should be collected within 5 days of Agency’s Award of Contract to GC
   - Contains all data elements that are necessary for the Agency’s ‘registering’ of the contract/project on the PWC-100 website

   - Should be collected at Pre-Con meeting / Prior to sub’s start of work
   - Memorialize that LC requirements were discussed & contractor was made aware of responsibilities

3. Contractor’s Authorization to Certify Payrolls [B3]
   - Designated “payroll officer” who is authorized to certify payrolls (perjury misdemeanor)

4. Subs’ Sub List [B4]
   - Subs’ Sub List identifies lower-tier subs who must also comply with LC requirements

5. DAS-140: Public Works Contract Award Information (CCR 230) [B5]
   - Required of ALL contractors, regardless of Union affiliation or intent to hire apprentices
   - Exempted: Non-apprenticeable crafts; “owner operators”
   - Must be submitted no later than the 1st day in which the contractor has workers employed
DOCUMENTS REQUIRED: AFTER START OF WORK

   • Contractors must submit with 1st CPR
   • Identifies where contractor is sending its workers’ FB payments & training contributions
   • Depending on (“Cash” vs. Trust / Plan), this triggers Agency to request copies of Trust Fund Reports / Training Reports or not for each month worked

7. CPR, Statement of Compliance, Statement of Non-Perf. [B7i, ii, iii]
   • DLSE Form [B7i] vs. DOL Form [B7ii] vs. Owner Operator CPR [B7iii]
   • After 1st week of work, no gaps thru “final”
   • Due weekly
   • “Owner Operator CPR” must be signed by contractor who pays the owner operator

8. Contractor’s Monthly Report to Trustees (if applicable) [B8]
   • “Sample” monthly fringe benefit report if contractor sending benefits to a plan / trust fund
   • Proof of payment (copy of check) is required; validation letters
   • Due Monthly around 25th of following month

9. CAC-2: Training Fund Contribution Report (if applicable) [B9]
   • Due Monthly by 15th of following month (LCP allows 1 month lag)
   • Exempted: Non-apprenticeable crafts; owner operators
CIRCUMSTANTIALLY - TRIGGERED REQUIRED DOCUMENTS

10. DAS-142 [B10]
   • Due ONLY if contractor did not meet minimum apprentice utilization ratio with its own forces.
   • Exempted: Non-apprenticeable crafts; owner operators

(End of sample documents in Exhibit B Packet)

11. Apprentice Registration Certificates [Exhibit C]
   • CA Website: http://www.dir.ca.gov/DAS/appcertpw/AppCertSearch.asp
   • Federally-funded projects require apprentice certs to be reissued every 90 days

12. Electrician Certificates [Exhibit D]
   • LC §3099, certification by DAS is required for anyone who performs work as an electrician for C-10 Electrical contractors.

13. Annualization Worksheet [Exhibit E]
   • LC 1773.1 - Requires contractors to indicate the hourly FB payments (when they are paid as monthly premiums)
ESSENTIAL INFO ON CPRs

This indicates how benefits are paid
CA PREVAILING WAGE RATES
CALCULATING WAGES DUE TO WORKERS

Step 1 – Contractor’s Fringe Benefit Statement
• How is the contractor paying its “employer payments”
  - Cash, Union Trust Fund, other plans???
• This determines how much the workers will receive hourly in addition to their BHR

Step 2 – Straight Time vs. Over Time (1 ½, 2x)
• Determinations states up to “8 hours” = straight time
• Overtime hourly thresholds (first 2 hours, 4 hours, etc)
• Overtime Calculation:
  (Straight-time BHR) x (1.5 or 2) + (FB payments due to worker) = OT rate p/hour

Step 3 – Deductions
• Must be “authorized” by workers or state/federal/courts
• If authorized, total rate may be paid to workers then deducted without requirement to submit Trust Fund Reports
  - If the worker received its total hourly rate (i.e. they’ve received their prevailing wages due), then allowed employer to deduct & send away, this is their business not ours
APPRENTICESHIP
DIFFERENCES BETWEEN CA & FEDERAL APPRENTICESHIP REQUIREMENTS

