

IMPORTANT NOTICE - DAS 001

Clarification: How to determine prevailing rate of pay for your apprentice

The prevailing wage has different periods and/or hours than your program, it is the program’s responsibility to make a comparable conversion using the RSI and OJT hours accrued by the apprentice to place them at the appropriate wage rate.

CDR § 208 Wages, Employee Benefits, and Other Compensation for Apprentices (b) For Apprentices In The Building And Construction Industry Employed On Public Works Projects:

For apprentices participating in approved apprenticeship programs in the building and construction industry, the wages and employer payments for employees benefits as defined in 8 C.C.R. § 16000 for regular and overtime work while employed on public works projects within the meaning of Labor Code § 1720 et seq. shall e the per diem wage rates for apprentices in the apprenticeable occupation as determined by the Director of Industrial Relations in the geographic area of the project.

The Apprenticeship Program is responsible for making the conversion and communicating the appropriate period to the contractor.

Please see the examples below on how to make a comparable conversion. Both charts are each 4 years; one has 6 periods and the other has 4 periods.

Prevailing Wage Pay Periods

Prevailing Wage Pay Periods	Duration Per Period
1	750 (0-750 OJT)
2	750 (751-1500 OJT)
3	1000 (1501-2500OJT)
4	1000 (2501-3500 OJT)
5	1000 (3501-4500 OJT)
6	1000 (4501-5500 OJT)

Apprentice Program X Periods as Defined In Program Standards

Apprentice Program Periods	Duration Per Period
1	1375 & Successful Completion of Corresponding RSI (0-1375 OJT & Completion of Corresponding of RSI)
2	1375 & Successful Completion of Corresponding RSI (1376-2750 OJT & Completion RSI)
3	1375 & Successful Completion of Corresponding RSI (2751-4125 OJT & Completion of RSI)
4	1375 & Successful Completion of Corresponding RSI (4126-5500 OJT & Completion of RSI)

Application of Prevailing Wage Periods to Apprentice Program X

Prevailing Wage Pay Period	Apprentice Program X Period	Duration*
1	1	0 – 750 OJT
2	1	750 – 1375 OJT
2	2	1376 – 1500 OJT
3	2	1501 – 2500 OJT
4	2	2501 – 2750 OJT
4	3	2751 – 3500 OJT
5	3	3501 – 4125 OJT
5	4	4126 – 1500 OJT
6	4	4501 – 5500 OJT

*Duration Example of OJT Hour Requirement Only – Each Program needs to also include their RSI requirement in order to determine the appropriate prevailing wage pay period. An apprentice must complete both the RSI and OJT required per period by the program to move from one category to the next.