CALIFORNIA LABOR LAW
Apprenticeship Requirements Regulated by CA Labor Code §1777.5 et seq., CA Code of Regs 230 et seq

1. Apprenticeship is MANDATED on public works projects (LC 1720) for all apprenticeable crafts where no exemption applies

2. Apprentices must be certified by a CAC-approved apprenticeship training committee
   - Certs good until apprentice “ends” apprenticeship

3. Three (3) Main CA Requirements:
   - Public Works Notification (DAS-140)
   - Minimum Utilization Ratio/Dispatch (DAS-142)
   - Pay Training Contributions

FEDERAL DAVIS BACON
Apprenticeship Regulated by Davis-Bacon Act (29 CFR §5.5)

1. Apprentices, not mandated—but allowed

2. Apprentices must be enrolled in State programs that are registered with the U.S. DOL “Employment and Training Administration” Office of Apprenticeship (OA)
   - Certs must be renewed every 90-days

3. Requirements:
   - No minimum ratio
   - Must not exceed the MAX ratio, on a DAILY basis, as determined by the app. training committee
   - Apprentice rate must reflect % of Journeyman’s Davis Bacon Rate

If contract is let by “non-Federal” agency (e.g. City), must comply with both requirements
CA - APPRENTICESHIP REQUIREMENTS

1. DAS-140 Notification

2. Pay Training Contributions

3. Utilize Apprentices in proper ratios
   [OR fulfill “Dispatch Request” requirement (DAS-142) per CCR 230.1]
1. **DAS-140 “Notification”**

**MANDATED SUBMITTAL ON PUBLIC WORKS PROJECTS:** Although there are a few exemptions (SLIDE 3), **ALL** contractors (non-union & union alike) must submit a “public works contract award information” sheet (per craft) when performing on a California public works project.

2. **The DAS-140 IS SIMPLY A NOTIFICATION / “announcement”** of the contractor’s participation on a public works project—*it is not* a request for the dispatch of an apprentice.

3. **DAS-140 must be submitted for EACH CRAFT** the contractor will utilize upon the project.

4. **WHEN IS THE DAS-140 DUE?** Contractors shall submit the DAS-140 within 10 days of the GC’s execution of the contract or subcontract, but in no event later than the first day in which the contractor has workers employed on the public work.

5. **HOW SHOULD A DAS-140 BE COMPLETED / SUBMITTED TO BE DEEMED COMPLIANT?**

[CA Code of Regs 230: EXHIBIT 4]

---

**PUBLIC WORKS CONTRACT AWARD INFORMATION**

Contract award information must be sent to your Apprenticeship Committee if you are approved to train. If you are not approved to train, you must send the information (which may be this form) to ALL applicable Apprenticeship Committees in your craft or trade in the area of the site of the public work. Go to: [http://www.dir.ca.gov/dlaa/PublicWorksForms.htm](http://www.dir.ca.gov/dlaa/PublicWorksForms.htm) for information about programs in your area and trade. You may also contact your local Division of Apprenticeship Standards (DAS) office whose telephone number may be found in your local directory under California, State of, Industrial Relations, Division of Apprenticeship Standards.

**Do not send this form to the Division of Apprenticeship Standards.**

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**This is not a request for dispatch of apprentices.** Contractors must make a separate request for actual dispatch, in accordance with Section 230.19(a) California Code of Regulations.

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Check One Of The Boxes Below

1. We are approved to train apprentices by the Apprenticeship Committee. We will employ and train under their standards. 

2. We will comply with the standards of the Apprenticeship Committee for the duration of this job only.

3. We will employ and train apprentices in accordance with the California Apprenticeship Council regulations, including § 230.1(c) which requires that apprentices employed on public projects can only be assigned to perform work of the craft or trade to which the apprentice is registered and that the apprentices must at all times work with or under the direct supervision of journeymen.

---

Signature: ____________________

Date: ____________________

Title: ____________________

State of California - Department of Industrial Relations DIVISION OF APPRENTICESHIP STANDARDS

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[CA Code of Regs 230: EXHIBIT 4]
1. DAS-140 – How To Complete / Submit

[EXHIBIT 5]

<table>
<thead>
<tr>
<th>Form Section [...]</th>
<th>How to Complete</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ A ] General Contact Data</td>
<td>Self-explanatory</td>
</tr>
<tr>
<td>[ B ] “Name &amp; Address of Public Works Project”</td>
<td>Contractor’s should obtain the Agency’s “name” for the job</td>
</tr>
<tr>
<td>[ C ] “Name &amp; Address of Public Agency Awarding Contract”</td>
<td>This is NOT requesting the name of the General Contractor</td>
</tr>
<tr>
<td>[ D ] “Date your Contract Executed”</td>
<td>Identify the name of the Public Agency</td>
</tr>
<tr>
<td>[ E ] “Date of Expected or Actual Start of Project”</td>
<td>This ‘date’ should be at least 10-days BEFORE the date at the bottom of the form</td>
</tr>
<tr>
<td>[ F ] “Estimated Number of Journeyman Hours”</td>
<td>To be ‘compliant’ the DAS-140 must be submitted within 10 days of the GC’s execution of subcontract.</td>
</tr>
<tr>
<td>[ G ] “Occupation of Apprentice”</td>
<td>In no event shall the DAS-140 be issued after the ‘date’ indicated in Section E</td>
</tr>
<tr>
<td>[ H ] “Estimated Number of Apprentice Hours”</td>
<td>This is the date you—the contractor—is expected to start work</td>
</tr>
<tr>
<td>[ I ] “Approximate Dates to be Employed”</td>
<td>For all apprenticeable crafts (Except “Laborers” and “Operating Eng”) this SHOULD BE 20% of the ‘estimated Journeyman hours’ identified in “F” (F’s hours divided by 5)</td>
</tr>
</tbody>
</table>
DAS-140 – How To Complete / Submit

…Continued…

PUBLIC WORKS CONTRACT AWARD INFORMATION

Contract award information must be sent to your Apprenticeship Committee if you are approved to train. If you are not approved to train, you must send the information (which may be this form) to all applicable Apprenticeship Committees in your craft or trade in the area of the site of the public work. Go to http://www.dir.ca.gov/das/PublicWorksForm.htm for information about programs in your area and trade. You may also consult your local Division of Apprenticeship Standards (DAS) office whose telephone number may be found in your local directory under California, State of, Industrial Relations, Division of Apprenticeship Standards.

Do not send this form to the Division of Apprenticeship Standards.

Form Section

How to Complete

[ ] “This Form is Being Sent To”

This box identifies which Apprenticeship Training Committee (ATC) the contractor issued the DAS-140 form to. Use the DAS Website to determine the craft’s applicable ATCs. Fax or email this form to each applicable ATC that appears on the list per the website below www.dir.ca.gov/Databases/das/pwaddrstart.asp

[K] Box 1

- Contractors who are SIGNATORY (for the craft) or are already approved to train apprentices with an ‘ATC’ should check “Box 1” & identify the ATC name in the appropriate area
- The DAS-140 notification requirement (for any craft where the contractor checks ‘Box 1’) is FULFILLED upon proof of transmittal to the ‘Box 1’ ATC (acceptable “proof” of transmittal = fax transmittal confirmation, email confirmation, certified mail receipt)
- Contractors should ALWAYS retain their DAS forms & ‘proof’ of submittal

[L] Box 2

- Contractors who are NOT signatory, who have “agreed to comply” with the ATCs standards (e.g. PLA, Single-Job Agreements) should check “Box 2” & identify the ATC name in the appropriate area
- The DAS-140 notification requirement (for any craft where the contractor checks ‘Box 2’) is NOT FULFILLED UNTIL proof of transmittal to ALL ATCs approved to train in the noted Craft (per the DAS website above) have been ‘notified’
- Must submit acceptable “proof” of transmittal to ALL ATCs to effectuate compliance

[M] Box 3

- Contractors who are NOT signatory, & who have not “agreed to comply” with the ATCs standards (i.e. non-union) should check “Box 3”
- The DAS-140 notification requirement (for any craft where the contractor checks ‘Box 3’) is NOT FULFILLED UNTIL proof of transmittal to ALL ATCs (per the DAS website above) have been ‘notified’
- Must submit acceptable “proof” of transmittal to ALL ATCs to effectuate compliance

Example: If Box 2 or 3 contractor issues a DAS-140 for the “Cement Mason” craft in Riverside County, this form must be sent to ALL ATCs approved to train the CM Craft—2 ATCs—only after ALL ATCs notified, is compliance reached.
The DAS-140 is a required submittal PRIOR-TO the contractor’s start of work.

Contractors who check “Box 1” are **ONLY** required to submit the DAS-140 form to the App Training Committee with which they are approved to train (indicated on the Box 1 line).

Contractors who are NOT approved to train apprentices (i.e. those that check either “Box 2” or “Box 3”) **MUST SUBMIT THE DAS-140 TO EACH** of the craft’s apprenticeship Training Committees in the County area of the public works project. See DAS website for JAC list: [http://www.dir.ca.gov/Databases/das/pwaddrstart.asp](http://www.dir.ca.gov/Databases/das/pwaddrstart.asp)

Contractors must **PROVE** they issued the DAS-140 to the App Training Committee(s) to be deemed compliant [proof = JAC confirmation, fax confirmation sheet, certified mail, etc]

The DAS-140
THE BOTTOM LINE...
CA - APPRENTICESHIP REQUIREMENTS

1. DAS-140 Notification

2. Pay Training Contributions

3. Utilize Apprentices in proper ratios
   [OR fulfill “Dispatch Request” requirement (DAS-142) per CCR 230.1]
2. PAY “TRAINING FUND” CONTRIBUTIONS

Regulated by: Labor Code 1777.5(m)(1); CCR 230.2

When no exemption applies, every contractor on public works shall:

- Pay training fund contributions to EITHER (a) or (b) below:
  (a) A project applicable “local training trust” (approved apprenticeship training program per DAS website) or its Trust Fund
  (b) The “CAC” (new website: https://www.dir.ca.gov/das/tf/cac2.asp)

  - Training paid to the CAC is due on the 15th day of each month for work performed during the preceding month (CCR 230.2)

- Pay the hourly “training” rate for each hour performed by ALL workers employed
  --Status of worker as is irrelevant if performing craft work—e.g. “owner” performing craft work on-site = “worker”)

  --If contractor pays an hourly training amount that is OVER the DIR rate, the difference is taken from the “Total Hourly Rate” (allowed)

- The “training” rate shall be paid to the ‘worker’ ONLY when the contractor falls into any of the 1-of-the-5 “EXEMPT” categories
  (i) “Owner-Operator”
  (ii) When the craft or trade is non-apprenticeable yet wage determination shows a “training” rate
  (iii) When the contractor has a direct contract with the Public Agency under $30,000
  (iv) When the project is 100% federally funded and is on a federal installation
  (v) When the project is a private project not covered by the definition of public works as found in Labor Code section 1720
CA - APPRENTICESHIP REQUIREMENTS

1. DAS-140 Notification

2. Pay Training Contributions

3. Utilize Apprentices in proper ratios
   [OR fulfill “Dispatch Request” requirement (DAS-142) per CCR 230.1]
Requirement #3
UTILIZE APPRENTICES IN PROPER RATIO OR SUBMIT DAS-142

Labor Code 1777.5(g)

**WHY is this a public works law – Ideology?**
-- Replenish the journeyman workforce necessary for building public works infrastructure

**WHAT is the MINIMUM RATIO utilization requirement?**
Minimum Ratio = (1) hour of apprentice work for every five (5) hours of journeyman work.
-- This ratio shall be met prior to the contractor’s submittal of CPR marked “final”
-- This minimum ratio does NOT apply to contractors given “EXCEPTION” status

**WHAT is the MAXIMUM RATIO?**
Each craft JAC has its own Maximum Ratio. Remedy on violations of the craft’s maximum ratio = upgrade the rate of pay of enough apprentices to journeyman pay.

**WHO is required to utilize apprentices upon public works?**
-- EVERY contractor working upon public works, except…

…those that are “Exempt” or have been granted an “Exception”

NEXT SLIDE DEFINES “EXCEPTIONS” TO THE RULE…
EXCEPTIONS TO APPRENTICESHIP RATIO REQUIREMENT #3

The following are exceptions to the minimum 5-to-1 journeymen to apprentice hourly ratio as required by Labor Code 1777.5(g).

The two exceptions below fall into a **MAN-TO-MAN DAILY RATIO**, thus hours performed each day are not determinative of whether the contractor is within ratio—the **number of bodies being utilized** for each respective craft is what counts each day.

**OPERATING ENGINEER’s craft in Southern California**
- Applies to all Contractors (Union & Non-Union contractors may take this exception)
- Contractors are required to utilize a minimum ratio of not less than one (1) apprentice for each five (5) journeymen each day  
  [Meaning 6th Operator = apprentice]
- See: [www.dir.ca.gov/DAS/RatioOESO.pdf](http://www.dir.ca.gov/DAS/RatioOESO.pdf)

**LABORER’s craft in Southern California**
- Applies only to contractors that participate in the Laborers Southern California Apprenticeship Program (i.e. Only contractors signatory to the Laborer’s Union may take this exception)
- Approved or “Participating contractors” are not required to hire an apprentice until there are four (4) journeymen on the jobsite each day  
  [Meaning 5th Laborer = apprentice]
- See: [www.dir.ca.gov/DAS/RatioLSO.pdf](http://www.dir.ca.gov/DAS/RatioLSO.pdf)
Requirement #3 - “OPTION #1”
UTILIZE APPRENTICES IN PROPER RATIO

OPTION #1: HOW do contractors comply with utilization requirements?

Easy. Do all of the following:

1. Hire apprentices in minimum 1:5 hourly ratio for each apprenticeable craft
   - Use a “Journeyman:Apprentice Ratio Audit Worksheet [Exhibit 4] to calculate hours for each
   - Do NOT count any Journeyman OT hours
   - Do include Apprentice OT hours

2. Ensure that all apprentices are “registered” (maintain an apprentice certificate) & apprenticeship was ‘active’ while work was performed (certificate shows ‘end’ date)

3. Have a Journeyman in the apprentice’s same craft present for every hour performed by the apprentice on each day of work.
   - Violation of this (meaning apprentice working on any day “un-supervised” by a journeyman in same craft) constitutes Wage Underpayment
Requirement #3 - “OPTION #2”
SUBMIT DAS-142

1. SUBMIT DAS-142
   Must be sent to ALL JACs in project’s County area; in writing
   See DAS website for list of County JACs
   http://www.dir.ca.gov/Databases/das/pwaddrstart.asp

2. PROVIDE 72-HOUR NOTICE
   72 hour notice should provide the JAC to meet the minimum ratio (by last date on CPR). If not enough time provided = DAS violation

3. MAINTAIN “PROOF” OF TRANSMITTAL
   Examples:
   JAC confirmations; Fax confirmation; email receipt, certified mail receipt

Once all 3 in this “Option” are performed (per craft)
Contractor does NOT need to further utilize apprentices per CCR 230.1
DAS-142
THE BOTTOM LINE...

- If contractors are EXEMPT from apprenticeship requirements, then meeting minimum ratio & the DAS-142 are NOT required.

- If contractors are employing less than 4 “Laborer” (bodies) per day AND ARE SIGNATORY to the Laborers, then meeting minimum ratio & the DAS-142 are NOT required for this craft.

- If contractors are employing less than 5 “Op Eng” (bodies) per day, meeting minimum ratio & the DAS-142 are NOT required for this craft.

- For all other contractors, who are NOT MEETING THEIR MINIMUM APPRENTICE UTILIZATION RATIO, they MUST SUBMIT THE DAS-142 TO EACH of the craft’s apprenticeship Training Committees in the County area of the public works project.

- Contractors must PROVE they issued the DAS-142s to ALL OF THE App Training Committee(s) in the County area for each craft [e.g. JAC verification, fax confirmation sheet, certified mail, etc]
NOTE: Contracts for “consultants” (e.g. soils, inspector) require own PWC-100 registration